

Meeting of the

OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 8 January 2008 at 7.00 p.m.

A G E N D A

VENUE

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

Members:	Deputies (if any):
Chair: Councillor Marc Francis Vice-Chair: Councillor Alexander Heslop	
Councillor Shahed Ali Councillor Alibor Choudhury Councillor Stephanie Eaton Councillor Peter Golds Councillor Ahmed Hussain Councillor Mohammed Abdus Salique Councillor Salim Ullah	Councillor Louise Alexander, (Designated Deputy representing Councillor Stephanie Eaton) Councillor Tim Archer, (Designated Deputy representing Councillor Peter Golds) Councillor Lutfa Begum, (Designated Deputy representing Councillor Ahmed Hussain) Councillor Abjol Miah, (Designated Deputy representing Councillor Shahed Ali) Councillor Fozol Miah, (Designated Deputy representing Councillor Shahed Ali) Councillor Oliur Rahman, (Designated Deputy representing Councillor Ahmed Hussain) Councillor M. Mamun Rashid, (Designated Deputy representing Councillor Shahed Ali) Councillor A A Sardar, (Designated Deputy representing Councillors Marc

Francis, Alibor Choudhury, Alex Heslop, Mohammed Abdus Salique and Salim Ullah)

Councillor Bill Turner, (Designated Deputy representing Councillors Marc Francis, Alibor Choudhury, Alex heslop, Mohammed Abdus Salique and Salim Ullah)

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

Co-opted Members:

Mr Azad Ali	– Parent Governor Representative
Terry Bennett	– Church of England Representative
MD Shahanur Khan	– Parent Governor Representative
Mr D McLaughlin	– Roman Catholic Diocese of Westminster Representative
Mr H Mueenuddin	– Muslim Community 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: Kweku Quagraine, Democratic Services, Tel: 020 7364 4877, E-mail: kweku.quagraine@towerhamlets.gov.uk

LONDON BOROUGH OF TOWER HAMLETS

OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 8 January 2008

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.

Note from the Chief Executive

In accordance with the Council's Code of Conduct, Members must declare any **personal interests** they have in any item on the agenda or as they arise during the course of the meeting. Members must orally indicate to which item their interest relates. If a Member has a personal interest he/she must also consider whether or not that interest is a **prejudicial personal interest** and take the necessary action. When considering whether or not they have a declarable interest, Members should consult pages 195 to 198 of the Council's Constitution. Please note that all Members present at a Committee meeting (in whatever capacity) are required to declare any personal or prejudicial interests.

A **personal interest** is, generally, one that would affect a Member (either directly or through a connection with a relevant person or organisation) more than other people in London, in respect of the item of business under consideration at the meeting. If a member of the public, knowing all the relevant facts, would view a Member's personal interest in the item under consideration as so substantial that it would appear likely to prejudice the Member's judgement of the public interest, then the Member has a **prejudicial personal interest**.

Consequences:

- If a Member has a **personal interest**: he/she must declare the interest but can stay, speak and vote.
- If the Member has **prejudicial personal interest**: he/she must declare the interest, cannot speak or vote on the item and must leave the room.

When declaring an interest, Members are requested to specify the nature of the interest, the particular agenda item to which the interest relates and to also specify whether the interest is of a personal or personal and prejudicial nature. This procedure is designed to assist the public's understanding of the meeting and is also designed to enable a full entry to be made in the Statutory Register of Interests which is kept by the Service Head, Democratic Services on behalf of the Monitoring Officer.

3.	UNRESTRICTED MINUTES	1 - 10
	To confirm as a correct record of the proceedings the unrestricted minutes of the meeting of the Overview and Scrutiny Committee held on 4 th December 2007.	
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'	
6 .1	Call In: 2 Gladstone Place: Granting of Development Lease	11 - 20
	(Time allocated: 30 Minutes)	
6 .2	Call In: Whitechapel Centre	21 - 34
	(Time allocated: 30 Minutes)	
7.	SCRUTINY SPOLIGHT- LEAD MEMBER CHILDREN'S SERVICES	
	(Time allocated 45 minutes)	
	The Lead Member for Children's Services, Councillor Clair Hawkins will attend to report on her portfolio.	
	Councillor Clair Hawkins Portfolio includes the following areas:	
	<ul style="list-style-type: none"> ▪ Young people and learning ▪ Building schools ▪ Youth and Community Learning ▪ Children's social care ▪ JAR (joint Area Review) 	
8.	PERFORMANCE MANAGEMENT	
8 .1	Equality and Diversity action plan 2007/08 Six Monthly Monitoring Report	35 - 130
	(Time allocated 15 minutes)	
9.	BUDGET AND POLICY FRAMEWORK	

9 .1 Youth Justice Plan 131 - 140

(Time allocated 15 minutes)

10. SCRUTINY MONITORING AND MANAGEMENT

10 .1 Scrutiny Challenge Session-Evaluation of the Effectiveness of Safer Neighbourhood Teams 141 - 146

(Time allocated 5 minutes)

10 .2 Scrutiny Challenge Session-Determination of Major Planning Applications 147 - 152

(Time allocated 5 minutes)

10 .3 Verbal Updates from Scrutiny Leads

(Time allocated – 5 minutes each)

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

(Time allocated 15 minutes)

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

13. 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.

14. SECTION TWO REPORTS 'CALLED IN'

There were no Section Two reports 'called in' from the

meeting of Cabinet held on 5th December 2007.

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

(Time allocated 15 minutes).

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

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE OVERVIEW & SCRUTINY COMMITTEE

HELD AT 7.00 P.M. ON TUESDAY, 4 DECEMBER 2007

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

Members Present:

Councillor Marc Francis (Chair)

Councillor Alibor Choudhury
Councillor Stephanie Eaton
Councillor Peter Golds

Councillor Alexander Heslop (Vice-Chair)
Councillor Ahmed Hussain
Councillor Mohammed Abdus Salique
Councillor Salim Ullah
Councillor Shahed Ali

Other Councillors Present:

Councillor Ohid Ahmed
Councillor Shafiqul Haque

Co-opted Members Present:

Mr H Mueenuddin – Muslim Community Representative

Guests Present:

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Officers Present:

Suki Binjal – (Interim Head of Non-Contentious Team, Legal Services)
Afazul Hoque – (Acting Scrutiny Policy Manager, Scrutiny and Equalities, Chief Executive's)
Michael Keating – (Service Head, Scrutiny & Equalities, Scrutiny & Equalities, Chief Executive's)
Emma Peters – (Corporate Director, Development and Renewal)
Sara Williams – (Assistant Chief Executive)

Kweku Quagraine – (Democratic Services)
John Williams – Service Head, Democratic Services
Maureen McEleney – Director of Housing Management

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Co-opted Members of the Committee Mr Terry Bennett and Mr Azad Ali.

2. DECLARATIONS OF INTEREST

The following declarations were made:

Councillor Ohid Ahmed declared a personal and prejudicial interest in relation to item 6.1 'Progressing Leaseholder Buy Backs to Enable RSL Regeneration Schemes' as a Member of the Cabinet which took the decision subject to call-in.

Councillor Shafiqul Haque declared a personal and prejudicial interest in relation to item 6.1 'Progressing Leaseholder Buy Backs to Enable RSL Regeneration Schemes' as a Member of the Cabinet which took the decision subject to call-in.

3. UNRESTRICTED MINUTES

The minutes of the meeting held on 6th November 2007 were confirmed as a true and accurate record.

In discussing matters arising from the minutes of the 6th of November, the Chair indicated that the proposed letter to the Standards Board, regarding the attendance of Cabinet Members at the O&S Committee was in the process of being drafted and would be circulated to Committee Members by the end of the week.

Councillor Stephanie Eaton referred to the beneficial effects of the Overview and Scrutiny Committee's work in relation to Residential Care of Older People and recorded her appreciation of Councillor Ahmed Hussain's work in this regard.

4. REQUESTS TO SUBMIT PETITIONS

No requests to submit petitions were made.

5. REQUESTS FOR DEPUTATIONS

No requests for deputations were made.

6. SECTION ONE REPORTS 'CALLED IN'

6.1 Progressing Leaseholder Buy Backs to Enable RSL Regeneration Schemes

The Chair invited Councillor Tim Archer on behalf of the Call in Members to present his reasons for the Call in. He outlined the key issues that they held against the recommendations of the report.

Councillor Archer explained that the purpose of his Call in was not to delay but rather to scrutinise the process. He expressed concern at the decision to give delegated authority to an Officer, to agree the Compulsory Purchase Orders of up to 102 homes and businesses in the borough. Councillor Archer felt that a negotiated settlement should be the preferred option. In negotiations between freeholders/leaseholders and their respective Residential Landlords less than half had so far been agreed. If CPOs were ultimately required, each set of Orders should be reported to the Cabinet for approval

Committee members put their questions to Councillor Archer. Councillor Peter Golds enquired whether he had been approached by residents under threat. Councillor Archer informed him that a number of leaseholders had, with their main concern being that they will be forced into signing something that is not the best deal available to them.

Councillor Stephanie Eaton asked if Councillor Archer was aware of any proposals for residents to move back into their own homes after they had been refurbished. Councillor Archer explained that he understood they would not be able to move back into the properties they had vacated but understood the RSL was working with the Council in trying to find a solution.

Councillor Archer expressed the view that decisions should be based on known facts. He emphasised the need for sufficient accountability, with the final decision on this issue being taken in public, in order for members of the public to have the opportunity to hold Cabinet members accountable.

In his response to Councillor Archer's Call in, Councillor Shafiqul Hoque outlined the key aspects of his tabled response. He explained that the Council recognised the severity of the Compulsory Purchase Order and that these required careful consideration. He further informed the Committee of the Council's empowerment by law to make Compulsory Purchase Orders to acquire land, using the authority to assist housing associations.

Cllr Haque reiterated the point that a CPO would always be the last resort, to be preceded by vigorous attempts to buy the land by agreement.

Councillor Haque further explained that the RSLs would be supported and regularly monitored by Council officers to ensure compliance and that good practice is being followed in their dealings with the affected leaseholders, freeholders or shop owners. The Council would not make a Compulsory Purchase Order on an estate, unless satisfied that negotiations with every

affected leaseholder were either progressing, or had reached the stage where they would not progress any further.

Questions were then posed to Councillor Haque from Committee members. Councillor Shahed Ali enquired about the length of a potential public enquiry if a resident insisted on taking this avenue. Councillor Haque explained that this opportunity was available but he was not in a position to specify a time frame.

Councillor Stephanie Eaton questioned why it was necessary to delegate authority to an officer at this stage. Councillor Haque responded explaining that for regeneration to occur correct measures must be in place, stating that officers had been given the power but to use as a final measure.

The Chair requested clarification of who undertook the valuation of the homes under compulsory purchase and who would be consulted on the matter. The Director of Housing Management, Maureen McEleney explained that a Leaseholder had the right to an Independent Valuation on the terms of the CPO.

Following discussion the Committee voted on whether to refer the item back to Cabinet for further consideration. It was **RESOLVED**

That the alternative course of action proposed in the call-in would not be pursued and no referral would be made to Cabinet.

7. **SCRUTINY SPOTLIGHT:LEAD MEMBER**

Councillor Ohid Ahmed Lead Member of Regeneration, Localisation and Community Partnerships opened his presentation by giving a brief overview of what his Portfolio entailed, highlighting the areas of local management, the Third Sector, community engagement, consultation and empowerment, strategic and regeneration partnerships, business liaison and partnership, business tourism and community cohesion.

Councillor Ahmed then went on to mention some of the key challenges and achievements from his portfolio. He informed the Committee of the success of the Tower Hamlets Partnership as one of the most successful local Strategic Partnerships in the country, evidenced by the LGC award it received earlier this year, along with the green light assessment given by government.

Councillor Ahmed further informed the Committee of another achievement in the improvement of the Tower Hamlets Partnership identifying local priorities and then translating this into delivery. The Safer Neighbourhood teams, improved primary care and mobile dentistry were all examples of this.

Councillor Ahmed highlighted the new Community Plan and Local Area Agreement as one of the challenges in his portfolio, stressing the importance of ensuring the partnership model was fit for purpose. He explained that in spring 2008 there would be a refresh of the Community Plan up to 2020, as well as agreeing a new Local Area Agreement. During this time he hoped to

review the partnership model with all the partners. Councillor Ahmed further explained another challenge is the loss of key grants such as the European Regional Development Fund (ERDF), the Single Regeneration Budget (SRB) and New Deal for Communities (NDC).

Councillor Ahmed referred to the challenge of bringing the relationship with the third sector up to best practice, e.g. the move towards a commissioning model which posed significant capacity issues that will need to be addressed with organisations such as the Community Organisations Forum (COF) and the Community Empowerment Network (CEN).

The Committee put a number of questions to the Lead Member. Councillor Shahed Ali enquired as to the progress made in the regeneration of the Thames Gateway. Cllr Ahmed and the Corporate Director Development and Renewal, Ms Emma Peters, explained that the total target figure for new homes in the Thames Gateway was in excess of 100,000. In the last year in Tower Hamlets 3,000 units had been completed, 6,000 more were under construction and planning permission was in place for a further 6,000.

Councillor Ahmed Hussain asked how much had been spent on consultants, and what measures were being taken to minimise this. Councillor Ahmed did not have precise figures to hand but explained that there were certain specialist areas due to the technicality of the skills required where the use of consultants was unavoidable.

Councillor Stephanie Eaton requested clarification of the term 'Business Tourism'. Members were informed that this involved promoting and maximising the benefits of business sector accommodation at conferences and other events within the borough. This was a growing sector and would continue to expand in the run up to the 2012 Olympics.

Councillor Salim Ullah expressed his concern regarding the perceived problem of social division on housing estates. Councillor Ahmed responded explaining that a lot was being done and that meetings were held with all faith and community leaders. However he did not accept the proposition that social division was widespread in the borough.

Councillor Alex Heslop asked about, in regards to Roman Road and Brick Lane, the possibility of employing town centre managers. Councillor Ahmed responded stating that this avenue was currently being considered.

The Chair thanked Councillor Ahmed for his attendance and for his responses to the questions raised by members of the Committee.

8. PERFORMANCE MANAGEMENT

8.1 The Council's Strategic Plan and Corporate Revenue Budget Monitoring Report 2007-08 Performance to 30th September 07

Councillor Joshua Peck introduced the report, highlighting the key points in relation to service performance and budget monitoring..

Members of the Committee posed questions to Councillor Peck regarding the current recycling target of 22% not being reached. Councillor Peck explained that discussions with the Government Office for London were ongoing on the possibility of matching targets to local conditions. Although the statutory targets were very challenging to a borough like Tower Hamlets, in fact significant progress had been made in recent months.

Councillor Marc Francis gave an example of residents in Poplar who had not had recyclable waste collected and where feedback from the residents had not been acted upon. Councillor Peck acknowledged that more work was required particularly in relation to contract management.

Councillor Ahmed Hussain referred to page 47 of the report. He asked whether a management panel could prevent the overspend of the learning disabilities budget and whether savings secured could be re-invested in staff resources. Councillor Peck explained that in areas where there was a growing need, there was a level of unpredictability. He explained that the Council maintained reserves if there was a need to apply additional resources to a service area. However there was not a direct relationship between staffing levels and service quality and services were increasingly responding to the need to develop new ways of working to deliver more with fewer resources.

Councillor Stephanie Eaton enquired in relation to the new Communities, Localities and Culture directorate, how the structural changes would make an impact on performance figures. Councillor Peck informed her that at this stage no dip should be witnessed in performance as in the main the existing staff units would simply transfer to the new directorate.

RESOLVED

That the performance monitoring reports on the Strategic Plan, Tower Hamlets Index and Corporate Revenue Budget be noted

9. BUDGET AND POLICY FRAMEWORK

9.1 Statement on Community Involvement

The Committee welcomed the Statement on Community Involvement and noted the consultation process that had been undertaken. The Committee acknowledged the importance of the document in regards to the future of the Council and stressed the importance of facilitating effective community engagement in all aspects of planning.

The Committee noted that at a Scrutiny Challenge Session on Determination of Major Planning Applications it was agreed that residents needed to be

more involved and that all documents relating to this issue are made digestible and available to residents of the borough.

RESOLVED

That the Statement of Community Involvement as attached at Appendix 1 to the report be endorsed and the Council be recommended to approve it.

10. SCRUTINY MONITORING AND MANAGEMENT

10.1 Scrutiny Lead Members Verbal Updates

Councillor Ahmed Hussain reported that the proposed Scrutiny Review on young people's participation in sports leading up to the Olympics had been presented to the Learning, Achievement and Leisure CPAG. As part of this he had also attended a successful Tower Hamlets Youth Fair. He urged Members to attend the challenge session which would revisit the scrutiny review of the Youth Service undertaken in 2004/05 on 11th December, the time of which had been changed to accommodate the Mayor's Charity Ball.

Councillor Stephanie Eaton reported that the Tobacco Cessation Scrutiny Review was going well. She further reported that the Health Scrutiny Panel were due to look at palliative care, access to GP Surgeries and Maternity services. Councillor Eaton and Councillor Francis had also attended the London-wide Joint Overview and Scrutiny Committee, the next meeting of which would take place at the London Borough of Camden.

Councillor Mohammed Abdus Salique reported that two review meetings had been held on the 20th of November at which two members attended. Progress was being made on all areas and Cllr Salique invited all members to attend the next review meeting on the 17th of January 2008.

Councillor Alibor Choudhury referred to the forthcoming challenge session on the termination of major planning applications. He informed the Committee that a report would be presented at the Overview and Scrutiny meeting in January. In relation to the evaluation of NRF funding, progress was being made on the scoping document and a review session was scheduled for 23rd January 2008.

Councillor Salim Ullah updated the Committee on progress in relation to his scrutiny reviews. Discussions had been held with a number of LAPs regarding anti-social behaviour in their areas, and Cllr Ullah had attended a Youth Partnership session. Work was continuing with the Police on the issue of Safer Neighbourhood teams and a report would be available in January 2008.

Councillor Alex Heslop reported that the review of the choice based lettings scheme was continuing, with the client support team having considered the

adaptation of the housing register. Next they will be looking at medical assessments and whether homeless applicants have been well served in the Choice based lettings system. Further visits and four or five meetings would be arranged between now and April 2008.

The Chair updated the Committee on the Licensing review meeting of the 12th of December regarding Strip Club licensing in the borough. A further meeting was arranged for January.

Mr Mueenuddin, co-opted member of the Committee, asked that a calendar of forthcoming challenge sessions, review meetings etc, be circulated to the Committee. The Chair agreed and asked the officers to progress this suggestion.

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

The Committee considered thoroughly the proposed questions to submit to Cabinet and agreed that the following should be referred:

Agenda Item 6.1 – Parking Plan – Results of Consultation on Hours of Parking Controls in A6 and C3 mini Zones (CAB 080/078)

1. Will the introduction of parking restrictions up until 10pm on Mon-Fri in that part of the A6 Mini Zone west of Brick Lane displace the parking problems into that part of the zone east of Brick Lane? And if that occurs, will the reduction of those hours back down to 7pm west of Brick Lane be an option as well as the extension of the restriction up until 10pm across the whole Mini Zone?
2. Among the residents surveyed, how many own vehicles?
3. Has the suspension of parking in front of prayer facilities been taken in consideration?

Agenda Item 7.1 – Response to the Scrutiny Review Group – Access to GP/ Dentistry Services (CAB 081/078)

1. With reference to Recommendation 7, has the forthcoming schedule of Mobile Dental Unit visits been agreed and publicised?
2. With reference to Recommendation 8, has the PCT reported to the Health Scrutiny Panel on the evidence base used to inform the Oral Health Strategy including an overview of best practice from other parts of the country?

Agenda Item 8.1 Progressing the Local Development Framework – Local development Scheme (CAB 0082/078)

1. At the full Council meeting the Leader of the Council gave assurances that the LDF will seek to identify a multi faith burial ground. Can the Cabinet ensure that this will be incorporated in the current LDF document(s).
2. When will the Fish Island draft Master Plan be published and what consultation will be undertaken on it?
3. Why is the Fish Island Master Plan not scheduled to be adopted until two years after the end of consultation, and what status it will have until then?

Agenda Item 8.3 – Conservations Areas: Draft Character Appraisals and Management Guidelines, Proposed Conservation Area Extensions and Designation Guidelines for New Conservation Areas (CAB 084/078)

1. Can the Nags Head estate on Horatio Street, Senrab Street, the Victorian factories and warehouses on Fish Island and Cold Harbour be added to the list of those six additional Conservation Areas due to be consulted on later in the year?

Agenda Item 8.5 – 2 Gladstone Place: Granting of Development Lease (CAB 086/078)

1. What advantages are secured to LBTH by agreeing the surrender of the existing lease and its restrictions on residential development before the submission of a planning application for the redevelopment of the Safeways site?
2. Is it the Council's intention to sell the freehold of this site at some point in the future?
3. Is the rental income comparable with what might be achieved on the open market? Is this reviewable?

Agenda Item 10.2 2007 Revaluation of Pension Fund (CAB 091/078)

1. How is the pension fund invested to ensure smooth growth of the pension scheme? What companies do we invest in? Can a list be produced/ provided?

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

Nil items

13. EXCLUSION OF THE PRESS AND PUBLIC

Nil items

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

Nil items

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

Nil items

The meeting concluded at 9.40 p.m.

Agenda Item 6.1

Committee OVERVIEW AND SCRUTINY	Date 8th January 2008	Classification Unrestricted	Report No.	Agenda Item No. 6.1
Report of: Emma Peters Corporate Director – Development & Renewal Originating Officer(s): Kweku Quagraine		REPORT “CALLED IN” – 2 Gladstone Place: Granting of Development Lease Ward(s) affected: Bow East		

1. SUMMARY

- 1.1 The attached report of the Corporate Director of Development & Renewal was considered by the Cabinet on the 5th of December 2007, but has been “Called In” for further consideration by Councillors Marc Francis, Alibor Choudhury, Lutfur Rahman, Alex Heslop and Carli Harper Penman. This is in accordance with the provisions of Part four of the Council’s Constitution.

2. RECOMMENDATION

- 2.1 That the Committee consider the contents of the attached report, review the Cabinet’s provisional decisions arising and decide whether to accept them or refer the matter back to Cabinet with proposals, together with reasons.

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

Brief description of “background paper”

Cabinet report

Name and telephone number of holder and address where open to inspection

Kweku Quagraine
020 7364 4877

3. BACKGROUND

- 3.1 This report outlines the status of discussions between the Council and Reef Estates Ltd. in securing the granting of a development lease for 2 Gladstone Place, the former Morrisons supermarket and associated car park. It recommends that the existing lease be surrendered and that a new lease granted to protect the Council's current rental income level and permit private and affordable residential use as well as new retail provision including a new food shop to provide for the everyday needs of people in the area.

4. DECISIONS OF CABINET

- 4.1 To authorise the Interim Service Head – Asset Strategy, Capital Delivery & Property Services after consultation with the Assistant Chief Executive (Legal Services) and Lead Member for Resources to agree final terms in accordance with the principles set out in Section 4 of the report (CAB 086/078) and to grant a development lease to Reef Estates Limited.

Action by:

CORPORATE DIRECTOR DEVELOPMENT & RENEWAL (E. PETERS)

Service Head –Major Project Development (O. Whalley)

5. THE “CALL IN” REQUISITION

Safeways on Roman Road has been closed since November 2005. There is no other major supermarket in the area, as a consequence local residents have been forced to travel long distances to Supermarkets in Bethnal Green, Bromley-by-Bow and Stratford, or pay inflated prices in the local convenience stores. Older pensioners and young mums have been particularly affected, but the supermarket's closure has also undermined the local Economy contributing to the very high rates of vacancy on both shops and market pitches.

The site of the former supermarket is currently designated solely for general retail use and ancillary car parking purposes, not only under the terms of the planning agreement, but also under the lease itself. This means that residential accommodation is prohibited on the site under the lease as well as under planning control.

The proposed redevelopment of the site by Reef Estates Ltd/Goldquest involves not only a very welcome retail unit on the ground floor and basement but also residential above. This ranges from ten storeys within a tower block on the north west corner of the site to between four and seven storeys on the remainder.

A public meeting held in St Paul's Church to discuss this proposed redevelopment revealed widespread local concern about the height and massing on the proposed residential blocks within the development. In particular, as Roman Road market is a conversation Area, residents have expressed the view that the residential units on the south of the site should rise no higher than the surrounding houses on Cardigan Road and the maisonettes in Cruden House and Dornoch House.

While Reef Estates has previously made some concessions on the height of its development, it is not yet clear whether the formal planning application will take on board local residents concerns.

The inclusion of residential units within this development requires a change to the terms of the lease as well as a change of use under planning. The ownership of the freehold interest on this site therefore has the potential to give the London Borough of Tower Hamlets a very strong influence on the use of this site.

At its last meeting, the Cabinet authorised the Interim Service Head of Asset Strategy, Capital Delivery & Property Services to agree final terms on the lease rearrangements. These rearrangements include surrounding the current lease and granting a replacement for a term of 150 years that allows residential as well as retail uses.

While the final assignment of the lease is not due to take place until after the development is completed, this pre-agreement would fundamentally undermine the council's negotiating position on the planning application itself. The Cabinet decision was made the night before the public meeting and so members will not have been aware of the full extent of public concern about this issue at that time.

The Call-in members believe that the decision to authorise agreement of final terms on the lease arrangements is precipitate and that Cabinet authorisation should be

withheld for a period of three months or until a planning application is submitted that appears likely to enjoy the support of local residents.

6. ALTERNATIVE COURSE OF ACTION

This item should be re-presented to Cabinet, along with a summary of the views of local residents on the proposed redevelopment, details of the planning requirements of the Roman Road Conservation Area, a further update on the progress of the formal planning application and a full explanation of why LBTH is in a stronger negotiating position than is usual with a developer.

Cabinet should withhold authorisation for the Interim Service Head of Asset Strategy, Capital Delivery & Property Services to agree final terms on the lease rearrangements for a period of three months or until a planning application is submitted that appears likely to enjoy the support of local residents.

7. CONSIDERATION OF THE “CALL IN”

7.1 The following procedure is to be followed for consideration of the “Call In”.

- (a) Presentation of the “Call In” by one of the “Call In” Members followed by questions.
- (b) Response from the Lead Member/officers followed by questions.
- (c) General debate followed by decision.

N.B. – In accordance with the Overview and Scrutiny Committee Protocols and Guidance adopted by the Committee at its meeting on 6 June, 2007, the “Call In” Members are not allowed to participate in the general debate.

7.2 It is open to the Committee to either resolve to take no action which would have the effect of endorsing the original Cabinet decisions, or the Committee could refer the matter back to the Cabinet for further consideration setting out the nature of its concerns and possibly recommending an alternative course of action.

8. RECOMMENDATION

8.1 That the Committee consider the contents of the attached report, review the Cabinet’s provisional decisions arising and decide whether to accept them or refer the matter back to Cabinet with proposals, together with reasons.

Committee: Cabinet	Date: 5th December 2007	Classification: Unrestricted	Report No: 	Agenda Item:
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Report of: Emma Peters Corporate Director – Development & Renewal Originating Officer: Owen Whalley Service Head –Major Project Development	Title: 2 Gladstone Place: Granting of Development Lease Wards Affected: Bow East
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1. Summary

- 1.1 This report outlines the status of discussions between the Council and Reef Estates Ltd. in securing the granting of a development lease for 2 Gladstone Place, the former Morrisons supermarket and associated car park. It recommends that the existing lease be surrendered and that a new lease granted to protect the Council's current rental income level and permit private and affordable residential use as well as new retail provision including a new food shop to provide for the everyday needs of people in the area.

2. Recommendations

- 2.1 Cabinet is recommended to authorise the Interim Service Head - Asset Strategy, Capital Delivery & Property Services after consultation with the Assistant Chief Executive (Legal Services) and Lead Member for Resources to agree final terms in accordance with the principles set out in Section 4 of this report and to grant a development lease to Reef Estates Limited.

LOCAL GOVERNMENT ACT, 1972 (as amended) section 100D
LIST OF 'BACKGROUND PAPER' USED IN THE PREPARATION OF THIS REPORT

Brief Description of 'Background papers'	Tick if copies supplied for register	If not supplied name and telephone no. of holder
2 Gladstone Place Property and Planning files.		David Piggott - Ext. 0462 Owen Whalley - Ext. 5314

3. Background

- 3.1 Pursuant to delegated authority, on 7th August 2007 the Corporate Director, Development and Renewal, authorised assignments by the Council as freeholders of the site of both the investment head lease and the occupational subleases in the old Morrisons store on Roman Road to Goldquest a subsidiary of the developer Reef Estates Limited. Since then officers have been conducting a series of discussions with Reef and their team.
- 3.2. Two separate sets of discussions have been taking place. One with the LBTH development control and major projects teams in pre-planning application discussions with the planning authority as to the nature, planning, mix of uses and density so that an acceptable and deliverable form of regenerative development, which meets members' objectives, can be arrived at.
- 3.3. The other separate discussion with the Corporate Property Section has been taking place with Reef's surveyors to settle the terms of a new form of lease to permit the change of use of the existing lease to allow a mix use residential and commercial development.
- 3.4 Both sets of discussion are still in progress and an oral report will be given at the meeting. It is hoped that final terms will have been arrived at in which case they will be reported but if not authority to finalise terms can be delegated..

4. Lease re-arrangements.

- 4.1 The present tenurial structure in relation to the Roman Road site is that the Council owns the freehold of the store and adjoining car park. There is a long head lease, now held by Goldquest Ltd, which has 124 year unexpired term. The use permitted under that lease is for general retail and ancillary car parking purposes. The Council as freeholder is entitled to receive by way of annual ground rent a 17.5% share the retail rental income, which equated to around £61,250 per annum. Although the unit is presently vacant, Reef Estates have put down a £150,000 deposit, from which the Council is currently drawing down a sum equivalent to the ground rent share that would have been received if the store had remained in occupation.
- 4.2 It is proposed that the existing lease should be surrendered and a new lease granted that will protect the Council's current rental income level and permit not just retail (a smaller quantum than at present) but also private and affordable residential use. The terms of that new lease are presently being finalised but the broad parameters are likely to be along the following lines;
 - i) lease term – 150 years

- ii) user – residential and retail (but with a requirement that a proportion of the retail space should be for food sales). 35% of the residential content will be affordable
- iii) ground rent – a percentage share of retail income, sufficient to produce initially a sum no less than the £61,250 p.a. presently being received by the Council
- iv) Premium – a relatively small initial premium but with overage provisions that will entitle the Council to a share of any sale proceeds , if sales prices exceed current expectation and if planning permission is secured for a scheme of over a certain density of habitable rooms
- v) Prohibition on assignment until building is built to protect the Council’s interest in seeing the development completed
- vi) Management of the public realm – a management company is to be established that will run any such publicly accessible areas and will be funded out of residential ground rent and/or service charge

4.3 It is hoped that the principal terms should be agreed within the next fortnight

4.4 The timetable and process for the surrender of the existing lease and the grant of the new one will be so designed as to encourage the developer to commence development and deliver the Council’s main outputs as soon as possible.

5. Current Planning Position

5.1.1 A Planning Statement was produced in May of this year to provide indicative planning guidance based on the existing planning policy context to be used as a basis for discussion on future development proposals. The Planning Statement does not provide any formal or statutory planning guidance as it hasn’t been subject to any public consultation and hasn’t been adopted by the Council.

5.2 The Planning Statement indicates that the site presents the potential to redevelop the existing supermarket site to provide a modern foodstore to ‘anchor’ the Roman Road District Centre, together with additional retail units and potentially other town centre uses. Redevelopment would also provide the opportunity to develop new housing, including provision of affordable housing, above the new store.

5..3 It is envisaged that a new supermarket would be supporting the function of the Roman Road District Centre in meeting day to day needs of the local population, with a large proportion of customers living within walking distance. In terms of housing density, the Planning Statement suggests that the site could accommodate some 375 habitable rooms subject to an acceptable design solution. There is a requirement for affordable housing to be provided on site within any

redevelopment with at least 35% affordable housing provision in terms of habitable rooms, of which 80% should be social rented and 20% intermediate. It is also important that any residential development provides the appropriate mix of units, with a particular requirement for family housing across all tenures.

- 5.4 The Planning Statement also sets out the main areas in which the Council will seek to secure planning obligations either on of offsite or through a financial contribution. In relation to this site Planning obligations heads are likely to include (but not be limited to):
- Minimum of 35% affordable housing;
 - Public transport improvements;
 - Highways improvements;
 - Open space and public realm improvements;
 - Contributions towards the provision of additional school places arising from the increase in dwellings;
 - Contributions towards healthcare provision arising from the increase in dwellings; and
 - Local employment and training initiatives
- 5.5 Officers are in pre-application discussions with Reef Estates Ltd. On the basis of the Planning Statement and a planning application will be submitted in due course.

6. Report of Chief Financial Officer

- 6.1 This report seeks agreement for the surrender of the existing lease that is in place between the Council and Reef Estates in relation to the 2 Gladstone Place site, and for a new development lease to be granted.
- 6.2 The Authority currently receives on-going ground rent of £61,250 per annum, and arrangements have been put in place to continue to receive this income despite the store currently being unoccupied (see paragraph 4.1). The new development lease will ensure that this rental income is protected.
- 6.3 Once a planning development proposal has been received for the site, other financial issues, including those relating to planning obligations and the nature of affordable housing, will be addressed.

7. Concurrent report of Assistant Chief Executive (Legal Services)

- 7.1 Pursuant to Section 123 Local Government Act 1972 the Council shall not dispose of land for less than the best that can reasonably be obtained. Whilst the grant of a new lease is a disposal for these purposes, a prior disposal has already been effected and will only be surrendered on the basis of an associated new disposal. Only the current lessee is capable of so transacting. Upon certification by the

Council's valuer that the terms are the best which can be achieved in the situation, the Council's duty is fulfilled.

9. Equal Opportunities Implications

- 9.1 The provision of new food shopping facilities in this location together with new housing including affordable and family housing will improve accessibility to these facilities in an area of current deficiency.

10. Anti-Poverty Implications

- 10.1 As 9.1 above.

11. Sustainable Action for a Greener Environment

- 11.1 This will be achieved through planning conditions

12. Risk Management Implications

- 12.1 The site remains vacant and the absence of a food shopping facility to meet the everyday needs of local people continues to detract from the viability of the Roman Road shopping centre. The granting of a new lease which protects the Council's financial interests will provide an opportunity for the site to be redeveloped to provide new shopping and housing subject to the granting of a separate planning permission.

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Agenda Item 6.2

Committee OVERVIEW AND SCRUTINY	Date 8th January 2008	Classification Unrestricted	Report No.	Agenda Item No. 6.2
Report of: Corporate Director – Development & Renewal		REPORT “CALLED IN” – Whitechapel Centre		
Originating Officer(s): Kweku Quagraine		Ward(s) affected: Whitechapel		

1. SUMMARY

The attached report of the Corporate Director of Development & Renewal, was considered by the Cabinet on 5th December 2007 but has been “Called In” for further consideration by Councillors Dulal Uddin, Mamun Rashid, Mohammed Abdul Munim, Lutfa Begum, Oliur Rahman, Stephanie Eaton and Tim O’Flaherty. This is in accordance with the provisions of Part Four of the Council’s Constitution.

2. RECOMMENDATION

- 2.1 That the Committee consider the contents of the attached report, review the Cabinet’s provisional decisions arising and decide whether to accept them or refer the matter back to Cabinet with proposals, together with reasons.

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

Brief description of “background paper”

Cabinet report (183/034)

Name and telephone number of holder
and address where open to inspection

**Kweku Quagraine
020 7364 4877**

3. BACKGROUND

- 3.1** The Council agreed in February 2004 to the transfer of the Whitechapel Centre to a Tower Hamlets Community Trust. This report updates Cabinet on the progress with regard to the transfer and outlines the current condition of the building.
- 3.2** The report also details the financial and other implications of such an asset transfer and proposes a way forward following an application for grant funding from the Government's Community Assets Programme, of which Tower Hamlets is a designated pilot authority.

4. DECISION OF THE CABINET

- To note the current position in respect of the Whitechapel Centre and the estimated cost of essential remedial works as outlined in paragraph 4.2 of the report (CAB 085/078).
- To note the application for grant funding from the Big Lottery's Community Assets Programme (paragraphs 4.3 to 4.8 of the report [CAB 085/078]) and the likely residual capital costs associated with this application to bring the building up to a suitable standard to facilitate transfer of the asset to a third sector organisation.
- That the projected £1.44million Whitechapel Centre refurbishment be submitted as a bid to the Council's capital programme in the current budget process to enable adoption of a capital estimate should the Community Assets Fund application be successful and residual funding identified, as set out in paragraphs 5.3 to 5.5 of the report (CAB 085/078).
- To agree to the transfer of the Whitechapel Centre on a long leasehold to the Whitechapel Community Trust community interest company, at nil consideration, subject to a successful award of £1million from the Community Assets Fund and delivery of the refurbishment scheme.
- To agree that a further report be submitted for Cabinet consideration in April 2008 to comprise a progress update and if appropriate an outline contingency proposals in the eventuality that a bid grant support from the Community Assets Fund is unsuccessful.

5. THE “CALL IN” REQUISITION

- 5.1.1 The centre was sold to the former Cityside Regeneration Company Ltd in 2002. As part of the wind-up of the company, the freehold was reverted back to the council in 2004 and the council agreed in February 2004 to the transfer of the Whitechapel Centre to a Community interest company. The freehold of the property includes a covenant from the LDA (as funders of the original Cityside purchase), that there be an intention to dispose of a long leasehold interest in the centre to a charitable company so that it continues to be used for the purposes of the SRB approval. The building is currently managed by SSBA on behalf of the council.
- 5.1.2 The ‘Call In’ members believe that this report does not give an accurate account of the negotiations carried out by the council with any such ‘community interest company’. In fact, the report is somewhat misleading. Since transfer back to the council in 2004, the council did not engage with the Whitechapel Community Trust as this trust came into existence only in 25/04/2007. Since its recent formation, the Trust is not a group of recognised local stakeholders, reflective of the vast number of existing and established community organisations, whom should rightly be stakeholders of this valuable asset in order to ensure they are central to the delivery and sustainability of future activities and programmes operating from this building.
- 5.1.3 The ‘Call In’ members agree that the proposed use of this building is very much needed however, transfer to a newly formed trust consisting of random ‘individuals’ operating from a private residential address is wrong and dangerous. Established and recognised local community based organisations with a proven track record of project delivery, financial management and demonstrated accountability need to be the stakeholders to any new ‘Trust’ which seeks to take ownership and control of this publicly owned asset, particularly so when the councils’ capital programme is sought to inject finance.
- 5.1.4 Furthermore, the representative organisations which form the trust should be based in the Whitechapel ward, transparent and elected. The location is central to providing the range of services it proposes to deliver which is much needed in the immediate area of social deprivation, and will have a greater opportunity to succeed if the trust/project is clearly inclusive of a broad range of existing stakeholder organisations. This would also ensure that project costs could be kept to a minimum rather than creating duplication in management costs. Organisations in Whitechapel are feeling resentment at not being pro-actively engaged in the recent creation of the Whitechapel Community Trust.

6. ALTERNATIVE COURSE OF ACTION

6.1 Include in 2.4, after the words ‘refurbishment scheme’ the addition of:

Subject to:

- Invitation to all community organisations operating in the Whitechapel ward to a meeting to discuss the future of the Whitechapel centre. The council should assist

by ensuring that all the community organisations in receipt of mainstream grant-aid in the Whitechapel ward are included within this invitation list.

- The above meeting to be given the opportunity to finalise and agree upon the governing documents (Memorandum of Association and Articles of Association) of the ‘Whitechapel Community Trust’, and to ensure that they are given an equal opportunity to decide upon and elect the Trustees/Directors to the Whitechapel Community Trust.
- The above should be carried out prior to the transfer of the Whitechapel centre to the Whitechapel Community Trust, or any such other community interest company.

7. CONSIDERATION OF THE “CALL IN”

7.1 The following procedure is to be followed for consideration of the “Call In”.

- (a) Presentation of the “Call In” by one of the “Call In” Members followed by questions.
- (b) Response from the Lead Member/officers followed by questions.
- (c) General debate followed by decision.

i. N.B. – In accordance with the Overview and Scrutiny Committee Protocols and Guidance adopted by the Committee at its meeting on 6 June, 2007, the “Call In” Members are not allowed to participate in the general debate.

ii. It is open to the Committee to either resolve to take no action which would have the effect of endorsing the original Cabinet decisions, or the Committee could refer the matter back to the Cabinet for further consideration setting out the nature of its concerns and possibly recommending an alternative course of action.

8. RECOMMENDATION

- a. That the Committee consider the contents of the attached report, review the Cabinet’s provisional decisions arising and decide whether to accept them or refer the matter back to Cabinet with proposals, together with reasons.

Committee Cabinet	Date 5th December 07	Classification Unrestricted	Report No.	Agenda Item No
Report of: Corporate Director – Development & Renewal		Title: Whitechapel Centre		
Originating Officer(s): Chris Holme, Service Head Resources		Wards Affected: Whitechapel		

1. SUMMARY

- 1.1 The Council agreed in February 2004 to the transfer of the Whitechapel Centre to a Tower Hamlets Community Trust. This report updates Cabinet on the progress with regard to the transfer and outlines the current condition of the building.
- 1.2 The report also details the financial and other implications of such an asset transfer and proposes a way forward following an application for grant funding from the Government's Community Assets Programme, of which Tower Hamlets is a designated pilot authority.

2. RECOMMENDATIONS

That Cabinet: -

- 2.1 Note the current position in respect of the Whitechapel Centre and the estimated cost of essential remedial works as outlined in paragraph 4.2.
- 2.2 Note the application for grant funding from the Big Lottery's Community Assets Programme (paragraphs 4.3 to 4.8) and the likely residual capital costs associated with this application to bring the building up to a suitable standard to facilitate transfer of the asset to a third sector organisation.
- 2.3 Incorporate the projected £1.44million Whitechapel Centre refurbishment scheme into the Council's capital programme to enable adoption of a capital estimate should the Community Assets Fund application be successful and residual funding identified, as set out in paragraphs 5.3 to 5.5 of the report.

- 2.4 Agree to the transfer of the Whitechapel Centre on a long leasehold to the Whitechapel Community Trust, at nil consideration, subject to a successful award of £1million from the Community Assets Fund and delivery of the refurbishment scheme.
- 2.5 Agree that a further report be submitted for Cabinet consideration in April 2008 to comprise a progress update and if appropriate an outline contingency proposals in the eventuality that a bid grant support from the Community Assets Fund is unsuccessful.

Local Government Act 1972 (as amended) Section 100D
List of “Background Papers” used in the preparation of this report

Brief description of “Background paper”

**Name and telephone number
of holder and address where open
to inspection - Chris Holme x 4987**

CAB(183/034)-Bromley by Bow/ Cityside Single Regeneration Budget Programmes Exit Arrangements –
Feb 2004

3. BACKGROUND

- 3.1 The Whitechapel Centre is a former Victorian school building in Myrdle Street E1. It is a grade II listed building with three main floors (plus basement) situated in the close vicinity of Commercial Road, and currently provides accommodation for a range of community activities and business workspace.
- 3.2 The Centre was sold to Cityside Regeneration Ltd in 2002, who purchased the property through Single Regeneration Budget monies. London Borough of Tower Hamlets was accountable body for the Cityside SRB5 (Connecting Communities) programme.
- 3.3 Cityside Regeneration undertook works, funded through SRB, Neighbourhood Renewal Fund and European monies to convert the property into a mixture of workspace areas and community space. The intention of the workspace was for use by locally based start-up companies. In total some £1.35m was spent procuring and developing the site.
- 3.4 The works have enabled the setting up of a facility for joint commercial and community usage, occupied by business and third sector tenants. The gross internal area is approximately 2100 square metres. There are now a total of 20 lettable units, comprising some 750 square metres of net space. There are also large common areas on the ground and first floors, which are used for meeting and exhibition/ gallery areas. There is also a temporary out-building used for local youth provision.
- 3.5 As part of the wind-up of Cityside Regeneration in 2004, the freehold of the Whitechapel Centre reverted to London Borough of Tower Hamlets. The Council agreed in February 2004 that the Centre should be transferred to a new community interest company, which was the intention when Cityside purchased the property, so that the community aims of the SRB funded initiative would be sustained.
- 3.6 The freehold of the property includes a covenant from the London Development Agency (as funders of the original Cityside purchase), that there be an intention to dispose of a long leasehold interest in the Centre to a charitable company, and that it continue to be used for the purposes of the SRB approval. Failure to comply with the intention of the covenant is likely to result in claw-back of the SRB £1million investment.

- 3.7 The building is currently managed by Spitalfields Small Business Association on behalf of the Council.

4. CURRENT POSITION

- 4.1 Since transfer back to the Council officers have engaged with representatives of the Whitechapel Community Trust to effect the Cabinet decision and LDA covenant. The Trust is a group of local stakeholders who aim to develop the potential of the Centre.
- 4.2 An initial condition survey of the building was undertaken in early 2007, and concluded that although the building was in good overall condition, it required significant expenditure on repairs and maintenance. The works included health and safety improvement works, Disability Discrimination Act minimum standard compliance, roof covering and window replacements, brickwork repairs, overhaul of external pipes, refurbishment of toilets and redecorations. A subsequent condition report has ascertained that the cost of essential backlog repairs is estimated to be £700,000.
- 4.3 Following negotiations with representatives of the Whitechapel Community Trust, it was determined that a joint partnership bid be prepared for funding from the Government's Community Assets Fund, run by the Office of the Third Sector and the Big Lottery. The Community Assets Programme offers grants for the refurbishment of local authority buildings, enabling their transfer to third sector ownership for the use by the local community. The Council has been designated one of 20 pilot authorities for this Government initiative, and all applications for grant support had to be submitted by mid November 2007.
- 4.4 Local authorities are only allowed to submit up to two applications from the Community Assets Fund and there are strict criteria which have to be met in order for an application to be considered. The bid needs to demonstrate that;
- The asset identified for transfer from the local authority to a third sector partner is the most appropriate for the needs of the third sector and the wider community
 - The asset is genuine and will offer real opportunities for successful and independent third sector organisations to become more sustainable in the long term
 - The asset will be made fully available for use by a range of local groups, especially those working with disadvantaged communities
 - The refurbishment of the asset is planned to reflect the priorities of all the groups and communities who will use it

- The asset is environmentally sustainable: refurbishment plans should consider energy efficiency as a priority.
- 4.5 The application must also demonstrate that the partner organisation has greater security and is in a better position to deliver its community aims and objectives as a result of the transfer of the asset. This is important given the current status of the Whitechapel Community Trust, as a new organisation with limited resources, and the expenditure required to bring the building to a state where it is in reasonable condition and can be transferred as a genuine asset rather than a potential liability.
- 4.6 As part of any partnership agreement that must accompany an application for Community Asset Funding there must be a clear statement of intent to transfer the asset to the partner organisation. Failure to do so would inevitably lead to claw-back from the Big Lottery. The proposal is to transfer the asset on a long leasehold to the new Trust at nil consideration.
- 4.7 To facilitate the development of Community Assets Programme application, officers have worked in conjunction with the Whitechapel Community Trust to develop a robust business plan for the centre which clearly demonstrates how the Whitechapel Community Trust will manage the building, what it will be used for and how it addresses local needs, and how cross subsidy from rents and other commercial operations will support the community vision and management and maintenance of the facility.
- 4.8 The proposed new Whitechapel Centre aims to work with local partner agencies in the youth, enterprise and employment sectors, offering a coordinated suite of community activities which build on and improve its current community and business usage. These would include;
- Enterprise support programmes supporting growth of local businesses, particularly start-ups, young businesses, women's and social enterprises,
 - Youth work with an emphasis on youth enterprise and employment,
 - A community hub to help tackle worklessness by providing community based information, advice and guidance, building on the successful pilot work developed by the Tower Hamlets Partnership and now seen as a key way forward by the LDA,
 - Improved social facilities to increase more general community activities to increase social capital.

5. OPTIONS APPRAISAL

- 5.1 In addition to its current condition, the configuration of the Centre is a major impediment to long term sustainability. There is not an appropriate balance of commercial (workspace) area and community areas, and those community areas are not appropriately designed to deliver key activities. Officers' assessment is that the Centre would struggle to break-even given the limited rental income generated, costs and associated risks of maintaining the facility.
- 5.2 Reconfiguration of the building would create additional workspace and useable community space which should enable the delivery of an asset capable of generating income to cross-subsidize a range of community activities. In addition the Whitechapel is in a prime position to benefit from key services that could be commissioned from mainstream and external funding, and located at the Centre.
- 5.3 Officers have worked with the Trust to develop a refurbishment proposal that will deliver a 34% increase in useable floor space, including 190 square metres of additional workspace and 56 square metres of additional community meeting/ training space. The estimated cost of the works is £1.44million, and would incorporate the following key elements
- All key backlog maintenance and DDA requirements, including a lift to improve access to all floors
 - Conversion of an open area into two tiers of offices, with a new floor structure increasing space available on the 2nd floor mezzanine
 - Make open areas more self contained to provide more flexible meeting/ training/ community space
 - Separate access areas for ground floor workspace
 - Improved reception and security facilities
 - A range of sustainability measures.
- 5.4 The enhanced works will provide high quality, affordable accommodation capable of delivering a sustainable Whitechapel Centre, and meeting the Government's aim of community ownership of certain assets. A successful Community Assets Programme bid will fund up to £1million. The balance would need to be secured from Council and other external funding sources. Officers are currently assessing potential external funding sources, including European Regional Development Fund and Heritage Lottery Fund. Officers' current working assumption is a capital cost to the Council of some £300,000.

- 5.5 Authority is sought to incorporate the Whitechapel Centre refurbishment scheme into the Council's capital programme.
- 5.6 The capital costs would be incurred over the 2 financial years 2008/9 and 2009/10. During this period the Trust would be provided with a licence to manage the building, and capacity building of the organisation undertaken to nurture the appropriate skills for ownership of such a complex asset.
- 5.7 The expenditure needs to be seen in the context of the current backlog maintenance requirements of the Centre, as outlined in paragraph 4.2 above. The £700,000 of remedial works would render the building fit for purpose, but would not deliver a long-term sustainable facility to transfer to a local community trust – and failure to do so would risk claw-back of £1million SRB monies. The LDA have made it clear that they will only consent to disposal of a fit for purpose facility capable of delivering a sustainable asset to a new community trust.
- 5.8 In addition to the capital costs set out above, a decision to transfer the property on the basis of a long leasehold (125 years) at nil consideration means there would be an opportunity cost arising from the loss of a capital receipt on disposal.
- 5.9 The value assigned to that disposal would be dependent on usage, and unless undertaken in accordance with the LDA covenant would incur claw-back of over £1million. It would also mean the potential loss of a key business and community centre, and its potential to provide an integrated local hub. However market disposal would most likely generate a significant net capital receipt, mitigating any claw-back.
- 5.10 Should the Council be unsuccessful in securing primary funding through the Community Assets Fund, then a decision needs to be taken as to the future options for the Centre. Officers are currently assessing alternative courses of action in light of further work, and will present a further report in April following determination of the Community Assets Programme applications by the Big Lottery.

6. RISK MANAGEMENT IMPLICATIONS

6.1 Project cost overruns.

- 6.1.1 Rigorous project management arrangements will be required to mitigate risks of project and cost overruns relating to the main capital and maintenance works. The Council will lead on the

contract procurement and project management processes prior to transfer to a third party.

6.2 Failure to secure funding from Community Assets Fund

- 6.2.1 The Council will have to seek alternative sources of funding to undertake required works, which is projected to be a minimum of £700,000, otherwise an alternative sought for disposal of the site. This would, unless meeting the original aims and objectives of the SRB scheme, have a very high risk of claw-back of SRB and other public funds originally secured.

6.3 Revenue trading position

- 6.3.1 The council has worked with representatives of the trust to deliver a robust business plan for management of the facility. However effective cost and income management will be required to ensure sustainability.

6.4 Pilot project failure

- 6.4.1 Arrangements will be put in place to ensure that in the eventuality of the Whitechapel Community Trust becoming insolvent that, as far as possible, the financial interests of the Council are protected. This will require appropriate covenants within the lease.

7. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

- 7.1 Pursuant to Section 2 Local Government Act 2000 the Council has power to do anything which it considers likely to achieve the promotion or improvement of the economic, social or environmental well-being of the area. This can include the incurring of expenditure and giving financial assistance to any person. The proposals are shaped with the improvement of social well-being in mind and fulfil the statutory criterion.

8. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 8.1 The report sets out progress to date in effecting a successful transfer of the Whitechapel Centre as determined by Cabinet in 2004, and sets out the cost of providing a suitable property for such a transfer in accordance with the principles of the Quirk Review on community management and ownership of public assets. It highlights the financial implications both to the Council and the Whitechapel Community Trust. It is clearly not feasible to transfer the asset in its current state.

- 8.2 The Community Assets Programme provides an opportunity for significant capital investment, not just to tackle current disrepair but also address the weakness in the building's current configuration that adversely impacts upon its long-term financial viability. However there is likely to be a net cost to the Council, and officers current projection is that, if the application is successful, this will be some £300,000 over the next 2 financial years. Members are advised that resources available for capital investment are extremely limited, and will require clear prioritization. With this in mind officers propose to present a further report next April identifying funding options.
- 8.3 Unless Members are minded to dispose of the property then it does require a minimum £700,000 investment in compliance and maintenance works. Disposal would generate a useable capital receipt for investment elsewhere in the Council's asset portfolio; however this would be partially offset by repayment of significant claw-back.
- 8.4 Members should be aware that this report is seeking approval to include the refurbishment of the Whitechapel Centre within the Council's capital programme. This does not represent an approval to spend. Capital expenditure can only be incurred after Members have approved a capital estimate. A capital estimate will only be sought once the outcome of the bid to the Big Lottery's Community Assets Programme is announced, and other possible resources have been identified.

9. EQUAL OPPORTUNITIES IMPLICATIONS AND ANTI-POVERTY IMPLICATIONS

- 9.1 The project is a BME community-led partnership between the community, voluntary sector providers and the local authority. Members of the local community have played a very active role in developing these proposals, and the clear aims of the new Whitechapel Centre focus on developing a lively hub that links business and the community in growth and prosperity. Fundamental to this is the offer to increase the range of community groups using the Centre and the development of new partnerships to reach the widest range of users. To facilitate this the proposed capital works address key accessibility issues.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 10.1 Any bids for Community Assets funding must have a strong emphasis on environmental sustainability, including consideration of energy efficiency and utilization of environmentally sustainable materials and construction practices. This will increase the overall capital development costs, but should deliver longer term revenue savings in addition to environmental benefits.

Agenda Item 8.1

Committee Overview and Scrutiny	Date 8 January 2008	Classification Unrestricted	Report No	Agenda Item No 8.1
Report of: Assistant Chief Executive Originating Officer(s) Michael Keating, Service Head, Scrutiny and Equalities		Title: Diversity and Equality Action Plan – 2007/2008 – six month monitoring report Wards Affected All		

1. SUMMARY

- 1.1 This six month monitoring report informs Overview and Scrutiny Committee of the Council's progress in implementing its Diversity and Equality Action Plan (DEAP) for 2007/8. A full progress report is attached at Appendix One and the Corporate Priorities Action Plan is attached at Appendix Two.
- 1.2 The report also includes a progress report on actions outstanding from the Diversity and Equality Action Plan for 2006/7 (Appendix Four).
- 1.3 A full monitoring report of the Disability Equality Scheme is attached at Appendix Three.

2. RECOMMENDATION

Members are recommended to:

- 2.1 Note and comment on the progress in implementing the Council's Diversity and Equality Action Plan 2007/8 and outstanding actions from 2006/7.

LOCAL GOVERNMENT ACT, 2000 (SECTION 97) 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 2006/07 agreed by Cabinet on 7 June 2006.	Michael Keating, Service Head, Scrutiny and Equalities 020 7364 3183
Equality Action Plan 2007/08 agreed by Cabinet on 5 September 2007.	
End of year monitoring report for 2006/07	

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 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 DEAP 2007/08 incorporates key strategic activities which aim to:
- Maintain Level 5 of the Equalities Standard and ensure that the Council is able to meet the requirements of the revised Standard by 2009. The revised Standard requires the Council to maintain a high standard of practice in relation to race, gender and disability equality and mainstream arrangements for extending this good practice to three further equalities strands: age, religion/belief and sexual orientation. The Council must also ensure that relevant human rights implications are considered within policy and practice.
 - Strengthen and further progress the Council's internal equalities structures and processes.
 - Work with partners in the statutory and voluntary sector to move towards a Level 5 standard of equalities practice across the borough.
 - Respond to emerging priorities relating to community cohesion and the needs of new migrant communities.

4. MONITORING

- 4.1 The Diversity and Equality Action Plan covers the period from April 2007 to March 2008 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 Appendix Two details progress made on implementing the Diversity and Equality Corporate Priorities Action Plan. This Plan sets out actions lead by the Diversity and Equality Team, in partnership with all service Directorates, to maintain Level 5 of the Revised Equality Standard. All activities are being progressed and are expected to be completed within target timescales. This work is being lead by the Scrutiny and Equalities service area which comprises the Service Head, Scrutiny and Equalities, supported by three Diversity and Equality Coordinators.

4.4 Overall Progress for all milestones

Table 1: All progress milestones 2007/08 by status

Progress Status (RAG)	Number	Percentage
RED	9	7
AMBER	8	6
GREEN	113	87
TOTAL	130	100

4.4.1 At six months 87 percent of all milestones within the Plan had been met or were on target to meet target timescales. This represents significant progress in a number of areas, including:

- Good progress on the implementation of the Council’s first **Disability Equality Scheme**. On 1st December the annual progress report showed that of the 44 actions listed in the Scheme 32 have been achieved or are on target to be achieved within target timescales
- In November the Council launched its first **Gender Equality Scheme**. The Scheme has been in place since April 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
- In 2007, the Council was placed 28th in the **Stonewall Workplace Equality Index** of gay-friendly organisations, and ranked top local authority in London. This year Stonewall have indicated that the Council has further improved on this performance and will feature in the top 25 organisations of the 2008 Index.
- In September the Council was ranked joint fifth out of 116 public and private sector organisations by the **Employers Forum on Disability**. The Council scored an average of 85% on the three target areas (motivate, act and impact) this puts us in the gold award band.
- The **new Duty on schools to promote community cohesion** came into force in September 2007. All secondary schools and governors were provided with guidance and support to enable them to comply with these new duties.
- The **Bridging Communities Project** has continued to explore innovative ways to bring different sections of the community together. Amongst these have been the Sankfova Triangle Emancipation Project (STEPs) and Supporting Togetherness and Equality (STEPs2). Bringing together young people of African and African Caribbean backgrounds from two schools in Newham and Tower Hamlets, STEPs explored how study of the legacy of slavery can provide lessons for modern cohesion. STEPs 2 will culminate in events linked to Holocaust Memorial Day in January 2008. A group of young Muslims traveled to Auschwitz and will use their

experience of this to reflect on contemporary issues. The outcomes from both will feed into wider community cohesion work.

- The **Arts and Events** Team have organised 68 community festivals and events, against a target of 70 for 07/08 and expect to deliver 75 by March 2008.
- The **Independent Travel Training Team** was awarded the 2007 Changing Lives and Outstanding Public Service Team of the Year Award. Established over two years ago, the team of four is a dedicated group of independent travel trainers who help students with special educational needs learn to get about on their own.
- Through our **external and internal equality forums** we have consulted with both staff and service users to test the effectiveness of service initiatives. The Council has therefore continued to support the development of three cross-cutting equality forums for disabled, LGBT and BME staff:
 - Following feedback from the Disabled Staff Forum, further consultation took place around welfare policies including the Carer's Policy, Rehabilitation Leave and Flexible Working Hours.
 - Both the internal and external LGBT Forums are currently involved in the design and delivery of events for LGBT History Month 2008.
 - We are carrying out training with the Tower Hamlets Access Group to develop their capacity, profile and role. We are also supporting their work with the Parks and Open Space Team as they are being consulted on a specific project regarding access and inclusive design. We have recently attended meetings with two members to hear the proposals for Wood Wharf Development and they have commented on the access aspect of the plans. Other members have been involved in the Scrutiny Review of Choice Based Lettings.
 - The Council has continued to support the development of the Interfaith Forum. In November, the Forum hosted a programme of events to mark Interfaith Week, including consultation sessions with faith communities on the Community Plan refresh. The outcomes of this consultation have been used to inform a review of the Forum and an extraordinary AGM of members will be held in January to amend the constitution to provide effective engagement structures for local faith communities.

4.5 Progress by Directorate

Table 2: Progress milestones broken down by Directorate

Directorate	RED	%	AMBER	%	GREEN	%	Total Milestones
Chief Executive's	4	44	3	38	59	52	66
Development & Renewal	2	22	0	0	18	16	20
Housing	1	11	2	25	1	1	4
Children's Services	2	22	1	12	19	18	22
Adults Services	0	0	0	0	5	3	5
Environment & Culture	0	0	2	25	11	10	13
TOTAL	9	100	8	100	111	100	130

- 4.5.1 Overall nine out of 130 progress milestones had exceeded target timescales and were assessed as 'red'.

4.5.2 Almost half (four out of nine) of these are the responsibility of the services within the Chief Executive's Directorate. 66 of the 130 milestones in the Plan are the responsibility of Chief Executive's Directorate; the four actions in red therefore represent a small proportion of activity taking place in the Directorate.

4.5.3 The 66 milestones which are shown as falling within the remit of the Chief Executive's Directorate include both corporate and service specific activities. The balance of activities across the other directorates varies; Housing and Adult Services have four and five respectively compared to 20, 22 and 13 for Development and Renewal, Children Services and Environment and Culture.

4.6 Reasons for red milestones

Table 3: Reasons for red milestones

Reason	Number of all red
Awaiting action or guidance from other organisations	5
Staffing constraints/restructure has limited capacity to deliver on time	3
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 milestones by the due date.

4.6.2 The most common reason for exceeding milestone deadlines is that officers were awaiting action or decisions by other organisations. Delays in decisions which have adversely affected progress include:

- the Public Enquiry by the Planning Inspectorate into the borough's Local Development Framework;
- the formal government response to the Commission on Integration and Cohesion report;
- London Development Agency approval of other Olympic host borough Small and Medium Enterprise supply chain models;
- Reorganisation within the Council, particularly the staffing changes in the Community Safety Service and the Connexions Service has also delayed the implementation of some actions. It is important to note that it is expected that all the actions in the plan will be completed and that none have been abandoned.

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	4 (8%)	6 (10%)	3 (6%)	0	0	0
Amber	2 (4%)	6 (10%)	2 (4%)	0	0	0
Green	44 (88)	47 (80%)	45 (90%)	2 (100%)	7 (100%)	7 (100%)
Total	50	59	50	2	7	7

4.7.1 It is important to note that a range of practice across all six strands are embedded and are therefore not contained within the Plan. The table above demonstrates the DEAP progress against each of the strands. 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 race and disability equality. However this table shows the distribution of all milestones under each equality strand. Since April 2007 we have had a legal duty to publish Equality Schemes for race, disability and gender. 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. As is clear from the above breakdown next year further development is needed around sexual orientation, faith/belief and age.

4.7.2 We have not analysed those actions which relate to community cohesion as activities aimed at promoting good relations between people are embedded within a significant proportion of actions. This year has seen wider debate on how to be more explicit about the promotion of cohesion both within service delivery and specific projects. Significant pieces of work towards this include comprehensive support provided to all schools to ensure they comply with their new duty to promote community cohesion and the STEPs projects outlined above, which has been highlighted as examples of good practice by the Institute of Community Cohesion. Furthermore consultation on the refreshed Community Plan has highlighted better interaction between all sections of the community as important for residents.

5. Summary of progress on 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's 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.

5.2 A piece of work was commissioned in October 2007 to establish the direction and associated actions for improving the proportion of Black and Minority Ethnic community staff in senior management positions in the Council and the PCT. Detailed analysis of the outcome of the work is currently taking place. Initial actions identified following a series of focus groups both within the Council and the PCT are as follows:

- Improvement of monitoring data
- Ensuring shared ownership of diversity targets
- Review of job descriptions and person specifications
- Establishing and developing the employer brand for both organisations
- Establishing Talent Pools of Candidates and establishing systems for Talent Pool Development
- Development of Career Pathways

- Introduction of Career Coaching
- Creating a broad menu of development options

5.3 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. In 2006/7 51 assessments were carried out against a target of 42. 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. For example the EQIA of interpreting and translation will form part of a review of interpreting and translation planned for the New Year which will include review work led by the Scrutiny Lead for Excellent Public Services.

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

6.1 The Gender Equality Scheme was produced in April 2007 and was formally launched in November with the Women in Tower Hamlets Network (WITHIN). 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, it should however be noted that a number of major activities represent new areas of work and are therefore not due to be completed until 2008/09.

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

7.1 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.

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 On 4th December 2007 we posted a copy of the Scheme's action plan with first year progress up to 30 November 2007. Of all the actions, 32 are at green, eight at amber with four 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 to deliver the action plan by December 2009. Full details are attached as Appendix Three.

8. Diversity and Equality Action Plan 2006/07 – Progress on Outstanding Actions

8.1 The monitoring report at Appendix Three sets out progress against 34 actions outstanding from the Diversity and Equality Action Plan 2006/7. The majority of these actions are now complete.

8.2 There are five actions that remain 'red'. Two of these are for Adult Services to progress the development of integrated learning resource centre due to open in 2009 and to progress the development of the centre for independent living for people with physical

disabilities due to open in 2008. In both of these cases there has been an ongoing delay in the decision on PFI credits from the Department of Health (DOH) which has caused slippage. Officers continue to work with key stakeholders to progress this work and once a decision is known, new targets will be set through close working with stakeholders. The other three have been incorporated into other pieces of work currently being undertaken.

9. CONCLUSION

- 9.1 This report demonstrates that the Council is continuing to make good progress on the implementation of its equalities agenda and has responded effectively to recent changes in legislation and policy. For example, we have published new disability and gender equality schemes, provided comprehensive support to enable schools to meet their new duty to promote community cohesion and strengthened our work on six equalities strands to meet the requirements of the revised Local Government Equalities Standard.
- 9.2 In response to comments from Members on the DEAP last year for the first time this year the plan has been linked to other key strategic and service level plans via Excelsis, the Council's performance management software. This has enabled diversity and equality work to be further strengthened and embedded in the 'golden thread' running right down from the Strategic Plan to individual work plans.
- 9.3 Throughout the first part of this year the restructuring of Scrutiny and Equalities involved the recruitment of three new Diversity and Equality Co-ordinators. Alongside the revised Equality Standard and the new Disability and Gender duties this has given the Council the opportunity to review diversity and equality practice as was outlined in the September report to Cabinet introducing the 2007/08 DEAP. Much of this work is programmed for the second half of this year. This will include:
- Reviewing internal practice and procedures including monitoring by the six equality strands, guidance on undertaking equality impact assessment and incorporation of human rights legislation where required
 - Preparation for the Council's third three-year Race Equality Scheme
 - Development of the Disability and Gender Schemes to strengthen incorporation into service delivery
 - Further work on the age, religion/belief and sexual orientation strands to ensure that these issues are fully incorporated into our work
 - Working towards becoming a Level 5 Borough is one of the actions within the 2007/08 Community Plan. In January a meeting will be taking place with all local statutory and third sector partners to explore the opportunities for further joint work. The consultation on the Community Plan will also link into this.
 - Initial announcements about the Government's response to the report by the Commission on Integration and Cohesion have highlighted the linkage between improved cohesion and good diversity and equality practice. Among the areas for development will be further 'bridging activities', interfaith work and interpreting and translation.
 - Development of an effective assessment tool to provide a transparent measure of good diversity and equality and cohesion outcomes
 - Further work with London Councils via Capital Ambition to ensure that good practice is shared across the capital
 - Working to ensure the preparations for the new Local Area Agreement and the new performance indicator set address diversity, equality and cohesion issues

9.4 The involvement of members is crucial to the successful implementation of the Plan. A workshop to explore how this can be strengthened will be organised early in 2008.

10. CONCURRENT REPORT OF THE CHIEF LEGAL OFFICER

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 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 2007/08 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 As service design and provision already give consideration to equalities issues Directorate budgets reflect these issues and consequently no additional budgetary provision is expected as a result of the Diversity and Equality Action Plan 2007/08. Any additional costs arising from implementing the Plan will be contained within Directorate 2007/08 revenue budgets.

12. EQUAL OPPORTUNITIES IMPLICATIONS

12.1 By incorporating national standards, the Diversity and Equality Action Plan represents an important step in progressing the Council's diversity and equality agenda. 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 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.

13. ANTI-POVERTY IMPLICATIONS

- 13.1 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.

14. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 14.1 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.

15. RISK MANAGEMENT

- 15.1 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.
- 15.2 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.
- 15.3 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.
- 15.4 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.
- 15.5 The Council will continue to work closely with London Councils and 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.

Appendix One:	Diversity and Equality Action Plan - six month monitoring report 2007/08
Appendix Two:	Diversity and Equality Corporate Priorities Action Plan
Appendix Three:	Disability Equality Scheme – first year progress report
Appendix Four:	Report on outstanding actions from EAP 2006/07



London Borough of Tower Hamlets

**Appendix One:
Diversity and Equality Action Plan 2007/8
Six Month Monitoring Report**

December 2007

LIVING SAFELY

1. A cleaner, greener, safer Tower Hamlets

Links to other plans	Objective	Key Activities	Progress Milestone	Overall progress	Activity status
SP DES RES	Reduce hate crime and promote community cohesion Contact Officer: Andy Bamber, Service Head, Community Safety, Communities, Localities and Culture Directorate Lead Member: Councillor Abdal Ullah	Produce comprehensive action plan, covering all strands of Hate Crime Coordinate the delivery of five major projects that tackle hate crime through arts and media, training and other community based initiatives Collate and disseminate good practice around race and hate crime to all within the service and the borough	Quarterly meetings of Race and Hate Crime Interagency Forum (RHIAF) Comprehensive action plan, covering all strands of Hate Crime, in place by April 2007, with regular monitoring to Living Safely CPAG Coordinate the delivery of five major projects that tackle hate crime through arts and media, training and other community based initiatives	Quarterly RHIAF meetings are ongoing and RHIAF Action Plan is in place. Completed Projects have been completed. Participants including school pupils, residents and Members used art, music and drama to explore prejudice and hate crime. The projects received national and local coverage and a DVD will now be circulated within schools.	G G G
		Support Hate Crime Victims that report through 24 hours Hate Crime Line with 90% user satisfaction	Produce an 'Easy Reference Pack' for internal and external partners showing how to effectively prevent, intervene and enforce against hate crime by July 2007. Assess impact of 24 Hour free-phone reporting lines by November 2007 All Hate Crime victims supported with 90% user satisfaction- March 2008	Overdue – this project has slipped due to staffing changes in the Race & Hate Crime Team. Draft version of the pack is currently being produced in consultation with various partners. It is now on target to be completed in December 2008.	R
				11 cases were received during the 2nd quarter between July - September 2007. Needs and Risk assessments were carried out for all cases. All victims were provided with support. 1 Homophobic case has been referred to another agency for support and the Victim and Witness Support Team are monitoring this case. It has been agreed that a global survey will be developed to capture feedback of both investigations and support process. This is currently being developed.	G

GES	<p>Enhance services to reduce the number of Female Offenders</p> <p>Contact Officer: Andy Bamber, Service Head, Community Safety, Chief Executive's Directorate</p> <p>Lead Member: Councillor Abdal Ullah</p>	Maintain and develop initiatives to reduce the incidence of prostitution in the borough including the Safe Exit programme	Initiatives evaluated by April 2008 (for completion during 2008/09)	On target. Safe Exit Court Diversion scheme continues to hit or exceed all targets for engaging women arrested for prostitution related offences in rehabilitation programmes.	G
GES	<p>Further develop gender and culturally appropriate responses to domestic and sexual violence</p> <p>Contact Officer: Andy Bamber, Service Head, Community Safety, Chief Executive's Directorate</p> <p>Lead Member: Councillor Abdal Ullah</p>	<p>Adapt the Domestic Violence Team community education programme to address the needs of young women</p> <p>Review and enhance provision of domestic violence services for men and women experiencing domestic violence in same sex relationships</p> <p>Implement a multi-agency training and development programme to equip relevant front-line staff to assess and intervene appropriately with male perpetrators of domestic violence</p>	Initiatives evaluated by April 2008 (for completion during 2008/09)	<p>On target. Female youth worker trained to deliver Warrior Women training and materials adapted for 16-19 year olds.</p> <p>Review completed and dedicated LGBT worker funded through TH Victim Support.</p> <p>On target. Training programme commissioned. 32 professionals to be trained by March 2008.</p>	G
GES	<p>Reduce the incidence of re-offending by women known to be in the criminal justice system</p> <p>Contact Officer: Andy Bamber, Service Head, Community Safety, Chief Executive's Directorate</p> <p>Lead Member: Councillor Abdal Ullah</p>	<p>Support and develop the Looking Out service in Holloway Prison</p> <p>Commission and develop services that address the specific needs of women ex-offenders</p>	Initiatives evaluated by April 2008 (for completion during 2008/09)	<p>On target. 'Looking Out' service established in July. 20 women out of the 30 ex-offenders offered a service to have engaged in the programme.</p> <p>On target.</p>	G
DES	<p>Reduce obstacles and improve the safety of the borough's parks, open spaces and streets for disabled people</p>	<p>Review the progress of meeting 40% clutter free target of the Council's Street Design Guidance with the Access Group</p>	Improved access to streets for disabled people with evaluation by December 2007	<p>On target. 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>	G

	<p>Contact Officer: Stephen Halsey, Corporate Director, Communities, Localities and Culture Directorate</p> <p>Lead Members: Councillor Abdal Ullah Councillor Sirajul Islam</p>	<p>Consult with the 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</p> <p>Ensure the Supplementary Planning Document on Landscape Design reflects CABE Access and Design Guidance</p>	<p>Improvement plan in place to address the key barriers for disabled people in parks and open spaces by November 2007</p> <p>Developers address access issues in the landscape design that meet CABE guidance</p> <p>100% of major planning applications submit Access Statements that meet the access principles outlined in the SPD Landscape Design by November 2007</p>	<p>On target. 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>On target</p> <p>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 style="text-align: center;">G</p>
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LIVING WELL: 2. Decent homes in decent neighbourhoods
3. Healthier communities
4. Improved outcomes for vulnerable children and adults

Links to other plans	Objective	Key Activities	Progress Milestone	Overall progress	Activity status
SP	Reduce homelessness and meet the needs of vulnerable residents Contact Officer: Vernon Simpson, Service Head Central Housing Services, Development and Renewal Directorate Lead Member: Councillor Sirajul Islam	Review and redevelop Homelessness Strategy for completion in March 2008	Conduct a review of homelessness in Tower Hamlets by July 2007 Conduct a review of prevention services, making recommendations for development by November 2007 Review accommodation provided for homeless households and access to settled homes by January 2008	Completed. On target. On target.	G G G
SP RES	Implement the Housing Management Improvement Plan for diversity data Contact Officer: Sarah Pace, Housing Strategy Manager, Development and Renewal Directorate Lead Member: Councillor Sirajul Islam	Develop Diversity Strategy (to include increased proportion of residents from BME communities registered for involvement activities)	Draft strategy produced by December 2007 with final version completed by March 2008	On target. Dedicated external resource has been brought in to complete this task.	G
SP	Maximise financial security and provide more effective financial advice to vulnerable groups Contact Officer: Chris Holme, Service Head Resources, Development and Renewal Directorate Lead Member: Councillor Abdul Asad	Design and deliver a range of activities with key partners to : (i) improve levels of financial literacy, (ii) increase access to affordable banking and credit facilities and (iii) promote quality assured debt advice provision	Corporate Protocols agreed by Corporate Collection Forum- December 2007	(i) Work being lead by SAFE project (based at Toynbee Hall); (ii) THCCU have launched loan scheme in the last year; Fair Finance - CDFI also providing low cost loans;(iii) CAPITALISE Project (based at Toynbee Hall - leading on debt advice partnership	G

SP DES	<p>Improve access and quality of support to children and young disabled people and their families</p> <p>Contact Officer: Kamini Rambellas, Service Head Children's Social Care, Children's Services Directorate</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Commission new support to families caring for disabled children to help them establish routines to assist in achieving sustainable care and promote their child's independence in the home</p> <p>Undertake a holistic review of all services commissioned for disabled children and re-commissioning according to need in March 2008</p> <p>Continue to develop an integrated approach to assessment of disabled children across the range of professionals and agencies providing support services</p> <p>Clarify and refine support thresholds for disabled children</p> <p>Participation Officer to undertake consultation with looked after young disabled people to inform how the service is developed</p>	<p>Award contract by June 2007</p> <p>Consultation with providers on needs analysis by August 2007</p> <p>Implement assessment care pathways for Attention Deficit Hyperactivity Disorder (ADHD) and Autistic Spectrum Disorder (ASD) by November 2007</p> <p>Consultation to be completed by September 2007</p> <p>Consultation to be completed by September 2007</p>	<p>Completed. An external tender has been made. The contract has been awarded internally to CAMHS and the Beacon status Eva Armsby Centre. Project planning commenced October 2007.</p> <p>Consultation completed. A universal Child In Need analysis has been completed by Commissioning and as a result we are currently re-tendering some services.</p> <p>On target.</p> <p>Review complete and action implemented. An Assessment Framework has been completed and implemented.</p> <p>Consultation exercise has been undertaken with parents to inform the development of care pathways for Autistic Spectrum Disorder. 'Contact a Family' will also undertake similar consultation exercises for care pathways for children with ADHD.</p>	G G G G G
DES	<p>Improve access to independent living opportunities for disabled people</p> <p>Contact Officer: Jackie Odunoye, Head of Strategy and Development, Development and Renewal Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Review the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).</p> <p>Review the provision of equipment and adaptations across all housing tenures.</p>	<p>Review completed by June 2007 and evaluation of outcomes undertaken December 2007</p> <p>Consistency of approach across tenures achieved by July 2007</p>	<p>On target. A dedicated external resource has been brought in to complete this task.</p> <p>Overdue. On hold due to pending Comprehensive Spending Review decisions. Due for completion June 2008.</p>	A R

**CREATING AND SHARING PROSPERITY: 5. Securing sustainable communities
6. Increased local employment**

Links to other plans	Objective	Key Activities	Progress Milestone	Overall progress	Activity status
DES	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)	Promote awareness of employers' responsibilities under the DDA and the benefits of employing disabled people through the Council's Business Forum lunch seminars	One session delivered each year with increased awareness of local employers of the DDA – evaluation completed December 2007	On target. 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 Diversity and Equality 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 on measures to ensure a business's employment and service provision meets the needs of a diverse community.	G
	Contact Officer: Patricia Holmes, Investment and Business Team Leader, Development and Renewal Directorate Lead Members: Councillor Abdul Asad	Extend employment opportunities for people with mental health problems and learning disabilities	Assessment of employer commitment, vocational support services and use of Day Opportunities Resource Centre by December 2007	On target. 4 significant employers signed up to commitment to providing employment to people with learning disabilities. 36 people have found employment through vocational support services commissioned through Adult Services and the Day Opportunities service.	G
SP RES	Develop the strategic framework to promote sustainable and socially inclusive development Contact Officer: Owen Whalley, Service Head, Major Project Development, Development and Renewal Directorate Lead Member: Councillor Shafiqul Haque	Adopt statement of community involvement Develop effective relationships with key strategic stakeholders including the ODA, GLA, LTGDC, TfL and LDA and influence the development of their strategies Refresh Regeneration Strategy	Independent examination May 2007 – adoption December 2007 (timetable subject to approval of Planning Inspectorate Service (PINS)) Represent borough interests at the London Plan Further Alterations examination in public July 2007 Set up quarterly joint working groups to engage and influence other stakeholders via regular liaison and developing an integrated work programme Completed March 2008	Completed. Statement subject to enquiry by Planning Inspectorate, found to be sound and is now subject to final Cabinet approval. Responding to consultations as required – during the period no direct representation was required. Overdue. No formal group has been established. However, the Council continues to work with stakeholders regarding specific projects like the Local Development Scheme. Once research on the Core Strategy has reached an appropriate stage, regular liaison will be established. On target. Dedicated resource has been brought in to support this project.	G G G G G

SP RES DES	<p>Implement the Local Development Framework based area initiatives and secure benefits for borough residents</p> <p>Contact Officer: Owen Whalley, Service Head, Major Project Development, Development and Renewal Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Determine priorities for local development framework delivery</p> <p>Work with Olympics Delivery Authority, GLA / TfL and LTGDC on planning for the Olympics and developing legacy initiatives for the borough from the Olympic and Paralympic Games</p>	<p>Lead quarterly liaison working group meetings – commencing April 2007 to represent and advocate the borough's objectives in securing an appropriate legacy for the borough from the Olympic and Paralympic Games</p>	<p>Overdue. LDF withdrawn reverted to issues and options stage of Plan making process</p>	R
SP RES	<p>Support business information and networking</p> <p>Contact Officer: Emma Peters, Director, Development and Renewal Directorate</p> <p>Lead Member: Councillor Abdul Asad</p>	<p>Develop the East London Business Place demand/ supply chain model for SMEs in partnership with Canary Wharf Group and the other 4 host Olympic boroughs</p>	<p>Quarterly reports on the worth of the contracts secured by local Tower Hamlets companies demonstrates increase awarded on previous year by Launch of the new model at summer annual business forum - July 2007</p>	<p>On target.</p>	G
SP RES	<p>Develop an enterprising Third Sector</p> <p>Contact Officer: Chris Holme, Service Head, Resources, Development and Renewal Directorate</p> <p>Lead Member: Councillor Ohtid Ahmed</p>	<p>Support entrepreneurial activity amongst the local population by sustainability of 23 social enterprises created through the NRF Programme throughout 2007/08</p>	<p>Support throughout 2007/08</p> <p>Evaluate the enterprise in schools programme to determine the benefits and cost- effectiveness by April 2008</p>	<p>Overdue. LDA approval received August 2007. Programme extended to 10 boroughs based on the Canary Wharf model developed in Tower Hamlets. Implementation now on a phased basis. LBTH ready to go awaiting readiness of other boroughs. Launch likely February 2008</p> <p>On target. Social enterprises are being supported through Enterprise Hub at the Bromley by Bow Centre, funded through NRF. All enterprises are being helped with their forward strategies and business planning to ensure sustainability post March 2008.</p>	R
SP RES	<p>Contact Officer: Chris Holme, Service Head, Resources, Development and Renewal Directorate</p> <p>Lead Member: Councillor Ohtid Ahmed</p>	<p>Support entrepreneurial activity amongst the local population by sustainability of 23 social enterprises created through the NRF Programme throughout 2007/08</p>	<p>Evaluate the enterprise in schools programme to determine the benefits and cost- effectiveness by April 2008</p>	<p>On target</p>	G

SP RES DES GES	<p>Ensure young people benefit from economic growth in Tower Hamlets</p> <p>Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Develop and adopt a Tower Hamlets NEET (not in employment, education or training) reduction strategy, coordinating the work of all key stakeholders</p>	<p>Deliver Youth Engagement Programme consisting of "door-knocking" exercises (calling personally at young people's homes) by teaching assistants during school-holidays in April, May, July, August, October, December and February</p> <p>Restructure the delivery of Connexions within the borough, ensuring that all NEET young people are allocated and have access to a Personal Adviser, by September 2007</p>	<p>On target. Programmes were successfully delivered in April, May, July and August. They have been planned for October and February.</p>	G
SP RES DES GES	<p>Increase the capacity of local residents to compete for jobs</p> <p>Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate</p> <p>Lead Member: Councillor Abdul Asad</p>	<p>Develop joint partnership programme of employability interventions to augment/improve mainstream provision through the Employment Task Group</p>	<p>Regular update reports of the Employment Task group provided for each CPAG on a six weekly basis</p>	<p>Overdue. Connexions restructure is happening now, following transfer of Personal Advisors under TUPE arrangements in February. It is unlikely that all NEET young people will be allocated a Personal Advisor but all young people who want support have access. Tracking of NEET young people and performance of partners is subject to on-going review.</p> <p>Update reports taken to all CPAG meetings</p>	R
SP RES DES GES					G

SP	<p>Increase access to employment for target groups</p> <p>Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate</p> <p>Lead Member: Councillor Abdul Asad</p>	<p>Develop a pilot programme in partnership with PCT and Jobcentre plus for clients on Incapacity Benefit seeking to return to work</p>	<p>Pilot programme developed by October 2007</p>	<p>Completed. 20 work placements identified for IB clients, work with JCP in progress to identify potential clients.</p>	G
SP GES	<p>Support parents who wish to return to work</p> <p>Contact Officer: Helen Jenner, Service Head, Early Years Children & Learning, Children's Services Directorate</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Audit current childcare provision and full and part time places in nursery classes/schools and revise plan for development of provision accordingly</p>	<p>Update childcare audit December 2007</p> <p>Work with FSA to pilot financial guide for new parents July 2007</p>	<p>On target.</p> <p>Complete. Financial Guide launched at Around Poplar Children's Centre, October 2007.</p>	G

GES	<p>Improve economic inactivity rates across the borough (particularly Bangladeshi women and men) in line with LAA mandatory targets</p> <p>Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate</p> <p>Lead Member: Councillor Abdul Asad</p>	<p>In partnership with Jobcentre Plus, through the LAA process provide detailed analysis of inactivity rates. Complete Gender Labour Market Profile</p>	<p>Evaluation of outcomes by April 2008</p>	<p>Outcomes will be assessed as part of wider LAA review process currently underway.</p>	G
GES	<p>Improve the economic well-being of older men and women</p> <p>Contact Officer: Chris Holme, Service Head, Resources, Development and Renewal Directorate</p> <p>Lead Members: Councillor Motin Uz-Zaman Councillor Abdul Asad</p>	<p>Review and improve benefit advice for older men and women Work with Age Concern and through the Link Age Plus initiative to tackle older men's isolation</p>	<p>Review and evaluation reported by April 2008 Progress report by April 2008</p>	<p>Review completed as part of Best Value Review of Older People's Services. Older men's support group established through Link Age Plus/Age Concern Centre in LAP 5 and programme of activities developed.</p>	G
GES					G
GES					G

GES	<p>Extend flexible working for men and women and access to suitable childcare</p> <p>Contact Officer: Deborah Clarke, Joint Director of Human Resources, Chief Executive's Directorate</p> <p>Lead Member: Councillor Joshua Peck</p>	Implement a Flexible Working Policy within the local authority	Evaluation of effectiveness by April 2008	On target.	G
GES	<p>Address any potential gender inequality in pay</p> <p>Contact Officer: Deborah Clarke, Joint Director of Human Resources, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Assess and implement a new job evaluation scheme to address any gender bias</p> <p>Once Single Status has been agreed, undertake an Equality Impact Audit across the Council</p>	Evaluation completed by April 2008 and ongoing	At present, the Council is in consultation with the trade unions regarding Single Status. It is hoped that the trade unions will formally accept a proposed agreement following a ballot of their members, to be completed by 11th January 2008.	G
GES	<p>Open up traditionally male/female occupations</p> <p>Contact Officer: Deborah Clarke, Joint Director of Human Resources, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	Develop a revised brand for recruitment for both the Council and the PCT with focus on traditionally female jobs in social care and health and opening these up for men and all sections of the community	Proposals tested with review by April 2008	On target.	G

GES	<p>Ensure robust tracking and monitoring to identify employment initiatives in key growth sectors</p> <p>Contact officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate</p> <p>Lead Member: Councillor Abdul Asad</p>	Monitoring of SkillsMatch and Core Plus Data regularly	Analysis of monitoring by April 2008 and ongoing	On target. All SkillsMatch and Core Plus data is disaggregated by gender and reported on a quarterly basis.	G
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LEARNING, ACHIEVEMENT AND LEISURE: 5. Increased educational attainment
6. Increased participation in sporting, leisure and cultural activities

Links to other plans	Objective	Key Activities	Progress Milestone	Overall progress	Activity Status
SP DES	Extend opportunities for all children, including those with disabilities, to enjoy a range of activities outside of school including participation in play, culture, arts and school	Provide a range of dedicated unsupervised outdoor play areas, skate parks, etc	Audit and analysis completed by June 2007 Unsupervised play strategy and development considered as part of Olympic Strategy by December 2007	Complete. On target. An inter-borough Olympic legacy strategy group coordinated by Play England has been supported. A bid for play area improvement has gone forward to 2008/09 capital programme and should this be successful, implementation will commence in April 2008. The service will continue to engage with Play England and the Olympic legacy play strategy.	G
	Contact Officer: Paul Martindill, Service Head, Recreation, Environment & Culture Directorate	Integrate 1 o'clock Club services into a combined model managed by Children's Services	Consultation, resources and planning completed by October 2007	Consultation, resources and planning completed as programmed. Final implementation scheduled for January 2008.	G
	Lead Member: Councillor Clair Hawkins	Develop with partners a play strategy for Tower Hamlets	Portfolio of priority actions prepared by September 2007	Complete.	G
SP DES DES DES	Through personalised learning accelerate improvements in attainment with a particular focus on Key Stage 1 and 3 and English and mathematics at GCSE	Identify those at risk of not achieving at all Key Stages and put in place early intervention programmes, working across agencies to reduce underachievement and more extensive interventions at a later date, thereby achieving better outcomes and value for money. This includes continuing to support newly arrived pupils and those with English as an additional language and continuing to address boys' under achievement	Target specifically those at risk of not achieving level 4 in both English and Maths at Key Stage 2 by May 2007, level 5 by the end of Key Stage 3; and GCSEs including English and Maths by May 2007	Complete. Results increased in all aspects except Key Stage 3 Maths.	G
	Contact Officer: Helen Jenner, Service Head, Early Years, Children and Learning, Children's Services	Develop the strategy for numeracy and literacy recovery programmes by September 2007 All schools trained on use of RAISE online to evaluate interventions- December 2007 Review primary/ secondary transition arrangements to produce revised transition protocol by March 2008	Develop the strategy for numeracy and literacy recovery programmes by September 2007 All schools trained on use of RAISE online to evaluate interventions- December 2007 Review primary/ secondary transition arrangements to produce revised transition protocol by March 2008	Complete. Both programmes fully operational in primary schools, impact demonstrated for pilot schools in Key Stage 1 results. Overdue. Delays in RAISE online being operational resulting in training being postponed to Spring Term. On target.	G R G

	<p>Lead Member: Councillor Clair Hawkins</p>	<p>Intervene more quickly to support children with special educational needs, reducing the need for statements and continue to support schools to develop inclusive teaching and learning programmes</p>	<p>Early Support programme in place by January 2007</p>	<p>On target, 45% complete.</p>	G
<p>GES</p>	<p>Increase the involvement of men and LGBT parents in their children's education and well-being Contact Officer: Sarah Gale, Service Head, Equalities and Parental Engagement Lead Member: Councillor Clair Hawkins</p>	<p>Review good practice initiatives aimed at getting greater involvement of men in children's education</p>	<p>Evaluate outcomes by April 2008</p>	<p>On target. Strengthening Families Strengthening Communities parenting programme targeting fathers is now being run at Whitechapel Idea stores (September to December 2007) as part of a campaign to highlight the needs of fathers. Planning taking place to launch "No outsiders" project in primary schools on 1st February to raise awareness of the diversity of family models in children's literature.</p>	G
<p>SP RES</p>	<p>Improve behaviour and attendance and reduce exclusions from school</p>	<p>Extend work with faith groups, to increase attendance, particularly at primary level by addressing issues like extended term-time leave</p>	<p>Agree closure of schools for Eid, September 2007</p>	<p>Revised guidance to schools makes clear that the Borough position is that schools should close for Eid.</p>	G
		<p>Target pupils disaffected with school pre-16, EBD (Emotional and Behaviour Disorder) post-16 and those recognised as ASD (Autistic Spectrum Disorder) as well as those achieving 4 A*-C but not English and Maths at C+</p>	<p>Electronic Common assessment framework training for schools completed December 2007 Protocol for Lead Professional and team around the child developed by September 2007 Best practice disseminated on a monthly basis through BEHAVE newsletter, with report for each secondary school completed by January 2008</p>	<p>Local eCAF system is now live and training for two teams will take place during autumn term. Some delay in activity due to deferment of national decision making. Protocol agreed and circulated in September 2007. Multi-agency training now underway.</p>	A
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	<p>Contact Officer: Helen Jenner, Service Head, Early Years, Children and Learning, Children's Services</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Reduce exclusions in schools and their impact, by supporting schools to develop a wide range of strategies to reduce incidents which lead to exclusion</p>	<p>One secondary school to implement the SEAL programme from September 2007 and assess effectiveness by March 2008</p>	<p>3 secondary schools are implementing the SEAL programme.</p>	G
SP RES DES	<p>Enrich the curriculum offer, both within and beyond school, for all our children so that they enjoy learning, to offer a broad curriculum including creative and sporting activities</p> <p>Contact Officer: Helen Jenner, Service Head, Early Years, Children and Learning, Children's Services</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Capitalise on the 2012 Paralympics and Olympics to increase the extent and quality of sports provision in schools, particularly primaries; ensuring children with disabilities are fully included</p>	<p>Active playtime strategy established- September 2007</p>	<p>Draft strategy prepared for circulation, September 2007</p>	G
	<p>Contact Officer: Helen Jenner, Service Head, Early Years, Children and Learning, Children's Services</p> <p>Lead Member: Councillor Clair Hawkins</p>	<p>Deliver school and community based projects to increase awareness of hate crime and promote community cohesion</p>	<p>100% of schools judged to offer good curriculum by March 2008. Evaluation report on increasing physical activity in schools to be produced by July 2007</p>	<p>On target. Report compiled, data given to school link advisors, September 2007.</p>	G
SP	<p>Improve participation in Idea Store, library and lifelong learning activities</p> <p>Contact Officer: Paul Martindill, Service Head, Recreation, Environment & Culture Directorate</p> <p>Lead Member: Councillor Shiria Khatun</p>	<p>Increase the use of libraries and Idea Stores as a resource for children and young people</p>	<p>Anne Frank project established in borough by December 2007</p> <p>Extended Schools and Children's Centre plans link with use of libraries and sports and arts facilities by March 2008</p>	<p>On target. Project manager from Anne Frank Trust has recruited schools.</p> <p>Idea Store Children & Young people's officer team plan has been developed and implemented in conjunction with Children's Services School's Library service. The team plan has also been presented to Performance Review Group.</p> <p>Children's PLUS survey was completed in October and findings will also be incorporated into work plan.</p>	G
	<p>Contact Officer: Paul Martindill, Service Head, Recreation, Environment & Culture Directorate</p> <p>Lead Member: Councillor Shiria Khatun</p>	<p>Develop activities to increase and widen the number of older people participating in the Idea Store service</p>	<p>Increase the active members who are aged 60 and over from 4.8% to 7.0% of total active membership by March 2008</p>	<p>Weekly "Golden Time" sessions are held at Bethnal Green Library, Idea Stores Whitechapel, Chrisp Street and Bow. The service is also involved with LinkAge to deliver services for people over 50.</p>	G

SP RES	<p>To increase community engagement and participation in cultural activities</p> <p>Contact Officer: Paul Martindill, Service Head, Recreation, Environment & Culture Directorate</p> <p>Lead Member: Councillor Shiria Khatun</p>	<p>Support and deliver a borough-wide programme of festivals and events reflecting the diverse needs of the community</p> <p>Increase usage of leisure centres of key target groups</p>	<p>70 festivals with an audience of at least 100 delivered by March 2008</p> <p>Usage increased by 1% by March 2008 for: young people, older people, people with disabilities, BME, and women</p> <p>Usage increased by 5% by March 2008 for older people</p> <p>In consultation with 'Link Age Plus' develop comprehensive programme of targeted activities for older people by April 2007</p>	<p>68 festivals and events have been successfully supported so far this year. This service expects to deliver 75 festivals and events, exceeding the target by March 2008.</p> <p>All programmes are on track for achieving the targets.</p>	G
DES	<p>Improve the promotion of services and benefits to disabled people</p> <p>Contact Officer: Paul Martindill, Service Head, Recreation Environment and Culture Directorate</p> <p>Lead Member: Councillor Motin Uz-Zaman</p>	<p>Organise team entries from disabled people for the London Youth Games to be held in Mile End Leisure Complex</p>	<p>Increased profile of disabled people in sport with 6 teams entered in the Youth Games by August 2007</p>	<p>6 teams were entered – with Bronze medals for the teams competing in disability athletics, football and boccia.</p> <p>Tower Hamlets also hosted the Youth Games disability athletics event at Mile End Stadium for the third year running when the Tower Hamlets Team reached third positions in both the boys and girls events.</p>	G G

EXCELLENT PUBLIC SERVICES: 9. Efficient and effective services
10. Locally focused services empowering people
11. Stronger and more cohesive communities
12. Improved equality of opportunity

Links to other plans	Objective	Key Activities	Deadline Progress Milestone	Overall progress	Activity Status
SP DES	Improve customer care and physical access to Council services to meet the needs of disabled people with efficient and effective use of accommodation resources Contact Officer: Claire Symonds, Head of Customer Access, Chief Executive's Directorate Lead Member: Councillor Joshua Peck	Improve services' knowledge of the needs of disabled people through THIS Borough and creating a statistical profile of disabled people to inform service planning Investigate the effectiveness of responses to disabled people's complaints about services Ensure compliance with the Disability Discrimination Act is reviewed and action plan developed to address gaps	Needs of disabled people embedded within service planning by September 2007 Improved response to complaints and comments by November 2007 Specialist contractor to complete survey against DDA criteria by June 2007	An additional 'diversity profile' is being created on THIS Borough and is due for completion at end December 2007. This has been delayed due to an upgrade of software over the summer. On schedule to complete investigation of disabled people's complaints about services by November 2007. Completed.	A G G
DES	Improve the choice and provision of accessible information to disabled people Contact Officer: Charles Skinner, Service Head, Communications Lead Member: Councillor Sirajul Islam	Review the Council's Communications Framework and practice to reflect new disability guidelines and good practice	Programme of works developed and implemented from October 2007 All Council publications meet the corporate guidelines and are accessible to disabled people by July 2007	Overdue. Works programme has been developed and capital bid submitted for funding of works. 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	R G

		<p>Involve local disabled user groups and disabled run voluntary organisations to review and prioritise the information to be made available in accessible formats</p>	<p>Priority information available by March 2008</p>	<p>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 workshop are now being analysed and will inform the development of a list that will advise officers what information they need to arrange to be made into accessible formats. This list will be made available via the Communications Manual, DELOs (Directorate Equalities Liaison Officers) and on the staff intranet.</p>	G
<p>DES GES</p>	<p>Improve consultation and involvement with disabled people and disabled staff and women, men and transgender people</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Reviewing the Council's involvement with disabled people through discussions with user groups, staff, residents.</p>	<p>Reviewed annually Plan review by March 2007</p>	<p>On target. On target.</p> <p>The TH Staff Disabled Forum meets quarterly and this year consultation took place around the following areas: Flexible working hours; rehabilitation leave and; the carer's policy. Forum members have discussed forming a sub-group to focus on information technology issues. The group is expected to be in place by January 2008.</p> <p>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.</p> <p>Involvement and discussions of the Tower Hamlets Access Group has included consultation on accessible transport with the Olympic Delivery Authority; access to polling stations; DisabledGO database of accessible venues and services in Tower Hamlets; access to council buildings; format of the Accessible Housing Register pages in East End Life.</p>	G

			Conduct review from April 2007 to September 2007	The Residents Panel will be used to gather evidence on how effective current methods of engaging disabled people are.	G
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		Ensuring our Consultation and Involvement Toolkit and Policy reflects national disability advice on consulting and involving disabled people	Implement improvements from November 2007	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.	A
		Consider further improvements to consultation with women and transgender people	Improvements completed and assessed by April 2008	Due to restructure of the Diversity and Equality Service this review is scheduled to begin January 2008.	G
DES	Improve the promotion of services and benefits to disabled people Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities (and relevant service heads), Chief Executive's Directorate Lead Member: Councillor Sirajul Islam	Meet with disabled user groups to agree priority services and benefits to promote to disabled people	Agree programme of service promotion and implement from April 2007 Review programme annually as part of Disability Equality Scheme Action Plan review	Workshops were organised with the Residents Panel and disabled residents were asked how the information that they had prioritised should be promoted. The findings will inform a list of priority information about services and benefits and where this should be distributed.	G
GES	Promote the Council's commitment to gender equality and promote positive images of women, men and transgender people Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate Lead Member: Councillor Sirajul Islam	Promote the Gender Equality Scheme with residents, partners and local voluntary and community groups.	Analysis of promotion issues by April 2008 Review the images the Council uses in its publications to avoid gender stereotyping	Gender Equality Scheme launched at joint LBTH-Women in Tower Hamlets Inclusive Network conference. Event attended by residents, voluntary and community sector groups and partners. Review in progress.	G
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GES	<p>Improve the participation of transgender people in public life Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	Develop a programme of further consultation with the LGBT Community and Staff Forums and other relevant organisations to identify key barriers and issue.	Programme in place and reviewed by April 2008	Consultation planned for February 2008.	G
SP RES GES	<p>Increase the capacity of the Third Sector to participate in the planning and delivery of excellent public services</p> <p>Contact Officer: Shazia Hussain, Director of Tower Hamlets Partnership, Chief Executive's Directorate</p> <p>Lead Member: Councillor Ohid Ahmed</p>	<p>Provision of support and assistance to frontline Third Sector organisations to enhance their ability to shape and deliver local priorities and increase participation and involvement of residents</p> <p>Develop a Joint Programme of environmental projects and capacity building with Muslim Women's groups (Subject to outcome of 2006/7 LAA faith group initiative and 2007/8 funding)</p>	<p>Programme of development support to the Women in Tower Hamlets Inclusive Network (WITHIN) agreed by May 2007 and reviewed by January 2008</p> <p>Increase capacity of the Tower Hamlets Somali Network</p> <p>Engagement plan agreed by April 2007</p> <p>Agenda agreed by May 2007</p> <p>Development programme finalised by June 2007, with implementation by July 2007</p> <p>Undertake a review of the programme from March 2008</p>	<p>Final programme agreed in July 2007. An officer is working with the Network on a regular basis. Away day took place October.</p> <p>Officers are meeting with the Somali Network on a quarterly basis to develop the action plan.</p> <p>Complete.</p> <p>Complete.</p> <p>On target. A joint programme of outreach work between the Muslim Women's Collective and LBTH is underway. So far this has included an Iftar outreach event, Bangladeshi community radio open hour sessions and a befriending scheme (for women 50+). A formal launch of the Collective is planned for November.</p>	<p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p>

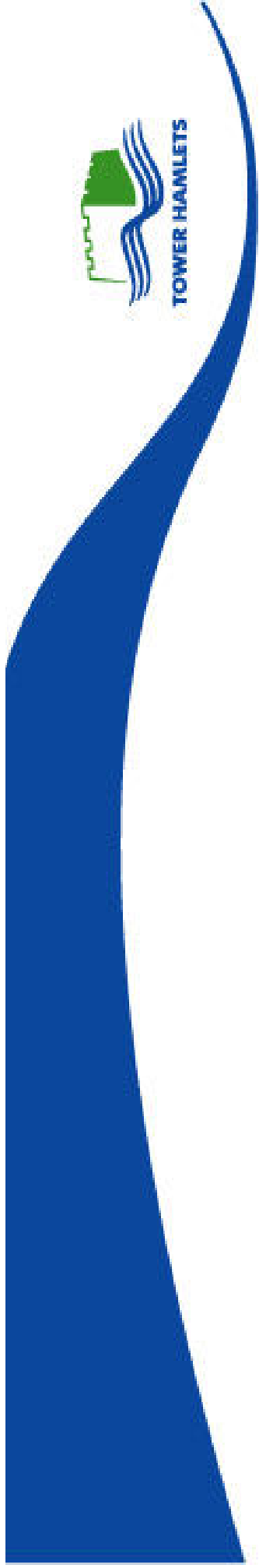
SP	<p>Provide a dynamic and outward facing Overview and Scrutiny function</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Revise scoping of Scrutiny reviews to strengthen impact on equalities and community cohesion</p> <p>Ensure Overview and Scrutiny work programme includes reviews on specific diversity and equality topics</p> <p>Ensure Health Scrutiny Panel delivers Year 2 of four year work programme to tackle health inequalities</p> <p>Develop plan of activities to enhance relationships between OSC councillors and co-optees and for developing better links with external forums and partners</p> <p>Develop guidance on how to consider gender issues within service redesign</p> <p>Design and Access comments required for all planning applications</p> <p>Ensure that communities are engaging in the planning process, as set out in the Statement of Community Involvement</p> <p>Sustain and extend the Women into Public Life initiative including encouraging women to become councillors, magistrates and lay visitors.</p>	<p>Incorporated within work programme from July 2007</p> <p>Work programme agreed July 2007 and progress report to Committee regularly</p> <p>Year 2 of work programme completed and evaluated by April 2008</p> <p>Plan developed by December 2007</p> <p>Evaluation of guidance and engagement by April 2008</p> <p>Projects evaluated and assessed for success by April 2008</p> <p>Develop a website to promote Women into Public Life</p> <p>Review Partnership Boards and structures and activities to encourage greater participation by women</p> <p>Develop 'Councillors of the Future' project targeted at women as potential councillors</p>	<p>On target. All scoping documents now contain section on equalities and community cohesion impact.</p> <p>On target. Workplan includes review of Interpreting and Translation service.</p> <p>On target. Programme underway.</p> <p>Plan developed with range of activities scheduled for 2008.</p> <p>Guidance is being drafted and due for sign off by April 2008.</p> <p>Evaluation due to commence January 2008.</p> <p>Completed. Website address: www.towerhamlets.gov.uk/wipl</p> <p>On target. Data on gender profile of participants collated and informing review of Partnership structures.</p> <p>On target. Joint Tower Hamlets Partnership and Democratic Services action plan being developed</p>	G
GES	<p>Ensure gender issues are considered in the physical design and development of facilities/services</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Councillor Sirajul Islam</p>				G
GES	<p>Improve the representation of women in democratic processes and positions of influence</p> <p>Contact Officers: Susan Ritchie, Consultation and Involvement Manager Shazia Hussain, Director of Tower Hamlets Partnership, Chief Executive's Directorate</p> <p>Lead Members: Councillor Sirajul Islam Councillor Ohid Ahmed</p>				G

SP RES DES GES	<p>To promote and support community cohesion</p> <p>Contact officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Directorate (in partnership with Children's Services)</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Establish Community Cohesion Contingency Planning and Tension Monitoring Group</p> <p>Examine potential for cohesion activities around gender and disability</p> <p>Evaluate the Bridging Communities project and develop action plan for next steps</p> <p>Strengthen work with the faith community to facilitate cohesion work:</p> <ul style="list-style-type: none"> • Interfaith Forum work launched from Interfaith Week • Service Level Agreements with the Council of Mosques and the London Muslim Centre on community cohesion reviewed and refreshed <p>Develop intelligence on new communities to incorporate into relevant strategies (including Multi-Agency Refugee Strategy and interpreting and translation)</p> <p>Work with Third Sector partners to increase volunteering as a means of building social capital and community participation</p> <p>Support local arts and events to celebrate local diversity and improve cohesion</p> <p>Support the Partnership in ensuring it engages with all communities in the borough</p> <p>Develop guidance and support for schools in implementing their Cohesion Duty</p> <p>Continue to strengthen partnerships between children and young people and faith institutions, developing children and young people's involvement in the Interfaith Forum by March 2008</p>	<p>Group established from September 2007 and review of effectiveness by March 2008</p> <p>Evaluation by December 2007 (disability) and by April 2008 (gender)</p> <p>Action Plan in place from September 2007</p> <p>Work programmes in place with review of progress - January 2008</p> <p>Assessment of need completed by April 2008</p> <p>LAA volunteering targets met (6-monthly LAA reporting)</p> <p>Survey to measure impact undertaken, July-October 2007</p> <p>Evaluation of annual series of events March 2008</p> <p>Implement Stronger Communities strand of Local Area Agreement with outcomes delivered by March 2008</p> <p>Guidance and support in place from September 2007</p> <p>Inter-faith projects evaluation reports completed July 2007</p>	<p>Complete. Group established and meets</p> <p>On target. Inclusion of cohesion activities planned into Disability Awareness events and International Women's Week programme.</p> <p>Overdue: Project outcomes have been within a range of other pieces of work. Action Plan is currently being developed alongside consideration of the report from the Commission on Integration and Cohesion and government's response to it.</p> <p>On target. Programme of events held for Interfaith week, including workshops on Community Plan and faith hate.</p> <p>Completed. Assessment of need commissioned and completed by Praxis.</p> <p>On target. Volunteer Centre Tower Hamlets has provided a volunteer brokerage service to 719 people and supported 286 third sector organisations to retain or increase volunteer involvement.</p> <p>Survey complete. Evaluation report on target for completion by March 2008.</p> <p>On target. Outcomes reviewed in September</p> <p>Guidance sent to all schools and training on Community Cohesion Duty delivered to School Governors group</p> <p>Completed. Small Encounters project has 'twinned' 12neighbouring primary schools to run joint events aimed at bringing children together from diverse communities to mark religious festivals.</p>	<p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">R</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p> <p style="text-align: center;">G</p>
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			100% of schools implement disability and gender equality schemes March 2008	Overdue. A challenging target, which in view of restructuring may not be fully achieved by March 2008, though positive partnership working is in place to assist schools towards achieving this target.	R
	Roll out a programme of cultural exchanges between young people in Tower Hamlets, through schools, youth work and other settings by March 2008	Ensure 3 cultural exchanges have been completed or planned to be completed by the end of the year, by November 2007	Ensure 3 cultural exchanges have been completed or planned to be completed by the end of the year, by November 2007	On target. One example of positive cultural exchanges included Children Looked After. A group of staff and young people from across the UK, including Tower Hamlets, were part of this group. Activities included sharing experiences, culture and social care practice with Polish colleagues and young people.	G
	Disseminate best practise in support for newly arrived children and young people with English as an additional language (EAL) in schools	Increase the number of schools offering Key Stage 2 language opportunities as part of their mainstream curriculum by 18% by December 2007 (achieve 30% by 09/08)	Increase the number of schools offering Key Stage 2 language opportunities as part of their mainstream curriculum by 18% by December 2007 (achieve 30% by 09/08)	On target.	G
	Disability and gender equality schemes in place in all schools	Ensure First Language Assessment service for newly arrived and under achieving children made available at all Key Stages- and planning to be in place for Foundation levels- by March 2008	Ensure First Language Assessment service for newly arrived and under achieving children made available at all Key Stages- and planning to be in place for Foundation levels- by March 2008	On target. A formula is in place for allocation of resources for schools in relation to newly arrived children at all stages.	G
		Commence reviews of existing equalities schemes, monitor information to identify actions and inform work around disability and gender for young people from April 2007	Commence reviews of existing equalities schemes, monitor information to identify actions and inform work around disability and gender for young people from April 2007	On target.	G
		Set specific targets for teams to ensure that young females and young people with a disability receive an enhanced level of service from April 2008 across Children's Service	Set specific targets for teams to ensure that young females and young people with a disability receive an enhanced level of service from April 2008 across Children's Service	Restructuring of teams has led to different lead officer responsibilities for this activity. To be reframed to 'Monitor and review the contribution of Children's Services to the Council's Equality Schemes ensuring that teams incorporate targets into their team plan.	G
	Improve the extent to which the workforce reflects the community	Implement recruitment and development initiatives to support achievement of all Workforce to Reflect the Community Strategy targets; Council wide and within Directorates	Six monthly monitoring reports demonstrate progress towards targets (December 2007 and ongoing)	On target. Six monthly monitoring report being prepared and due to be circulated to Members in early 2008.	G
SP RES DES GES					

<p>Contact officer: Deborah Clarke, Joint Director of Human Resources</p> <p>Lead Member: Councillor Sirajul Islam</p>	<p>Develop programmes to support career pathways for BME staff</p> <p>Introduce new Aspiring Leader programme for targeted staff (especially disabled and BME)</p> <p>Underpinning supervisory/management training with option for professional qualification</p> <p>Positively respond to the new statutory requirement to promote disability equality, age discrimination legislation, and changes in employment legislation</p> <p>Develop and implement a package of initiatives targeting under-represented groups in the school workforce</p> <p>Implement the Disability Action Plan including a training programme for managers on supporting disabled staff and ensuring that all development and training programmes are accessible</p> <p>Increase the percentage of black and minority teachers moving into leadership positions through residential and twilight training programmes, together with individual coaching sessions, to enable 24 teachers to prepare for successful career moves</p>	<p>Track, monitor and report progress of individuals involved in the programmes to CMT every six months</p> <p>First programme starts early 2007</p> <p>Progress report to CMT December 2007</p> <p>Deliver training through Corporate Learning and Development Programme and provide briefings to managers</p> <p>(March 2008 and on-going)- ensure that statutory requirements are translated into HR policy within 2 months of the change in legislation and that they are user friendly and easily accessible</p> <p>Package of incentives publicised (July 2007) and taken up by 5 Somali young people wishing to train as teachers by September 2007</p> <p>Increase the percentage of disabled staff as a percentage of the top 5% of earners from 4 to 4.5% in 2007</p> <p>6 month follow-up shows that 50% of participants have applied for Leadership positions</p> <p>12 month follow-up shows that 40% of participants have achieved promotion</p>	<p>Tracking online with both the local graduates and Aspiring Leaders. However, too early for meaningful reports on either group (both started October 2007)</p> <p>Programme up and running with 23 candidates starting the programme in October 2007.</p> <p>To go to CMT in January/February 2008.</p> <p>L&D proactively rolls out training opportunities through L&D programme. In last 6 months there have been at least 88 course delegates to equalities training covering all aspects of equalities legislation.</p> <p>HR have recently consulted on a new Grievance and Fair Treatment procedure to replace the existing CHAD and grievance procedures. Expected implementation date of Dec 07/Jan 08. Additionally new Carers Policy and Procedure has been developed and is currently undergoing extensive consultation with potential user groups in order to check if it is 'fit for purpose'. Implementation due January 2008.</p> <p>A range of routes into teaching have been publicised and currently there people of Somali heritage who are benefiting from this. We have set a target of a 1% increase year on year for recruiting BME teachers. We are undertaking a Training Needs Analysis across Children's Services. We are also employing a Workforce Development Officer to take this work forward.</p> <p>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.</p> <p>On target</p> <p>On target.</p>	<p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>A</p> <p>G</p> <p>G</p>
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London Borough of Tower Hamlets

**Appendix Two:
Diversity and Equality Corporate Action Plan
2007/08
Six Month Monitoring Report**

December 2007

Objective	Key activities	Target date	Overall progress	Activity status
<p>Ensure that the Council operates to the highest standards of equalities practice</p>	<p>Maintain Level 5 of the Local Government Equality Standard and agree and achieve targets with partners</p> <p>Ensure that relevant human rights implications are considered within policies and practice</p> <p>Ensure that local equalities practice and policies matches that of the new Equality and Human Rights Commission</p> <p>Review of Race, Disability and Gender Equality Schemes to link with new practice</p>	<p>April 2008</p> <p>March 2008</p> <p>March 2008</p> <p>April 2008</p>	<p>On target. Partnership Equalities Group established to bring together equalities officers from main statutory and voluntary sector partners.</p> <p>Awaiting guidance from new Commission for Equalities and Human Rights.</p> <p>On target. Awaiting guidance from new Commission for Equalities and Human Rights.</p> <p>On target. Reviews underway to be completed by March 2008.</p>	<p>G</p>
<p>Refresh test of relevance template</p>	<p>Undertake an audit of all policies and functions and prioritise level of impact across 6 equality strands</p>	<p>January 2008</p>	<p>On target. Revised template circulated to all Directorates.</p>	<p>G</p>
<p>Improve procedures for equality impact assessments</p>	<p>Analyse learning from Peer Support initiative through learning event with partner authorities and production of learning tool for national use</p> <p>Undertake an audit of all policies and functions and prioritise level of impact across 6 equality strands and implications for Race, Disability and Gender Equality Schemes</p> <p>Revise test of relevance template based on audit results</p>	<p>March 2008</p> <p>April 2008</p>	<p>Learning event held in November 2007 and learning tool being developed.</p> <p>Test of Relevance template circulated to all Directorates.</p> <p>Template revised and circulated to all Directorates.</p>	<p>G</p>

	<p>Revise equality impact assessment guidance</p> <p>Develop improved procedures for completion and publication of equality impact assessments</p>		<p>Consultation on guidance currently underway with all Directorate Equality Focus Groups.</p> <p>Underway as part of review of guidance.</p>	
<p>Review of monitoring by 6 equality strands to identify any gaps per Directorate and develop measures to address these</p>	<p>Undertake audit of monitoring arrangements Council-wide and analyse findings to inform improvements to guidance and support to Directorates</p> <p>Review monitoring requirements for Race, Disability and Gender Equality schemes</p>	<p>January 2008</p>	<p>Draft guidance circulated for comment. Due to be formally signed off, December 2007.</p> <p>Monitoring guidance revised and audit of current monitoring practice underway to be completed in January 2008.</p>	<p>G</p>
<p>Review complaints monitoring by 6 equality strands in terms of breakdown and reporting by service and corporately</p>	<p>Improve analysis of complaints reporting by equality strand</p>	<p>January 2008</p>	<p>By early 2008, updated equalities monitoring of people making complaints to cover all six equalities strands will be on the online and paper based form. Work towards incorporating faith and sexual orientation into monitoring undertaken over the phone. Data will be collated on a monthly basis throughout 2008, but with full reporting from early 2009, once a meaningful baseline has been established.</p>	<p>G</p>

<p>Identify and establish the processes for developing and reviewing shared equality objectives with partners across the 6 equality strands</p>	<p>Agree diversity and equality objectives and targets in revised Community Plan and related strategies</p>	<p>April 2008</p>	<p>All external equality forums have been involved in consultation for the refresh of the Community Plan and these will form the basis of specific equalities targets.</p>	<p>G</p>
<p>Provide support to councillors to promote equality (linked to Race, Disability and Gender Equality Schemes and revised Level 5)</p>	<p>Review of support needs completed</p>	<p>April 2008</p>	<p>Equalities training for all councillors is being devised for delivery by March 2008.</p>	<p>G</p>
<p>Review the role and objectives of CESH in delivering the Council's diversity and equality agenda</p>	<p>Workshop with CESH members to discuss and agree its role and future aims and areas of work</p>	<p>October 2007</p>	<p>Workshop completed and revised terms of reference are being drafted for agreement by March 2008.</p>	<p>G</p>
<p>Improve awareness and understanding of managers about the revised Equality Standard and what it means for the Council and its partners</p>	<p>Guidelines for managers in place</p>	<p>March 2008</p>	<p>On target. Guidance in draft and due to be circulated to managers in January 2008.</p>	<p>G</p>
<p>Develop a corporate self-assessment toolkit to measure progress against diversity and equality objectives and targets</p>	<p>Develop a checklist of questions and examples of corporate and directorate types of evidence that link to the different requirements of the Equality Standard and examples of evidence</p>	<p>December 2007</p>	<p>Produced and circulated to all Directorates.</p>	<p>G</p>

<p>Review our procurement arrangements to ensure that equality objectives and targets are being met by contractors</p>	<p>Work with Procurement to audit contractual arrangements per Directorate to identify gaps in equality monitoring, objective and target setting and review</p> <p>Review corporate procurement processes and develop measures to ensure any gaps are addressed from audit</p>	<p>March 2008</p>	<p>Scope of audit agreed and due to commence January 2008.</p>	<p>G</p>
<p>Strengthen consultation and involvement arrangements with external and internal equality forums</p>	<p>Undertake a review of the role and purpose of external and internal equality forums in shaping and reviewing the delivery of Council services. This review will cover:</p> <ul style="list-style-type: none"> • Disabled staff, BME staff and LGBT staff forum • Self-organised staff groups • Tower Hamlets Access Group • Tower Hamlets Interfaith Forum • LGBT Forum 	<p>March 2008</p>	<p>Terms of Reference and constitutions of Access Group and Interfaith Forum are being redrafted, to be agreed by March 2008. Review of LGBT Forum due to take place March 2008.</p> <p>Scoping of Internal staff forums review has been completed and recommendations will be implemented by March 2008.</p>	<p>G</p>
<p>Commission external validation of the Council's achievements in the revised Equality Standard</p>	<p>Assess learning from participation in the Capital Ambition Equality Standard for London local government project</p> <p>External validation confirms maintenance of Level 5 of the Equality Standard</p>	<p>March 2008 April 2008</p>	<p>On target. Project is ongoing with participation from Diversity and Equality Team.</p>	<p>G</p>
<p>Audit all diversity and equality related actions for impact on cohesion</p>	<p>Assess cohesion issues as part of above activities</p>	<p>Ongoing with evaluation April 2008</p>	<p>On target.</p>	<p>G</p>

Disability Equality Scheme: Progress at 12 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 30 November 2007 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.

A copy of the Scheme's action plan with a progress report on each action is attached at Appendix One.

Progress

Of all the actions, 32 are at green, 8 at amber with 4 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 to deliver the action plan by December 2009.

Below is a summary of the actions by their status, further details can be found in Appendix One:

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.
- 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.
- Reviewing our translation and interpreting service and guidance to ensure the needs of disabled people are embedded within it.
- 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 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 Skills match.
- 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 of 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.
- 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.

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

- 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.
- Reviewing the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).
- 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.
- Incorporating the disabled hate crime research project recommendations into the Integrated Hate Crime Action Plan.
- 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. The November deadline has not been met because of external pressures.
- Piloting the use of “easy read” to improve communications with residents with learning disabilities. The results of the workshops with disabled residents on improving accessibility and choice of information will inform the direction of this project. It has been discussed in detail during

November 2007's Council Wide Communications Group, therefore the March 2007 deadline has not been met.

- Reviewing the provision of equipment and adaptations across all housing tenures. This project is still on hold due to the Comprehensive Spending Review and is now due for completion in June 2008, therefore implementation improvement plan deadline of July 2007 has not been met.
- Taking a leadership role around disability within the Tower Hamlets Partnership. Initially we will sponsor a discussion at the Excellent Public Services CPAG considering partners' Disability Equality Schemes and the scope for joint action and initiatives. 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.

Interim progress reports will be carried out at quarterly intervals throughout 2008. A further progress report on the Scheme at 24 months on will be prepared by 30 November 2008, ready for posting on 4 December 2008.

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	Head of Facilities Management (Chief Executive's Directorate).
Progress	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.
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 (Chief Executive's Directorate).
Progress	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.
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 of Customer Access (Chief Executive's Directorate).
Progress	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.
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 of Customer Access (Chief Executive's Directorate).
Progress	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.
Status	Green

Action	Improving services' knowledge of the needs of disabled people through THIS Borough 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	A statistical profile has been created covering the 6 equality strands to improve services' understanding of 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 which will be issued in February 2008.
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	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.
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	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.
Status	Green

Action	Improving access to play for disabled children in Mile End Park.
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 (Environment & Culture Directorate).
Progress	We have made improvements to access in Mile End Park. 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 Somalian inclusive play session began on 29 th April 2007.
Status	Green

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

Action	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.
Deadline	Review from January 2007. Guidance issued April 2007. Monitoring system agreed and implemented July 2007.
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	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.
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	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 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.
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	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.
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	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

	and interpretation will be carried out in January 2008. This will have a specific focus on easy read communications.
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	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.
Status	Green

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	Service Head, Scrutiny & Equalities (and relevant service heads) (Chief Executive's Directorate).
Progress	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 (Environment & Culture Directorate).
Progress	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)).
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 (Adult Services Directorate).
Progress	<p>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 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.
Status	Amber

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>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 Spending Review and is now due for completion in June 2008</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> <ul style="list-style-type: none"> • BVPI 16a Percentage of staff declaring that they meet the Disability Discrimination Act disability definition Target 2006/07: 4.8% Target 2007/08: 5% Target 2008/09: 5.2% • BVPI 11c Percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools). Target 2006/07: 3.5% Target 2007/08: 4.5% Target 2008/09: 5.5%
Disability Equality Duty Responsibility	(a) and (c) Director of Human Resources (Chief Executive's Directorate).
Progress	<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

	<p>average was 57% and public sector average 60%)</p> <ul style="list-style-type: none"> • 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. • 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 out to put in place policies and procedures that will lead to disability equality for employees.
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 (Chief Executive’s Directorate).
Progress	<p>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.</p> <p>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>

Status	Green
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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 (Chief Executive's Directorate).
Progress	<p>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.
Status	Green

Action	Continuing to increase the number of disabled people working for the Council.
Deadline	Review every six months.
Outcome / Targets	<p>Increase the take up of employment by disabled people</p> <ul style="list-style-type: none"> • 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 (Chief Executive's

	Directorate).
Progress	<p>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.</p> <p>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.</p>
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 (Chief Executive's Directorate).
Progress	<p>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>
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	Consultation and Involvement Manager / Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p>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.</p> <p>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:</p> <ul style="list-style-type: none"> • Flexible working hours • Rehabilitation leave • Carer's policy <p>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.</p> <p>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</p>

	<p>been consulted Blue badge and Freedom Pass applications.</p> <p>Involvement and discussions of the Tower Hamlets Access Group has included:</p> <ul style="list-style-type: none"> - 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. <p>We have sponsored DITO (Disability Information and Training Opportunities) to project manage and host the International day for Disabled People 2007.</p> <p>As disabled residents of Tower Hamlets, two members of the Access Group will describe how the DES has made a difference to them at a Disability Equality Conference in January 2008.</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	Consultation and Involvement Manager (Chief Executive's Directorate).
Progress	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.
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	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.
Status	Green

Action	Extending employment opportunities for people with mental health problems and learning disabilities by: <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 (Adult Services Directorate).
Progress	In March 2006, there were 21 people with learning disabilities, physical disabilities and mental health

	<p>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:</p> <ul style="list-style-type: none"> - 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 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. <p>Target of 4 significant employers signed up by September 2006 has been achieved.</p>
Status	Green

Action	Promoting awareness of employers 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	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 on measures to ensure a business's employment and service provision meets 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 (Environment & Culture Directorate).
Progress	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.
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	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.
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	(a)
Responsibility	Director of Environment and Culture (Environment & Culture Directorate).
Progress	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.
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	(b)
Responsibility	Head of Community Safety (Chief Executive's Directorate).
Progress	The Disability Hate Crime Research Project has been commissioned and evidence has been gathered on

	<p>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 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>Status</p>	<p>Amber</p>

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 (Environment & Culture Directorate).
Progress	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.
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	(c) and (f)
Responsibility	Head of Parking Services (Environment & Culture Directorate).
Progress	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.
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>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 school.</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>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.
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>Key issues from last year's consultation with disabled residents and staff are reflected in the Council's service plans, such the Diversity & Equality Action Plan (DEAP) 2007/08.</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 and he is supported by three Diversity and Equality Co-ordinators. Within each of the service Directorates there is a Directorate Equality Liaison Officers (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 existing 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 Partnership and Engagement (Chief Executive's Directorate)
Progress	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.
Status	Red

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	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.
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	A timetable has been drafted with Communications that contains a list of news worthy articles that relate to key

	<p>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.</p>
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	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 will extend it through the Tower Hamlets Partnership.
Status	Green

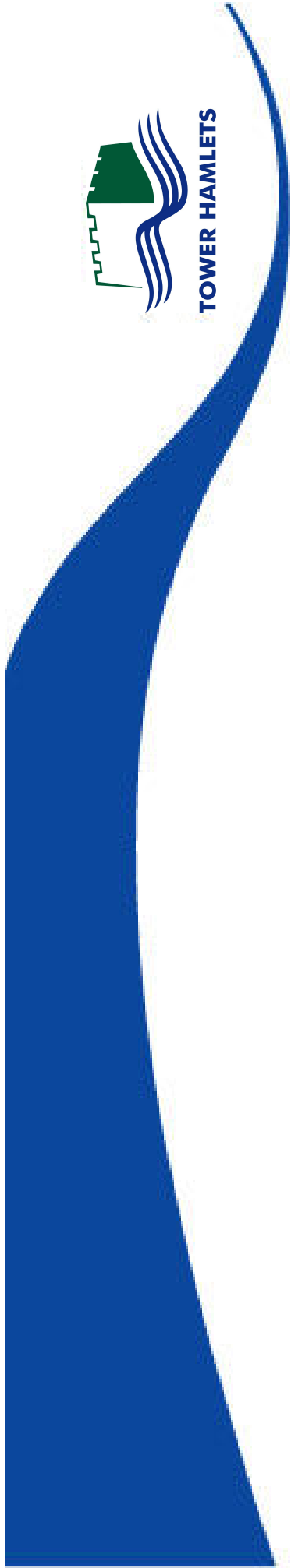
Action	Reviewing the Council's Programme of Equality Impact Assessments (EIAs) as part of the annual review of equalities impact assessments to identify external factors that may affect our programme such as Olympic 2012 and new communities moving into the borough.
Deadline	Annually.
Outcome / Targets	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	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.
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	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
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	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.
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	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 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.
Status	Green



London Borough of Tower Hamlets

**Appendix Four:
Report on outstanding actions from
Equalities Action Plan 2006/7**

December 2007

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	SERVICE DELIVERY & CUSTOMER CARE						
	OBJECTIVE 1 - To demonstrate that the authority has made real progress in achieving equality in service delivery						
✓	Review translation and interpreting service provision	CE	Review not completed	Although the review was carried out in time, we needed new arrangements to be in place to assess future actions	Interim arrangements are in place (Newham Language Shop). To date these are working well and therefore the review will be undertaken as part of the 07-08 work programme	A	Equalities Impact Assessment Screening has taken place and a comprehensive review of Interpretation and Translation Services is scheduled in January 2008 alongside a joint O&S review of I &S with Hackney.
✓	Progress development of integrated learning disabilities resource centre, due to open 2009	AS	The DoH has approved the Outline Business Case subject to a Quality Review. Officers continue to work with key stakeholders to progress this work	Continued delay in decision on PFI credits from DOH has caused slippage to 2007-8	New targets to be set through close working with key stakeholders	R	Officers continue to work with key stakeholders to progress this work. Ongoing delay in decision on PFI credits from DOH has caused continued slippage. Once decision from DOH is known, new targets will be set through close working with stakeholders.
	Improve access to translation services alerting recipient when legal documents are important and translation is available	CE	Not completed	Document has been drafted though not translated	Will cross refer with existing examples then commission	G	The current launch date for the new website is end December 2007. New service information with translations will be written between June and December 2007 provided the need for translations is agreed corporately.
✓	Progress development of Centre for Independent Living for people with physical disabilities, due to open 2008	AS	Officers continue to work with key stakeholders to progress this work.	Continued delay in decision on PFI credits from DOH has caused slippage to 2007-8	New targets to be set through close working with key stakeholders	R	Officers continue to work with key stakeholders to progress this work. Ongoing delay in decision on PFI credits from DOH has caused continued slippage. Once decision from DOH is known, new targets will be set through close working with stakeholders.
	OBJECTIVE 2 - To ensure that neighbourhood renewal benefits all communities						

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	Proposal for seeking neighbourhood renewal funding must identify the way it benefits communities	CE	All proposals must identify the specific communities who will benefit from the project	Report is currently being compiled	End of year analysis of communities which have benefitted from Neighbourhood Renewal funding will be reported to PMG in July 2007	R	This analysis has been incorporated into the refresh of the Community Plan due to be completed by May 2008.
	OBJECTIVE 7 - To benchmark full range of equality achievements against other authorities in a similar position						
✓	Improve the accessibility of the Council's communications with residents with learning difficulties by piloting the use of "easy read" versions of commonly used documents	CE	Consultation workshops have taken place	Implementing the Disability Equality Scheme Action Plan has changed timescales for delivery.	Consultation with local disabled residents have taken place and the results will help inform future action	R	The results of workshops with disabled residents on improving accessibility and choice of information will inform the direction of this project. It was discussed in detail during November 2007's Council Wide Communications Group. As a result of a recent Equality Impact Assessment, a review of translation and interpretation will be carried out in January 2008. This will have a specific focus on easy read communications.
✓	Improve the accessibility of East End Life	CE	Monitoring has shown no increase	As above.	This will be picked up in next year's plan	G	There has been continued regular promotion of the audio version of the paper in East End Life. 30 people are signed up to receive audio versions of the paper (1/3 of these Bengali). This is a significant increase.

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	Establish website language button link to translated service information	AS	Some existing service information has been translated, but could not sensibly be finalised until it is known exactly when the Directorate will change its name and what it will change to.	This action has been superseded by the corporate project to redesign and relaunch the website. As part of this project all directorate website service information will be updated so this would be the best time to add translation to the website. Corporate standards on translation may be introduced	The current launch date for the new website is end December 2007. New service information with translations will be written between June and December 2007 provided the need for translations is agreed corporately.	A	The new website will be launched in March 2008.
	OBJECTIVE 10 - To ensure that the Council use best practice in communication and the provision of information						
✓	Improve accessible formats for the Council's weekly newspapers East End Life and encourage uptake of EEL on tape and complete proposal for costings on uptake of Bengali tapes for the visually impaired residents	ALL	We are still working on the EEL re-design and the talking tapes were under review as is the suggestion for Bengali tapes	A report was considered by Cabinet in January 2007 for procurement reasons	The tape project is under review and will be picked up in next year's EAP when the new Head of Communication is in post	G	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.
✓	Promote the usage of the Borough's Sports and Art facilities and Libraries and Idea Stores to the refugee community	EC	Incomplete	The Service has been unable to establish relationships with key agencies.	The Service will look at additional ways to distribute information to the refugee community.	A	This will be included in corporate work on how services interact with new communities.

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	<p>OBJECTIVE 11 - To protect vulnerable individuals from intolerance and hate crimes, including race crimes, faith related crimes, homophobic crimes, crimes against refugees and asylum seekers and crimes against elderly people</p>						
	<p>Monitor the delivery of hate crime literature/information and training development needs to refugee communities</p>	CE	<p>All refugee organisations were offered training to staff, workshops for service users and literature in the 2 key community languages. It has been difficult to measure the uptake due to delays but the refugee/newcomer category has now been added.</p>	<p>Increase in reports from refugees has been difficult to measure because of problems updating the new database.</p>	<p>Work is in hand to try and ensure the database is made fit for purpose. The refugee/newcomer category has been added. Meanwhile all Investigation Officers, LHOs and SNT Officers received training which covered issues affecting the RAS communities.</p>	G	<p>All refugee organisations were contacted and offered support, training to staff and workshops/surgeries for service users. They all received literature in the 2 key community languages. Refugee organisations such as Praxis have received training. The refugee/newcomer category has been added.</p>

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	Deliver one intergenerational project per LAP (8) to reduce misconceptions and fear of crime amongst the elderly and to improve respect and understanding	CE	Two intergenerational projects took place on the Malmesbury estate and in Ravenscroft Park. Some intergenerational work also took place on the Collingwood Estate and in other locations.	In May 2006, the funding for this project was agreed but restructuring of the service took place. Some personnel were therefore not in place to complete all the work in 06/07.	£9,000 of funds reconfigured to the Race and Hate Crime Inter Agency Forum in addition to £20,000 of other funds, to deliver an intergenerational project in 2007/08.		The Race and Hate Inter-agency Forum have commissioned St Hilda's East Community Centre to deliver an Intergenerational Youth Intervention programme in LAP 1 Jesus Green area and surrounding area of Bethnal Green (Ravenscroft, Turin Street and Arnold Circus). A minimum of 14 young people and 15 adults will receive training and will actively take part in the project activities which includes conflict management & mediation skills workshops, Cognitive Behaviour Therapy, 'Think Smart' workshops, creative arts and community safety workshops. The project will be delivered by 31st March 2008
	Make sure that all school staff and pupils are aware of procedures for reporting racist incidents	CHS	The number of schools not reporting racist incidents has increased from 32 in 05/06 to 49 in 06/07.	A possible explanation is that as a result of successful school strategies to tackle racism, fewer incidents are now occurring. However, more reports are likely to be returned at the end of the school year.	Schools with nil returns have been contacted and reminded of the need to return reports. They have also been offered training to ensure that all staff know the procedures for recording and reporting racist incidents.	G	A temporary member of staff has been recruited to undertake a targeted piece of work with individual schools around reporting of racist incidents and their returns.
✓	Improve support available to older people within the Somali community through reconfiguration of Mayfield House Day Centre	AS	Meeting continuing with local Somali organisations with whom a provisional service model has been agreed.	Delays initially incurred due to uncertainties over the impact of Housing Choice. These have now been overcome.	Report to Cabinet on 4/7/07 seeking permission run a restricted, simplified tender for Mayfield House. Suitable organisations will be invited to participate in the tender which is aimed at securing a Somali led and managed service.	G	Tender process underway.

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	Increase number of people able to live independently in the community with appropriate support	AS	Telecare project board has been established. A project plan has been set out and proposals to enhance the existing care alarm service have been agreed.	Revision of delivery strategy.	Telecare Project will deliver assistive technology to support older people to live at home on a pilot basis from May 2007 and with a full service operating by March 2008.	A	Project on target, currently installing technology for 520 users-due to be completed by March 2008.
	Deliver holistic personal safety training course for women from targeted vulnerable groups (Warrior Women)	CE	12 Warrior Women courses were completed in the year - including 1 course delivered in Bengali and 2 to Somali women. Average attendance has been 12 women per course	This programme depends on partnership working with host community organisations who are responsible for provision of premises and participant recruitment. Unfortunately 3 courses that had been planned could not take place because of small numbers of participants recruited.	The programme will run again in 07/08 with the same target. Trainers from 3 community organisations are being trained in delivery of the programme which will enable more courses to run concurrently	G	The programme has successfully run again in 2007/08. 7 courses have been run this year.

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	<p>Extend employment opportunities for people with mental health problems and learning disabilities by:</p> <ul style="list-style-type: none"> -expanding range of employers committing to provide employment to people with learning disabilities. -developing vocational support services within the borough for people with mental health needs. - increasing the number of people with physical disabilities accessing employment or training opportunities via the Day Opportunities Resource Centre 	AS	<p>It has not been possible to establish a baseline from which to determine the percentage rise in numbers of disabled people and people with mental health problems helped in to employment, therefore achievement against original target cannot be measured.</p>	<p>Extended time period to secure NRF funding caused slippage in recruitment of key staff.</p>	<p>Key staff now in place. Revised target to sign up 4 significant employers is December 2007.</p>	G	<p>In March 2006, there were 21 people with learning disabilities, physical disabilities and mental health problems registered with Adult Services who were in paid employment. This increased to 37 in September 2006 and 42 in 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.</p>
	<p>Tackle Youth Hate Crime through media and art by bringing groups of youths from different backgrounds together to challenge stereotypes and help change perceptions</p>	CE	<p>SSCF funded project at Alpha Grove Youth Centre produced a play with the aim of bringing young people from different backgrounds together. Projects were also run at Culloden School Chrisp Street Idea Store and with Youth Offending Team clients.</p>		<p>Although The Really Big Adventure Play was achieved, the evaluation report is not due until 4th June. It will analyse equalities monitoring forms and evaluation forms and will state the percentages of view in whether the objectives have been met, confidence in challenging discriminatory behaviour and so forth.</p>	G	<p>Action complete.</p>
	<p>OBJECTIVE 12 - To improve services for groups that the Council has found hard to reach and for vulnerable and excluded groups</p>						

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	Commission new women's drug treatment service	CE	The women's drug service opened to service users in November 2006. Numbers of female problematic drug users engaged in treatment has increased to 28.6%	Service opening was originally planned for July 2006. The service is housed in Hopetown Hostel (a new build site) and due to delays in construction the service was unable to open	The service is now open		Action complete.
	Young People's Advisory Group Drugs and Alcohol to be formed to identify issues and needs of young people as well as review existing service provision and make recommendations to the Young Persons Substance Misuse Joint Commissioning Group	CE	94 young people were engaged on an outreach basis with the Lifeline service at year end, 5 of whom were provided with tier 3 interventions. Two targeted workshops were delivered in Q4 as part of the Lifeline delivery strategy for this BME group.	The overall target was set up to be achieved in 2006-07 as part of the ongoing training and development initiatives intended to support achievement of equality standard level 5. The programme was slow to get off the ground in 2006/07 and all of the reported activities occurred in quarter 4.	A remedial action plan for this post has been put in place for 2007/08 including robust quarterly DAA.T activities monitoring, weekly in service performance management of the post holder with workplans developed and stringent weekly engagement targets to be achieved in place.	G	Action complete.
	EMPLOYMENT AND TRAINING OBJECTIVE 15 - To demonstrate that, staff are fully trained in the systems for delivering full range of fair employment and equal pay objectives						
	Undertake job evaluation of former manual worker roles.	CE/H R	Relevant people have been identified and trained	The job evaluation scheme has not been implemented pending results of single status consultation	This action will be carried forward		The Greater London Provincial Council (GLPC) Job Evaluation Scheme has now been implemented for job evaluation of all posts.

DES/RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	OBJECTIVE 16 - To develop and deliver equalities and diversity training for managers and front line workers.						
✓	Implement the Council's core approach to equalities learning and development	CE/H R	Uptake of 06/07 Corporate L&D Programme equality and diversity courses at 62.5%. Disability Equality Course attendance at 83%	Disability Equality learning & development sessions notwithstanding, targeted attendance down by 12%. Partly due to poor uptake and partly due to increased Equality learning & development workshops being delivered within Directorates.			Corporate and directorate learning and development functions will work more closely together to identify any duplicated equality learning and development sessions. Equality learning and development is now a standing item on Organisational Development Senior Management Team agenda.

DES/RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	Introduce equalities monitoring for elected members consistent with the approach used for staff	CE	Discussion held with Members re: the best means of collecting the information at the Member Learning and Development Group in February 07.	Extended discussion re: resolution of issues and sensitivities around collection of data.	Collection and analysis of data now to be undertaken June/July 2007	A	Agreement in place - collection of data to be undertaken in February 2008.
	OBJECTIVE 17 - To demonstrate that managers mainstream equality objectives in employment practice and are appraised against them						
✓	Review sample of PDRs to ensure that managers are being appraised against equality targets	CE/H R	05/06: 65% of PDRs reviewed indicated effective appraisal against relevant equality targets	Sampling activity not extended to 06/07 PDRs		G	The milestone to review PDRs was completed however the success criteria of 100% was not met. Organisational Development SMT to arrange sampling of 07/08 PDRs for managers LP08 and above to determine equality targets relative to service areas. Due for completion February 2008.
	OBJECTIVE 20 - To ensure diversity monitoring of workforce and service take-up by our partner organisation						
	Implement monitoring arrangements to establish diversity profile of Third Sector groups with a contractual relationship with LBTH	CE/H R	We are now recruiting temporary employees through a unique source	Information was not available as we were using several agencies to recruit temporary employees	This can be picked up through the monitoring of Commensura contract	R	Whilst some data is available, agency workers/contractors are not under an obligation to provide equalities data. This will need to be looked at when the contract is re-tendered.
	OBJECTIVE 21 - Prepare for and implement age discrimination legislation						

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	Provide advice, training and support to prepare managers for age discrimination legislation	CE/HR	Two training sessions were held	Poor uptake despite additional publicity and communication through Corporate HR Group.Attendance has been poor	There are two training sessions planned next year.	A	Two Age Legislation learning and development workshops planned for 07/08. Directorate HR and L&D Managers have received information and asked to identify relevant participants. In addition Age Legislation is incorporated into Directorate Equalities briefing sessions. Age Legislation Policy produced May 07 and available on intranet.
	OBJECTIVE 23 - Use results of surveys and monitoring information to improve employment practice						
✓	Conduct a bi-annual staff survey to measure communication of key priorities to staff	CE/HR	The staff survey has been commissioned and will be carried out in April 2007.	It was decided that April/May would be a better time of the year in which to maximise staff participation.	Staff Survey on track - completion date 16/5/07 with response rate 46%	G	Overall increase in staff satisfaction across all Staff Survey areas compared against 2004 Staff Survey. 2007 Staff Survey positively contributed to the Council's successful Investors in People (Profile) achievement in June 2007.
	LEADERSHIP & CORPORATE COMMITMENT						
	OBJECTIVE 29 - To identify and disseminate specific examples of good practice in relation to equalities and community engagement and cohesion						
	Pilot "Building Bridges" post (Partnership between Children Services and Chief Executive's)	CE	The Commission for Integration and Cohesion is not reporting until June 07 therefore proposals are on hold until then.	The Commission for Integration and Cohesion is not reporting until June 07 therefore proposals are on hold until then	Proposals will be presented to Members in 2007	G	The full Government response will be published in early 2008.
	CONSULTATION, COMMUNITY DEVELOPMENT & SCRUTINY						

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	OBJECTIVE 30 - To increase involvement of community and scrutiny bodies in service development and increase satisfaction with services and progress in meeting targets						
✓	Develop a Parks and Open Spaces Disability Consultation Group	EC	Incomplete	Staff resources have not been available to complete the required work due to vacancy of key positions.	An analysis of 2006/2007 park user survey was undertaken to determine percentage of users who consider themselves to be disabled. A press release will be going out in spring 2007 inviting interested parties to join the user group		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.
	OBJECTIVE 33 - To review methods of consultation and involvement with service users and staff					G	

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
	Review & relaunch consultation framework to ensure compliance and that all consultation activity is shared via the corporate consultation calendar	AS	Framework has been reviewed, toolkit and factsheets have been amended. The framework has not yet been advertised as there was some slippage due to the split of Adults and Children's Services. This will now be rolled over to next year.	Slippage due to split of Social Services into Adult and Children's Services.	Actions now complete.	G	Action now complete.
✓	Implement and monitor the agreed procedure for capturing and meeting the ICT enrolment and support needs of disabled staff	CE	Looking at the procedures that need to be put in place to support this project	Due to slippage of dependent activities such as the new enrolment system and implementation of new service desk tool	New target date is March 08	A	This project was dependent on a new enrolment system being put in place and implementation of new service desk tool. New enrolment system in place as of Nov 07 which captures the ICT enrolment needs of disabled staff. Service desk tool will be in place by March 2008.
	OBJECTIVE 34 - To benchmark consultation and scrutiny practice against comparable others and share in developing good practice						
✓	Participate & develop work of Peer Support Project focusing on disseminating effective impact assessment practice with Gravesham & Bristol	CE	New meeting dates have been set up and officers identified	Recruitment of mentors in other authorities led to delay in the start date of the project.	Training undertaken and project will be completed in early 08	G	Peer Support Initiative is scheduled for completion in December 2007. The outcomes will be reported in March 2008.
	OBJECTIVE 36 - To assess the needs of service users and review progress against targets including any significant impact on the rights and opportunities available to disadvantaged groups						

DES RES	KEY ACTIVITY	DIR	PROGRESS TO 31 March 07	EXPLANATION OF SLIPPAGE/FAILURE TO MEET TARGET	REMEDIAL ACTION INCLUDING NEW DEADLINES	Traffic Light 12/07	Progress Update 12/07
✓	To improve local consultation and engagement through Scrutiny	CE	On hold	The Anglican representative was not elected nor were the parent governor representatives	To be addressed as part of the 2007/08 Overview and Scrutiny work programme	G	2 Parent Governors have been elected and three faith representatives. A session has been held to improve consultation via co-optees. There is ongoing work taking place to develop better links with forums such as the Interfaith Forum and Schools Forum.
✓	Integrate home care contracts and older people's private and voluntary sector administration functions within commissioning activity	AS	Restructuring proposals completed	Integration of P&V Team into Older Commissioning (Older people) completed. Ringfenced Interviews to be conducted re Placement Officer Posts	Complete ring-fenced Interviews for Placement Officers by 30th June 07.	G	P&V Team is integrated into Commissioning (Older People) Team.

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Agenda Item 9.1

Committee: Overview and Scrutiny	Date: 8 th January 2008	Classification: Unrestricted	Report No:	Agenda Item: 9.1
Report of: Corporate Director: Kevan Collins, Corporate Director Children's Services Originating officer(s): Mary Durkin, Service Head Youth and Community Learning, Children's Services		Title: Youth Justice Plan 2008 –2009: Key Proposals Wards Affected: All		

1. SUMMARY

- 1.1 This report provides an outline and initial draft of the Cabinet report for the 2008/09 Youth Justice Plan (YJ Plan). This is required under the Council's Budget and Policy Framework before consideration by Overview and Scrutiny Committee, final consideration by Cabinet and the Full Council before submission to the Youth Justice Board for England and Wales at the end of April 2008. The Council is required by statute to produce an annual YJ Plan, setting out how youth justice services are to be provided and funded. The Plan is written to a template provided by the national Youth Justice Board (YJB). The template for 2008-9 has not yet been made available, but is not expected to change significantly from last year. The draft 2008/2009 Youth Justice Plan Delivery Plan will be circulated as soon as the national guidance is available.
- 1.2 The plan is based around the (current) 16 performance areas and 21 Key Performance Indicators against which the Youth Offending Service (YOS) is assessed. In developing the plan we will seek to focus on:
- Local priorities for tackling youth offending
 - Areas for improvement as identified through the Youth Offending Team (YOT) inspection 2005 the JAR and benchmarking against previous our previous years performance.

2. RECOMMENDATIONS

- 2.1 Overview and Scrutiny Committee is invited to submit comments to the Cabinet on the draft 2008/2009 Youth Justice Plan Delivery Plan.
- 2.2 Cabinet is recommended to endorse the 2008/2009 Youth Justice Plan Delivery Plan, as the basis for improved performance in relation to reducing youth offending in Tower Hamlets and recommend that Council approve the Plan.

3. BACKGROUND

- 3.1 The YOT is a statutory multi-agency body set up by the Crime and Disorder Act 1998. Its primary aim is to prevent offending by young people, and it has responsibility for the delivery of all sentences imposed by the youth court, as well as preventative and rehabilitative work with young people between the ages of 10 and 17. The YOS has jurisdiction over Tower Hamlets and the City of London and works with between 390 and 630 young people each year, out of a total 10 – 17 year old population of 21,761 (2001 Census). The YOS is part of Children's Services and comprises 36 staff, including secondees from Children's Services, Police, Health, Probation, Connexions, Drug Action Team and "Lifeline". Among the 36 staff are grant funded project workers. In addition, the Youth Offending service deploys around 50 sessional workers and volunteers.
- 3.2 The work of the YOS is overseen by a cross-agency YOS Management Board. The Board is a fully accountable sub-group of the Living Safely CPAG. It has expanded its statutory remit beyond overseeing the direct work of the YOT to looking at the wider agenda of tackling youth offending, involving all areas of the Tower Hamlets Partnership. This widening of scope was reflected in the 2005-6 YJ Plan which sought to align the planned work of the YOT with wider partnership work (including through the Children and Young People's Plan - CYPP) and the Local Area Agreement (LAA) on local priorities. The Management Board also sought to ensure that the YOS's priorities were reflected in wider service development, for example the re-tendering of the youth service contracts, and Children's Service's work on parents and families.
- 3.3 The YOS's priorities for action will be set in the light of:
- Areas for improvement identified by the 2005 joint inspection of the YOT. This included strengthened performance management, victim and restorative justice work, and equality issues.
 - Areas for improvement identified by assessment of performance. In 2007-8 this highlighted as strategic issues parenting interventions, victim work, education, employment and training and over-use of custody (in addition to the operational issues identified below).
 - The outcomes for Children outlined in Every Child Matters, emerging agendas under Care Matters, Targeted Youth Support, and the forthcoming legislation related to children, young people and crime
 - Partnership priorities in tackling youth offending, as identified by Members in the discussion of the previous year's YJ Plan, and through consultation on the YJ plan with CPAG, the YOT Management Board and more widely with partners, including the third sector, through YOS development sessions.
- 3.4 Accordingly, the YOS Management Board will identify key priorities for the delivery plan, last years priorities were:
- Early intervention
 - Strengthening families with a focus on parenting
 - Working with victims
 - Supporting partnership action on ASB and the government's Respect agenda

- Tackling disproportionate representation of some ethnic groups in the Youth Justice System – a new objective set in 2005 by the YJB.
- In addition, we continued to develop the structures for planning, management, delivery and evaluation of work on this agenda to ensure the activity of the YOT is effectively coordinated with other partnership work, particularly around the CYPP. This includes responding to the “localisation agenda”: ensuring that services respond to local needs.

3.5 The YJ Plan, in addition to the 16 YJB performance areas, will contribute to the delivery of the following strategic objectives:

- The CYPP priority outcomes, in particular: Staying Safe, Making a Positive Contribution and Achieving Economic Wellbeing
- Emerging Partnership priorities on a Safer, more Supportive Tower Hamlets, a Prosperous Tower Hamlets, and One Tower Hamlets.
- The Crime and Drugs Reduction Strategy

4. OVERVIEW OF PERFORMANCE

4.1 The performance of the YOT is measured annually against 21 key performance indicators (KPIs) set by the YJB. The table below gives a summary of:

- The 2007/08 YOS performance data which relates to the first nine months of 2006 (1st April to 31st December) on which the 2008-9 Plan will be based. **(The performance data in this report is only for the first six months of the year)** This years Committee report will give performance against KPI targets for the same annual period. A comparison with YOT family borough areas will be available in the third week of February 2008.
- The ‘traffic lights’ in the table are allocated by the YJB on a points basis.

The LBTH YOT April – December 2007 column of the table will be performance feedback for the three quarterly statistical returns on which the 2008/09 Youth Justice Plan will be based. The table will illustrate some areas where performance improved or worsened in the first nine months compared to the previous year.

PERFORMANCE DATA

Key Performance Indicator	Preferred Outcome	2006 - 2007			Apr - Sep 2007			
		LBTH YOT		Target	LBTH YOT		Target	YOT Family
		%	No.		%	No.		%
Reduction in First Time Entrants to the youth justice system: target 5% lower than 2005/06	Lower	1.7% red	357	-2%	9.5% red	180	-5%	7.8% red
Final Warnings with interventions as % of number of final warnings where young person meets national standards defined risk	Higher	100.0% grn	46	95%	100.0% grn	21	95%	96.7% grn
Custodial remands as % of all remands excluding conditional and unconditional bail	Lower	41.7% yel	50	<30%	23.8% red	40	<9%	21.0% red
Custodial sentences as % of all disposals	Lower	8.0% yel	47	<5%	4.7% grn	13	<5%	8.6% grn
2006/07: Victims offered restorative justice as % of all victims identified. 2007/08: Victims participating in a restorative process as % of closed offender interventions	Higher	96.3% grn	183	75%	7.7% red	13	25%	14.7% red
Victims satisfied with restorative justice process as % of all victims commenting on process	Higher	90.9% grn	10	75%	100.0% grn	2	85%	97.1% grn
YOT disposals ending and supported by parenting programmes as % of all disposals ending	Higher	1.9% red	7	10%	9.5% red	16	20%	12.6% red
2006/07: Parents satisfied with programme as % of all parents commenting on programme. 2007/08: Prevention programmes ending and supported by parenting programmes as % of all programmes ending	Higher	100.0% grn	9	75%	17.4% yel	4	20%	37.9% grn
DTO plans completed within national standard timescales as % of all DTO plans required	Higher	69.2% red	27	95%	90.9% yel	10	95%	84.4% yel
Young people in suitable ETE at the end of their order as % of all young people ending orders	Higher	72.5% red	256	90%	82.5% yel	129	90%	69.3% red
Young people in suitable accommodation at the end of their order as % of all young people ending orders	Higher	95.5% grn	362	95%	95.3% grn	161	95%	95.4% grn
Young people with acute mental health concerns assessed by CAMHS within national standard timescales as % of all young people with acute mental health concerns referred to CAMHS	Higher	100.0% grn	1	95%	None	0	95%	77.8% yel
Young people with non-acute mental health concerns assessed by CAMHS within national standard timescales as % of all young people with non-acute mental health concerns referred to CAMHS	Higher	100.0% grn	39	95%	100.0% grn	17	95%	94.9% yel
Young people assessed for substance misuse within national standard timescales as % of all young people screened for substance misuse who required an assessment	Higher	100.0% grn	83	85%	100.0% grn	40	90%	85.8% yel
Young people receiving treatment for substance misuse within national standard timescales as % of all young people assessed as requiring treatment	Higher	98.9% grn	92	85%	95.0% grn	38	90%	92.8% yel

KPI Performance	Higher	81.8%			68.9%			62.8%
National Standards Compliance	Higher	42.9%			42.9%			67.2%
EPQA Performance	Higher	76.0%			87.9%			78.9%
Re-offending Performance	Higher	48.1%			48.1%			47.3%
Overall Performance	Higher	64.1%			64.1%			64.6%
Overall Level	Higher	Level 3			Level 3			n/a

4.2 The YJB sets performance targets for YOTs on an annual basis. The targets set for next year will be reviewed to ensure they reflect our local objectives and where necessary, more ambitious targets will be set locally to reflect the priorities assigned to work with children and young people in Tower Hamlets.

5. DELIVERY PLAN PROPOSALS FOR COMMENT

5.1 The most important section of the Youth Justice Plan is the Delivery Plan. This is required to provide an overview of:

- Performance in the previous year; and
- How we will meet the KPI targets set by the YJB for 2008/09 (Revisions to the targets are awaited).

Underpinning the Delivery Plan is a detailed action plan setting out the activities the partnership will undertake under each of the 16 YJB themes.

5.2 The draft Delivery Plan and action plan, will be developed by the YOT Management Board in consultation with internal and external partners and stakeholders. Officers will further develop the plan in the light of comments before submission to Full Council in 2008. In addition, we continue working on the Race Audit Action Plan, which will set out activities to meet the new YJB objective to reduce disproportionate representation of certain ethnic groups in the youth justice system. We have established a multi-agency Race Audit Action Group which is currently finalising a multi-agency action plan arising from the audit and two subsequent statistical and analysis reports that have been commissioned.

5.3 Under each theme, Cabinet is requested to consider whether the proposed activities reflect the partnership's priorities for tackling youth offending.

6. OVERVIEW OF RESOURCING

6.1 It is currently anticipated that all the delivery plan proposals listed above will be catered for within the 2008/09 budget, which is anticipated to grow slightly with inflation from the 2007/08 budget. However, actions will be proposed that require funding from the new Area Based Grant which replaces many current funding streams, Partnership contributions, Stronger Communities Fund (SSCF), Borough Command Unit Fund (BCU), Neighbourhood Renewal Fund, or other grant streams.

6.2 The 2007/08 budget for the YOT consisted of the following*:

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Police	96,900		6,489	103,389
Probation (from Table A2c)	30,982		10,300	41,282
Children's Services	307,734			307,734
Education	96,516			96,516
Health (from Table A2b)	35,020	20,600	5,279	60,899
Local Authority Chief Executive	320,330	187,460		507,790
Additional Funding (from Table A2a)			1,040,289	1,040,289
Total:	887,483	208,060	1,062,357	2,157,900

* National YJB Template

7. TIMETABLE FOR SUBMISSION OF THE YOUTH JUSTICE PLAN

- See Appendix 1

- 7.1 The YJB in 2007 brought forward the timescale for the submission of this statutory plan to align it with the Children's and Young People's Plan and the Annual Performance Assessment. The revised timetable means that only three-quarters of performance information is available to inform planning.
- 7.2 The ambitious submission timetable aims to secure full Council agreement of the draft plan in time to incorporate any agreed additions or amendments before the YJB deadline for submission at the end of April 2008.

8. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 8.1 The Youth Justice Plan detailed in this report is to be funded from a number of sources such as central government grants and funding from partners. In 2007-08 the Council's contribution is fully funded from the Children's Services Directorate. Please note that the table at paragraph 6.2 is in the format of the national YJB template which differentiates the source of Council funding as from Children's Services and Education. Both elements indicate the nature of the expenditure as social care and educational spend, respectively, not the contributing Directorate.
- 8.2 In 2008-09, the Council's contribution will be contained within the Children's Services Directorate on the basis of the continuation of the external funding source that are to be included in the Area Based Grant.
- 8.3 All funding sources are cash limited. The Service must ensure that all funding streams are fully and correctly utilised in achieving the Plan.

9. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (Legal)

9.1 Pursuant to Section 40 of the Crime and Disorder Act 1998 the Council is required to submit the Youth Justice Plan to The Youth Justice Board for England and Wales on an annual basis. The plan is prepared in accordance with a template provided by the Youth Justice Board and is prepared in partnership with the Police, Probation and Health Service. This report is asking Cabinet to consider, comment and endorse the draft Youth Justice Plan for 2007/2008 and also asks for Cabinet to recommend the plan to Full Council.

9.2 Under Article 4 of the Council's Constitution the plan is a Policy Framework document and subject to the procedure set out in the Budget and Policy Framework Procedure Rules. It is for the Cabinet to take account of the responses to consultation, including any response from the Overview and Scrutiny Committee and to submit recommendations to Council.

10. ANTI-POVERTY IMPLICATIONS

10.1 Evidence shows that young people from impoverished backgrounds are more likely to be both victims and perpetrators of youth crime. By ensuring effective partnership working between agencies to provide a holistic response to young people at risk, the Youth Justice Plan seeks to address that discrepancy.

11. EQUAL OPPORTUNITY IMPLICATIONS

11.1 The Youth Justice Board recognises that nationally, black and minority ethnic (BME) children and young people continue to be disproportionately represented throughout the youth justice system. The YOT has undertaken a full Race Audit to identify differences between the YOT cohort and the youth demographic of the Borough. This has identified over-representation by certain groups. A Race Audit Action Group has been set up to respond to this and this work has been incorporated into the attached draft 2006/07 Delivery Plan. The Group will conclude with a multi-agency (Court Clerks, Youth Court sentencers, Police, Crown Court Prosecution Service, YOT) action plan and will meet quarterly in 2008-9 to monitor progress. An amended in-depth report on key issues arising from the audit, commissioned from Social information Systems Ltd, who amalgamated all Race Audits into a national paper on behalf of the YJB, was appended to the Youth Justice Plan 2007-8, and the work of the Group was informed by an in-house report on local issues for the Borough.

11.2 An Equalities Impact Assessment of the Crime and Drugs Reduction Partnership Strategy was undertaken in 2006 which identified a number of activities to be undertaken by the YOT including:

- Production of a standard protocol to ensure appropriate race equality policies are in place when working in partnership with external organisations
- Provision of gender appropriate support packages to truly reflect the offending rate of each gender group. With regard to this requirement, the YOT provides group work and one-to-one programmes using support packages such as "Pathways" (Cognitive behavioural programme) , "Teen-Talk" and the Violent Offender Programme, which cater to the requirements of both genders and which

can be adapted for gender specific group or one-to-one sessions. A male only group of young offenders has completed a 12 week "Pathways" programme. Gender specific work is also delivered on a one-to-one basis, especially with female young offenders who often require work which is personalised to their individual requirements. Prevention work delivered by the YISP Team via programmes such as the ongoing Health Defence programme, "Green Visions", which comprises both a taster programme and a full 4 session programme, and PAYP school holiday activities cater for both sexes, with gender specific activities for the young people where appropriate. A 5 session "Staying Cool" violent offender programme for girls was run in a local school in January 2007.

12. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 12.1 The Youth Justice Plan is not anticipated to have major implications in this area. However, community reparation schemes contribute to partnership work on the environment, including the "Re-Cycle" scheme which receives unclaimed stolen bicycles from the Tower Hamlets Police Service and old or unwanted bicycles from the community, repairing and rebuilding them for shipping to Health and Charity workers in Africa, and will also help children's projects in the Borough. This scheme runs from Lea-side wood recycling project at no rental cost from the operators from two converted shipping containers. Its electricity is also free, being generated from used cooking oil from restaurants in Canary Wharf.
- 12.2 Several other schemes involve offenders in work on community farms and in cleaning, clearing and replanting neglected or disused parts of the Borough.

13. RISK MANAGEMENT IMPLICATIONS

- 13.1 A number of risks to the delivery of the 2008/09 Youth Justice Plan have been identified, including loss of funding and failure to meet targets. As such, a risk analysis is to be undertaken on each action contained within the action plan.

14 EFFICIENCY STATEMENT

- 14.1 The process of developing the YJ Plan has included reviewing the current allocation of resources across the Crime Reduction Partnership and Children's Services to tackle youth crime. This has identified scope for streamlining and coordination which will result in more effective and efficient services. Example of how this has been included in the Delivery Plan include the proposal for a single parenting charter for the partnership and the alignment of assessment and referral processes, both of which avoid duplication and have the potential to deliver economies of scale.

APPENDICES

Appendix 1 – Timetable for submission of the Youth Justice Plan

Appendix 2 – Youth Justice Delivery Plan 2008/09

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

Brief description	Name and telephone number of holder and address where open to inspection.
Strategic Plan and Community Plan Year 7 – 2007-08	Alan Stewart x4981
Children's and Young People's Plan	Kevan Collins x4953
Crime and Drugs Reduction Strategy	Andy Bamber x6061
Youth Justice Plan 2007/08	Stuart Johnson, x1144

Appendix 1 - TIMETABLE FOR SUBMISSION OF THE YOUTH JUSTICE PLAN

Consideration of draft cabinet report at Cabinet pre agenda planning 12/12

Finance and Legal sign off 2nd time around 13/12

Final Cabinet report inclusive of finance and legal sign off Fri 14/12 noon.

Cabinet consideration wed 09/01/08 5.30pm C1

Call in period 11/01 to 18/01

Full Council Consideration Wed 27 February 2008 7.30pm Council Chamber

Agenda Item 10.1

Committee	Date	Classification	Report No.	Agenda No.	Item
Overview and Scrutiny	08 January 2008	Unrestricted		10.1	
Report of: Assistant Chief Executive		Title: Scrutiny Challenge Session – Evaluation of the effectiveness of Safer Neighbourhood Teams			
Originating Officer(s): Ashraf Ali Scrutiny Policy Officer		Ward(s) affected: All			

1. Summary

- 1.1 This report updates the Overview and Scrutiny Committee on the outcome of the Scrutiny Challenge Session on Evaluation of the effectiveness of Safer Neighbourhood Teams held on 3rd December 2007.

2. Recommendation

- 2.1 The Overview and Scrutiny Committee is asked to note the outcome of the Scrutiny Challenge Session on Evaluation of the effectiveness of Safer Neighbourhood Teams.

LOCAL GOVERNMENT ACT, 2000 (SECTION 97)

LIST OF “BACKGROUND PAPERS” USED IN THE PREPARATION OF THIS REPORT

Background paper

Name and telephone number of and address where open to inspection

None

Ashraf Ali
020 7364 0528

3. Introduction

- 3.1 This report provides a summary of the Scrutiny Challenge Session which considered the effectiveness of Safer Neighbourhood Teams.
- 3.2 Challenge sessions are designed as a quick way for a group of members to get to grips with key policy issues and ensure a robust check on the Council's policies. The session was attended by a group of five members led by the Scrutiny Lead for Living Safely, Cllr Salim Ullah.

4. Purpose

- 4.1 The purpose of the scrutiny challenge session was to:
- Increase understanding and awareness of the Safer Neighbourhood Teams in Tower Hamlets;
 - Suggest ways of increasing Member and community involvement;
 - Provide a critical friend challenge to the Council's approach to working with Safer Neighbourhood Teams.
- 4.2 The Group received a presentation from Andy Bamber (Service Head Community Services) and Rob Revill (Chief Inspector, Metropolitan Police Service) outlining the national and local policy context and the current position and performance of the Safer Neighbourhood Teams.

5. Background

- 5.1 In 1993 the Mayor Rudolph Giuliani introduced the concept of 'zero tolerance'. The New York Police Department aggressively targeted minor offences in an attempt to deter more serious crimes; the result was the lowest crime rate for 25 years. In London the Metropolitan Police committed itself to a new kind of policing similar to the zero tolerance model known as 'Safer Neighbourhoods'. As a locally based project this would seek to involve community police officers and regular policemen to deliver;
- A team of officers dedicated to every London neighbourhood by 2007;
 - A more accessible, more visible, more accountable policing presence.
- 5.2 The Safer Neighbourhood policing scheme was created at a time when overall recorded crime had been falling for several years, but at the same time, public confidence in policing was also falling. Safer Neighbourhood Teams (SNTs) were designed to bridge this gap by providing a visible presence and reconnecting local people with the police. It aimed to allow local communities an opportunity to have a real say in deciding the priorities for the area in which they live, allowing the police to provide long-term solutions to local problems while maintaining a focus on reducing crime.
- 5.3 The main role of the SNTs is work with priorities set by the public. These priorities often demand a long term problem-solving approach, working in partnership in order to create efficient solutions. Since April 2007 the SNTs have been involved in 26 long term problem solving issues consisting of the following; ASB, Drink, Drugs, Mopeds, Motor Vehicle crime, Fires and Criminal Damage.

6 About Tower Hamlets Safer Neighbourhood Teams

- 6.1 Crime still remains at the top of the list of concerns for most residents in Tower Hamlets. The Tower Hamlets Safer Neighbourhoods proposal was designed to find a sustainable solution to address the concern and the reasons for it.
- 6.2 The teams are overseen by ward-based steering groups made up of residents and service providers, whose role it is to ensure that local residents have a direct and regular say on what they want to see tackled in their area, and to involve them in deciding local solutions to issues identified.
- 6.3 The officers in the Safer Neighbourhood Teams spend most of their time out on patrol meeting the community and identifying and dealing with those crimes and issues that cause residents most concern. SNTs usually consist of one sergeant, two constables and three police community support officers (PCSOs) working in each of the borough's 17 wards.
- 6.4 SNTs are trained to communicate with a wide range of people, communities and partners, to tackle and solve community problems. These are most likely to be quality-of-life issues, such as anti-social behaviour, criminal damage, abandoned cars and graffiti.
- 6.5 Tower Hamlets performance against MPS/Performance Information Bureau (PIB) for the period between April 2007 and November 2007 show the following indicators were on target for reduction: robbery per person, theft per person, burglary, rape and gun crime.
- 6.6 Tower Hamlets performance against Local Partnership targets show that for the same period between April 2007 and November 2007 the following indicators were also on target for reduction: burglary, rape and gun crime.

7 Better Tower Hamlets Teams

- 7.1 In January 2007 the Better Tower Hamlets Teams was introduced to bring together service providers at a local level to have a greater impact on tackling residents' community safety concerns. The teams in general consist of the Safer Neighbourhood Team, staff from council environmental services, anti-social behaviour case investigation teams, drugs outreach workers and, where appropriate, registered social landlords and neighbourhood managers. They work closely and support the delivery of responses to local crime and anti-social behaviour. Their role is to make mainstream service delivery more effective in tackling local problems.

8 Discussion and Recommendations

- 8.1 The Scrutiny Challenge Session provided an opportunity for Members to raise a number of issues and there was a wide ranging discussion. Following the discussions Members proposed a number of recommendations.
- 8.2 The Group's discussion mainly focused on improving the presence of SNTs in the local community. SNTs should provide reassurance to problems that affect the quality

of life of residents in the community and should involve officers having a presence in the community achieved through visible foot patrol.

- 8.3 The Scrutiny Group felt that trust appeared to be diminishing in the community as a result of limited contact between SNTs and residents. Residents had reported to Members that difficulties in getting a response from teams had resulted in them using the emergency numbers to contact the police.

R1 Improve visibility of SNTs in the community

- 8.4 While the Group acknowledged that some elected councillors are in direct contact with the local SNT this is not the case in all wards.
- 8.5 Members identified the need to have better partnership working arrangements with local schools, mosques, churches and Tenants Associations. This would help to ensure a better coordinated approach to tackling crime.
- 8.6 The Group also noted the comments of Andy Bamber (Service Head Community Safety Services) who explained that a meeting is to be set up between the Tower Hamlets Partnership and the Borough Commander to discuss the topic of SNTs. All Members were encouraged to join this meeting to help raise awareness and offer an opportunity for Members to meet those who are in charge of policing in their Wards.

R2: That SNTs identify ways of improving engagement with local councillors, residents and the wider Partnership.

- 8.7 Members recognised that SNTs are in place to tackle community problems such as anti-social behaviour, criminal damage, abandoned cars and graffiti. The Group also appreciated that SNTs would be involved in raids or other operations in their wards. However, there is a fine line between involving SNTs in these activities and taking the place of other officers involved in them. The Group was strongly of the view that SNTs should principally be tasked with visible patrolling and liaison with the local community. Members also noted anecdotal evidence of variations in performance between different SNTs.

R3: LBTH should monitor closely the work of SNTs to ensure that they remain focussed on their principle tasks and are not distracted by wider policing objectives. The Head of SNTs should produce an annual report of SNT activities in each ward, including performance against Public Set Priorities. This report should be made available to the public.

- 8.8 The Group recognised that, as with other public services, recruitment and retention are key issues facing Safer Neighbourhood Teams. However, Members are especially concerned that high rates of turnover amongst SNT police officers and PCSOs can make it extremely difficult to build and sustain relationships with the local community.
- 8.9 Whilst Members acknowledge that Police Sergeants and PCSOs will seek other career opportunities and regular moves between postings, The group agreed that better planning can help anticipate recruitment and retention issues before they arise.

R4; That the local police service identify ways to improve recruitment to and retention within SNTs of both PCs and PCSOs.

8.10 Members agreed that, if they are to achieve and sustain a significant reduction in crime and disorder and ensure that residents feel safer, the overall level of policing will need to increase. An expanded SNT should be a key element within this increased Borough Police Service. This will obviously cost more than is currently available in the MPA budget and is therefore dependent upon political decisions made beyond Tower Hamlets itself. Nevertheless, LBTH is not without influence at a regional level. In the meantime, Members noted that London Borough of Tower Hamlets used Neighbourhood Renewal Funding to roll-out SNTs ahead of other London Boroughs, and suggested that further funding could be identified from within existing budgets if community safety was felt to be the key concern of local residents and businesses.

R5: LBTH should press the Home Secretary, Mayor of London and Metropolitan Police Commander to increase the size of each SNT.

R6: LBTH should consider recommending whether Tower Hamlets Partnership should apply more of its Working Neighbourhood Funding (ex-NRF) to facilitate the introduction of a floating SNT to support ward-based teams experiencing particular local difficulties.

8 Conclusion

9.1 The Safer Neighbourhood Teams have made a real impact in reducing crime and anti-social behaviour. However, public perceptions, most notably the fear of crime, continue to lag stubbornly behind the reality. A high-profile police presence will help ease some of those fears and reduce crime and disorder. Now that the SNTs have bedded in, LBTH should look to secure consistent improvements in performance from them, focus them on their key objectives and examine the potential to expand the size of the teams in future.

10. Concurrent Report of the Assistant Chief Executive (Legal)

10.1 There are no direct legal implications of this report.

11. Comments of the Chief Financial Officer

11.1 There are no direct financial implications arising from this report.

12. Equal Opportunity Implications

12.1 Effectively tackling crime is an important step to improving equality as it is often the most vulnerable members of the community who are victims. Proper monitoring of victims should enable more refined targeting of resources to ensure this happens. At the same time it is important to ensure that policies and practices do not victimise certain individuals due to their race, gender, sexual orientation, faith, disability or age.

13. Anti-Poverty Implications

13.1 The poorest members of the community are more likely to be victims of crime. Effective detection and crime prevention therefore sits alongside other anti-poverty initiatives to improve the quality of life for residents.

14. Sustainable Action for a Greener Environment

14.1 There are no direct risk management implications arising from this report.

15. Risk Management

15.1 There are no direct risk management implications arising from this report.

Agenda Item 10.2

Committee	Date	Classification	Report No.	Agenda No.	Item
Overview and Scrutiny	08 January 2008	Unrestricted		10.2	
Report of: Assistant Chief Executive		Title:			
Originating Officer(s): Ashraf Ali Scrutiny Policy Officer		Scrutiny Challenge Session – Determination of Major Planning Applications			
		Ward(s) affected: All			

1. Summary

- 1.1 This report updates the Overview and Scrutiny Committee on the outcome of the Scrutiny Challenge Session on how the Council Determines Major Planning Applications held on 19th November 2007.

2. Recommendation

- 2.1 The Overview and Scrutiny Committee is asked to note the outcome of the Scrutiny Challenge Session on how Major Planning Applications are Determined.

LOCAL GOVERNMENT ACT, 2000 (SECTION 97)

LIST OF “BACKGROUND PAPERS” USED IN THE PREPARATION OF THIS REPORT

Background paper

Name and telephone number of and address where open to inspection

Adopted Unitary Development Plan 1998

Ashraf Ali
020 7364 0528

3. Introduction

- 3.1 This report provides a summary of the Scrutiny Challenge Session held to examine how the Council Determines Major Planning Applications.
- 3.2 Challenge sessions are designed as a quick way for a group of members to get to grips with key policy issues and ensure a robust check on the Council's policies. The session was attended by a group of nine members led by the Scrutiny Lead for Creating and Sharing Prosperity, Cllr Alibor Choudhury.

4. Purpose

- 4.1 Tower Hamlets seeks to improve the quality of life of the people living, working, and visiting Tower Hamlets by ensuring there are opportunities for high quality development. The purpose of the scrutiny challenge session was to:
- Increase understanding and awareness of the Pre-Planning Application Process;
 - Suggest ways of increasing members and community involvement;
 - Provide a critical friend challenge to the Council's approach to determining major planning application.
- 4.2 The Group received a presentation from Michael Kiely (Service Head Development Decisions) and Owen Whalley (Service Head Major Projects Development) outlining:
- The national and local policy context;
 - The Council's current position and performance;
 - How the new Pre Planning Application process works;
 - How the Council involves Members and the Community.

5. Background

- 5.1 The Planning and Compulsory Purchase Act 2004 is a key part of the Government's agenda for speeding up the planning process. The act brings in powers which allow for the improvement and speeding up of the plan-making system and an increase in the certainty of the planning decision-making process. The aim of the Act is to help achieve the Government's policy on the reform of the planning system, the principal features of which were set out in the policy statement *Sustainable Communities - Delivering through Planning* which was published in July 2002.
- 5.2 Planning Policy Statements (PPS) set out the Government's national policies on different aspects of land use planning in England. PPS1 sets out the overarching planning policies on the delivery of sustainable development through the planning system. The policies set out in PPS will need to be taken into account by regional planning bodies in the preparation of regional spatial strategies, by the Mayor of London in relation to the spatial development strategy in London and by local planning authorities in the preparation of local development documents.
- 5.3 The Development Plan guides development in Tower Hamlets for the next 10 to 15 years. It provides the policy framework for decisions on planning applications. In

addition to government legislation and policy guidance, the development plan also needs to make sure the needs of local residents and businesses are taken into account.

- 5.4 The London Plan is a strategic plan setting out an integrated social, economic and environmental framework for the future development of London. It provides the London wide context within which individual boroughs must set their local planning policies. Finally it helps set the policy framework for the Mayor's involvement in major planning decisions in London.
- 5.5 Tower Hamlets Unitary Development Plan (UDP) was adopted as the Council's statutory development plan and is a policy framework to help ensure planning decisions are made against clear criteria. As the basis for determining planning applications the Plan plays a crucial role in regeneration, ensuring sustainable development and promoting the social, economic and environmental well-being of Tower Hamlets. It also provides the planning strategy to deliver the key themes of the community plan.
- 5.6 The Council's Strategic Plan for 2007/2008 sets out a target that 60% of Major Planning Applications should be determined within 13 weeks. Moreover in Tower Hamlets 5.54% of applications are in the major category compared to the London average of 2.54%.
- 5.7 Local residents need to be involved in the planning process as key stakeholders. This means maintaining regular dialogue with people and ensuring that there is a clear and transparent mechanism for them to provide feedback on Major Planning Applications. The process should be published so that it is accessible to the entire community.
- 5.8 Tower Hamlets has identified a number of core objectives that guarantee delivery of a fair service which is robust and ensures equality of opportunity. These are summarised in The Tower Hamlets Unitary Development Plan (UDP) as:
 - To deliver an effective, sensitive and fair planning service by developing and implementing policies and proposals which address the needs of all of the residents of the Borough, including people from ethnic minority groups, people with disabilities, women, people from minority cultural and religious backgrounds and elderly people
 - To welcome investment and encourage public/ private sector partnership proposals which generate employment, improve the environment, provide housing and social facilities and bring derelict sites and buildings into beneficial use
 - To promote sustainable development

6 Planning Application Process

- 6.1 On Monday 1st October 2007 a new service was introduced to streamline and improve the planning application process for more complex applications. This new service is intended to improve the quality of major developments in the borough, while at the same time making the planning application process far more efficient and effective.

- 6.2 The intended improvements are improved dialogue with developers and the involvement of the local community before planning applications are submitted for decision. Planning officers are offering an enhanced service for developers of major schemes to ensure that they design and deliver the best possible.

7 Discussion and Recommendations

- 7.1 The Scrutiny Challenge Session provided an opportunity for Members to raise a number of issues and there was a wide ranging discussion. Following the discussions Members proposed a number of recommendations.
- 7.2 Members raised the issue of community consultation. They felt that given the impact of new developments it was important to insure more residents' involvement and that the process of consultation should be reviewed and improved. Michael Kiely informed Members that developers who embark upon consultation were required to feedback to all those interested parties in attendance.
- 7.3 To help identify which developers were engaged in consultation Members requested a list of all those who had been informed of the new arrangements. Officers are able to provide a list but indicated that it is not broken down further into those developers who had actively embarked on consultation and those who had not.
- 7.4 To guarantee that views and opinions of residents are expressed, it was agreed that residents should be consulted at the pre-application stage of the planning process on major developments, as well as following the formal notification and via publicity that takes place once they are submitted for determination. Follow-up feed-back meetings should be held to give residents an opportunity to understand proposed developments and contribute to their design before they are submitted as planning applications.

R1: Improve resident involvement

- 7.5 Members indicated that they were not all aware of all major developments taking place in the Borough. Members requested that an update on forthcoming major applications in their Ward should be circulated by Development and Renewal to *all* Councillors insofar as issues of commercial sensitivity would allow. This could help allay any anxieties which residents may raise with them and ensure that there is improved accountability.
- 7.6 Government guidance and best practice emphasises engagement with councillors although the probity requirements remain in place. Strategic Development and Development Committee Members (including substitutes) must remain unbiased but other Councillors were less constrained in expressing their views on development proposals.

R2: Lists of major planning applications to be circulated to all Councillors

- 7.7 Members agreed that not all residents can access documents and information, for instance not everyone has access to the Internet to view planning documents online. To help ensure that residents are treated fairly, irrespective of the resources available to them, applications should continue to be available for inspection at the Council's offices.

- 7.8 To facilitate access to information Members agreed that applicants should be encouraged to provide summaries of key planning application documents. These should be published on the Council's website to assist both residents and councillors in understanding issues on major planning applications.

R3: Documents should be summarised and easily accessible.

- 7.9 To help improve the consultation process between developers and residents the Council should continue to research good practice from other authorities in consulting residents when major developments are in process.

R4: Research into other Councils to see best practice when consulting with residents.

- 7.10 Training should take place to improve knowledge around how major planning applications are determined with the aim of increasing the ability of Members to decide what information is important for their constituents and develop the ability to communicate this confidently. This would help Members to resolve any potential problems as well as the complexities that can lie behind both applications and the decisions made.

R5: Members' training is needed on issues surrounding the determination of major planning applications.

8 Conclusion

- 8.1 Members stressed the importance of engaging them, in their community leadership role, While there are existing methods of addressing the issues raised during the Challenge Session it is vital to develop innovative and creative solutions. Equipping Members with sufficient knowledge to engage better with residents does have many potential benefits in solving the problems which arise in planning and development.

9. Concurrent Report of the Assistant Chief Executive (Legal)

- 9.1 There are no direct legal implications of this report.

10. Comments of the Chief Financial Officer

- 10.1 There are no direct financial implications of this report.

11. Equal Opportunity Implications

- 11.1 When in the process of making a planning decision it is very important to ensure that the policies and proposals are drafted so as to guarantee equality of opportunity for all residents. This involves both ensuring that all information is accessible but also that applications consider the impact of their proposals on a population with diverse needs.

12. Anti-Poverty Implications

- 12.1 The unemployment rate in Tower Hamlets is one of the highest in the country. It is therefore important to ensure that new developments protect existing jobs whenever possible. The aim to create new jobs should be a product of new developments. Depending on the nature of the new jobs coming into the Borough, training initiatives should be encouraged so that local people can have access to new opportunities.

13. Sustainable Action for a Greener Environment

- 13.1 There is a responsibility to ensure that development respects the environment of the Borough and to encourage development that improves the environment. This should include protection from pollution caused by development and the development process. Encouraging energy efficiency in the design of the buildings also needs to be a key factor.

14. Risk Management

- 14.1 There are no direct risk management implications arising from this report.