

Meeting of the

OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 6 July 2010 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 Ann Jackson Vice-Chair: Councillor Rajib Ahmed	
Councillor Stephanie Eaton Councillor Tim Archer Councillor Harun Miah Councillor Ahmed Adam Omer Councillor Rabina Khan Councillor Lesley Pavitt Councillor Zenith Rahman	Councillor Alibor Choudhury, (Designated Deputy representing Councillors Ann Jackson, Ahmed Omer, Rajib Ahmed, Rabina Khan, Lesley Pavitt and Zenith Rahman) Councillor Lutfur Rahman, (Designated Deputy representing Councillors Ann Jackson, Ahmed Omer, Rajib Ahmed, Rabina Khan, Lesley Pavitt and Zenith Rahman) Councillor Peter Golds, (Designated Deputy representing Councillor Tim Archer) Councillor David Snowdon, (Designated Deputy representing Councillor Tim Archer)

[Note: The quorum for this body is 3 voting Members].

Co-opted Members:
Vacancy – (Parent Governor Representative)
Mr Mushfique Uddin – (Muslim Community Representative)

Vacancy	– Roman Catholic Diocese of Westminster Representative
Canon Michael Ainsworth	– (Church of England Representative)
Mr Ahbab Miah	– (Parent Governor Representative)

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

Amanda Thompson, Democratic Services,

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

LONDON BOROUGH OF TOWER HAMLETS
OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 6 July 2010

7.00 p.m.

SECTION ONE

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

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

3. UNRESTRICTED MINUTES

3 - 8

To confirm as a correct record of the proceedings the unrestricted minutes of the meeting of the Overview and Scrutiny Committee held on 8 June 2010.

4. REQUESTS TO SUBMIT PETITIONS

To receive any petitions (to be notified at the meeting).

5. REQUESTS FOR DEPUTATIONS

To receive any deputations (to be notified at the meeting).

6. SECTION ONE REPORTS 'CALLED IN'

There were no Section One reports 'called in' from the meeting of Cabinet held on 9 June 2010.

7. PERFORMANCE MANAGEMENT

7.1 Diversity and Equality Action Plan 2009/10 - End of Year Monitoring Report

9 - 210

To consider the attached report.

(Time allocated – 30 minutes)

8. VERBAL UPDATES FROM SCRUTINY LEADS

(Time allocated – 5 minutes each)

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

To consider and agree pre-decision scrutiny questions/comments to be presented to Cabinet.

(Time allocated - 10 minutes)

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

11. 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.

12. EXEMPT/ CONFIDENTIAL MINUTES

Nil items.

13. SECTION TWO REPORTS 'CALLED IN'

There were no Section Two reports 'called in' from the meeting of Cabinet held on 9 June 2010.

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

To consider and agree pre-decision scrutiny

questions/comments to be presented to Cabinet.

(Time allocated - 5 minutes).

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

To consider any other exempt/confidential business that the Chair considers to be urgent.

This page is intentionally left blank

Agenda Item 2

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

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

Declaration of interests for Members

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

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

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

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

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

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

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

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

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

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

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

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

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE OVERVIEW & SCRUTINY COMMITTEE

HELD AT 7.00 P.M. ON TUESDAY, 8 JUNE 2010

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

Members Present:

Councillor Ann Jackson (Chair)

Councillor Stephanie Eaton
Councillor Tim Archer
Councillor Rajib Ahmed
Councillor Ahmed Adam Omer
Councillor Rabina Khan
Councillor Lesley Pavitt
Councillor Zenith Rahman

Co-opted Members Present:

Mr Mushfique Uddin – (Muslim Community Representative)

Other Councillors Present:

Councillor Helal Abbas

Officers Present:

Afazul Hoque – (Scrutiny Policy Manager, Scrutiny & Equalities,
Chief Executive's)
David Galpin – (Head of Legal Services (Community))
Mohammed Ahad – (Scrutiny Policy Officer, Scrutiny & Equalities,
Chief Executive's)
Katie McDonald – Scrutiny Policy Officer
Hafsha Ali – (Acting Joint Service Head Scrutiny & Equalities)
Keiko Okawa – (Intern, Equalities & Scrutiny, Chief Executive's)
Chris Saunders – (Interim Political Advisor to the Labour Group)
Amanda Thompson – (Team Leader - Democratic Services)

1. ELECTION OF VICE-CHAIR FOR THE MUNICIPAL YEAR 2010/ 2011

COUNCILLOR ANNE JACKSON IN THE CHAIR

The Chair welcomed everyone to the first meeting of the Overview and Scrutiny Committee for the new Municipal Year.

Councillor Stephanie Eaton **MOVED** that Councillor Tim Archer be elected Vice-Chair.

Councillor Ahmed Adam Omer **MOVED** that Councillor Rajib Ahmed be elected Vice-Chair.

Following discussion and a **VOTE** 5 in favour and 2 against it was

RESOLVED

That Councillor Rajib Ahmed be elected Vice-Chair of the Overview and Scrutiny Committee for the Municipal Year 2010/2011.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Harun Miah and Canon Michael Ainsworth who had been nominated as a Co-opted Member.

3. DECLARATIONS OF INTEREST

There were no declarations of interest made.

4. UNRESTRICTED MINUTES

RESOLVED

That the unrestricted minutes of the meeting held on 6 April 2010 be agreed as a correct record.

5. OVERVIEW AND SCRUTINY PROCEDURAL MATTERS

5.1 Overview & Scrutiny Committee Terms of Reference, Membership, Quorum, Dates of meetings, Protocols and Guidance

Miss Amanda Thompson, Democratic Services, introduced the report detailing the Committee's Terms of Reference, Membership, Quorum and meeting dates for the 2010/2011 Municipal Year.

The report also set out suggested protocols and guidance to facilitate the conduct of the Committee's business and meet its statutory and constitutional requirements.

RESOLVED

That the Overview and Scrutiny Committee's Terms of Reference, Membership, Quorum and meeting dates be noted, and that the protocols and guidance be adopted.

5.2 Appointment of Scrutiny Lead Members, Co-options to Overview and Scrutiny Committee, Health Scrutiny Panel Terms of Reference and Appointments

Miss Amanda Thompson introduced the report and advised the Committee of the need to agree the new scrutiny lead portfolios and lead members based on the Community Plan themes.

The Committee was also requested to agree the co-option of representatives in respect of education matters and also the Tower Hamlets Local Involvement Network in accordance with statutory requirements and the Council's Constitution.

The report further advised of the establishment of the Health Scrutiny Panel by full Council, and the need to make appointments to this Panel and appoint a Chair.

RESOLVED

1. That the Scrutiny Lead Portfolios based on the Community Plan be agreed and the following Scrutiny Leads be appointed:-

Councillor Zenith Rahman – A Great Place to Live
Councillor Rabina Khan – A Prosperous Community
Councillor Lesley Pavitt – A Safe and Supportive Community
Councillor Tim Archer – A Healthy Community
Councillor Ahmed Adan Omer – One Tower Hamlets
Councillor Rajib Ahmed – Excellent Public Services

2. That the co-option of representatives in respect of education matters as detailed in the report be agreed; and that Mr Abhab Miah who was appointed Parent Governor Representative in January 2009, continue as a co-opted member until his term of office expires in 2011;
3. That the establishment of the Health Scrutiny Panel and the appointment of Members thereto as detailed below be noted;

Councillor Tim Archer (Chair)
Councillor Abdul Asad
Councillor Alibor Choudhury
Councillor Kosru Uddin
Councillor Lutfur Rahman
Councillor Rania Khan
Councillor Shelina Akhtar

4. That the co-option of representatives from the Tower Hamlets Local Involvement Network to the membership of the Health Scrutiny Panel be agreed.

6. REQUESTS TO SUBMIT PETITIONS

None.

7. REQUESTS FOR DEPUTATIONS

None.

8. UNRESTRICTED REPORTS 'CALLED IN'

There were no Section One reports 'called in' from the meeting of Cabinet held on 7th April 2010.

9. SCRUTINY MANAGEMENT

9.1 Reducing Childhood Obesity and Increasing the Availability of Healthy Choices - Report of the Scrutiny Review Working Group

Councillor Tim Archer introduced the report submitting the recommendations of the Reducing Childhood Obesity Working Group for consideration by the Overview and Scrutiny Committee.

Members of the Committee welcomed the report and made a number of comments about the importance of promoting healthy eating and exercise as well as focusing on the planning and business issues in relation to fast food outlets.

Councillor Archer welcomed all comments and advised that it had been very difficult to keep the work of the review manageable given the fact that it needed to be completed in a year, and suggested that the findings of the working group could form the basis of new separate reviews.

Councillor Archer advised that NHS Tower Hamlets had also conducted a 'Healthy and Active' campaign during the last year and that this would also help address the problem.

Following the discussion Members of the Committee

RESOLVED

1. That the draft report be agreed, and

2. That the Joint Acting Service Head, Scrutiny and Equalities be authorised to agree the final report before its submission to Cabinet, after consultation with the Scrutiny Lead for A Healthy Community.

10. PRE-DECISION SCRUTINY OF UNRESTRICTED CABINET AGENDA

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

That the following Section 1 pre-decision questions be submitted to Cabinet for consideration:

Agenda Item 6.1 Ocean new Deal for Communities – Delivery Plan for 2010/11 – Ocean Estate Regeneration (CAB 001/101)

1. With reference to paragraph 3.5 of the report, can you clarify what lessons have been learnt from the first phase pilot refurbishment and to what extent the success of the pilot has been down to amount and timing of contractor visits?
2. Can you explain how the regeneration plan for Ocean Estate will ensure the best use of community space and how will it cater for the needs of all sections of the community?
3. With reference to paragraph 3.6 of the report, what residual freehold titles do the Council currently hold?

Agenda Item 6.2 Lettings Policy and Lettings Plan (CAB 002/101)

1. Housing for young offenders has been highlighted as a key priority in last year's scrutiny review on Youth Offending and the Children and Young People's Plan included in this Cabinet agenda. Paragraph 6.22 does not clarify which group young offenders will be in and therefore could you explain what priority group they will be and how this has been decided?
2. What is the level of support given to rough sleepers on application to the Council for housing?
3. With reference to paragraph 6.23 does this allow for those that are basically 'sofa surfers'?
4. In addition to equalities issues what consideration has been given in the development of the new Lettings Policy to mitigate cohesion issues that arise over perceived housing inequality?

Agenda Item 7.1 Children and Young People's Plan Annual Review 2009-10 (CAB 004/101)

1. With reference to page 336 of the Cabinet papers and priority 4, can you explain what work has been done to improve diagnosis and entry to access for disability services for young people?
2. Can you explain how disabled young people are supported during transition from Children Services to Adult Services?
3. Can you provide details of the primary to secondary Transition Support Programme and clarify to what extent this continues during the first year of students' secondary education?
4. In preparation for a period of fiscal tightening can you clarify to what extent this has been considered in priority setting for year 2 and 3 of the plan?

11. ANY OTHER UNRESTRICTED BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT

None.

The meeting ended at 7.50 p.m.

Chair, Councillor Ann Jackson
Overview & Scrutiny Committee

Agenda Item 7.1

Committee Overview and Scrutiny	Date 7th July 2010	Classification Unrestricted	Report No	Agenda Item No 7.1
Report of: Assistant Chief Executive Originating Officer(s) Frances Jones & Hafsha Ali Acting Service Heads, Scrutiny and Equalities		Title: Diversity and Equality Action Plan 2009/2010 – end of year monitoring report Wards affected All		

1. SUMMARY

- 1.1 This end of year monitoring report informs the Overview and Scrutiny Committee of the Council's progress in implementing its Diversity and Equality Action Plan (DEAP) for 2009/10. A full progress report is attached at Appendix 1.
- 1.2 The report also includes an annual summary of progress against the Council's Age, Disability, Gender, Race, Religion/Belief, and Sexual Orientation Equality Schemes in 2009/10.
- 1.3 The monitoring is not recorded for the first Disability Equality Scheme (DES) 2007/10 as the final monitoring was completed in December 2009. The DES has been refreshed for 2010/13 and all future monitoring of this has been brought in line with all our other Equality Schemes.

2. RECOMMENDATION

- 2.1 That the Overview and Scrutiny Committee notes and comments on the end of year progress in implementing the Council's Diversity and Equality Action Plan 2009/10, as set out in Appendix 1, and the Age, Gender, Religion and Belief, Race and Sexual Orientation Equality Schemes monitoring report, as set out in Appendices 2, 3, 4, 5 and 6.

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 January 2010 the Council was the second Council nationally to be externally validated as being at the highest level, Excellent, of the Equality Framework for Local Government (EFLG), which replaced the Equality Standard for Local Government (ESLG). The 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 practice, the actions needed to mainstream community cohesion throughout the Council's services and the implementation of the Council's Race Equality, Disability Equality, Gender Equality, Sexual Orientation Equality, Religion and Belief Equality and Age Equality Schemes.
- 3.3 The 2009/10 Diversity and Equality Action Plan focused on five overarching strategic objectives, identified through an analysis of evidence collected during the refresh of the Community Plan and an assessment of service performance in priority equalities areas. These objectives were:
- 1 Tackle worklessness and economic inactivity among target groups
 - 2 Improve educational achievement for target groups
 - 3 Improve housing provision for target groups
 - 4 Strengthen cohesion between communities and individuals
 - 5 Improve health and wellbeing and tackle inequalities in health
- 3.4 In April 2009 the Race Equality Scheme was refreshed and three new Schemes for Age, Religion/Belief and Sexual Orientation were introduced. These were designed to make explicit our work across the six individual strands. The combined outcomes of the individual Schemes are designed to present a stronger overarching DEAP which will be further supplemented in 2010/11 by our local Single Equality Framework. This report also contains the final monitoring of the Disability Equality Scheme, 2007-10. In April 2010, this Scheme was refreshed and the new Scheme lays out the Council's work regarding disability for the next three years.

4. KEY ACHIEVEMENTS FOR 2009/10 AND CHALLENGES FOR 2010/11

- 1 In January 2010 the Council was the second Council nationally to be externally validated as being at the highest level, **Excellent**, of the **Equality Framework for Local Government** (EFLG), which replaced the Equality Standard for Local Government (ESLG). The Diversity and Equality Action Plan (DEAP) remains an essential vehicle for maintaining this performance across all six equalities strands.
- 2 The **Tower Hamlets Pan Disability Panel** has been designed and launched to involve disabled people in decision making and scrutiny of the Partnership's services and policies. An enrolment day was held in November attended by a range of disabled residents and third sector organisations keen to become active members of the Panel. A total of forty residents signed up to join the Panel.

- 3 Following an extensive consultation, the LGBT Community Forum was re-launched in October 2009. As the Forum has developed it has re-named itself ***Rainbow Hamlets***. It is designed to improve consultation between the LGBT communities of Tower Hamlets and the Council and its partners. It also allows the LGBT communities to be actively involved in the monitoring and delivery of the Sexual Orientation Equality Scheme.
- 4 A wide range of ***community and art events*** have been held throughout the year which celebrate and raise awareness of the rich diversity of our communities. These have included: Black History Month, Getting Around and Getting Involved and London Week of Peace.
- 5 Praxis have been commissioned to coordinate the ***New Residents and Refugee Forum*** to strengthen the capacity of decision makers and service providers to understand, involve, and respond to the needs of new communities at a strategic and operational level. Three very successful seminars have now been held focusing on homelessness, access to health services and responding to the needs of people with No Recourse to Public Funds. With wide partner engagement these have highlighted the respective roles of the statutory and third sector agencies and thereby offer the potential for improved coordination of local delivery.
- 6 A review of ***Translation & Interpretation services*** has been completed and this included an Equality Impact Assessment of this area of work. A new policy has been agreed that seeks to ensure that the needs of newer communities and residents who have sensory or literacy difficulties are met within new service arrangements. The review concentrated on the following areas – needs, policy, provision and management arrangements. It is intended to initiate a procurement process through which service improvements will be progressed.

5. DIRECTORATE MONITORING

5.1 Adults Health and Wellbeing (AHWB)

Throughout 2009/10 we have continued our work to support some of the most vulnerable people in the borough. Key achievements within AHWB over the past year include the launch of the reablement service as part of the integrated care pilot. This service is seen as one of the key components for ensuring people are empowered to remain independent within their own homes. Initial indications suggest that recipients of the six week short term intensive support programme (who would have previously received traditional homecare) enjoy increased independence as a result. The development of the Joint Strategic Needs Assessment in partnership with NHS Tower Hamlets is another key achievement. The JSNA provides a rich evidence base on key groups within our communities and their needs and aspirations. In 2009/10 this work has included a focus on people with learning disabilities, a group at risk of marginalisation and social exclusion. Analysis of relevant data and evidence led to a number of recommendations for further work to be undertaken to improve the life chances of this group. This work will be undertaken through the Learning Disabilities Partnership Board and other key stakeholders.

5.1.1 Looking ahead to 2010/11, the final year of a three year programme Transforming Adult Social Care, work is continuing to ensure equalities is embedded in everything we do. At the heart of the Transformation programme is a commitment to putting people in control of their own care, through mechanisms such as the Personal Budget and greater emphasis on person centered approaches. In short, the personalisation agenda provides an opportunity to fundamentally alter the relationship between people and public services. We are shifting the balance from a system where 'passive clients' receive 'care' to active citizens shaping their own package of support, enabling them to live independent and fulfilling lives. The transformation agenda offers huge benefits to all adults in the community accessing support, particularly those from more vulnerable or marginalised sections of society. A vision of what the system will look like in practice is shared by the local authority, NHS and a range of stakeholders. Mechanisms are being developed this year to turn the vision into a reality, which include:

- 1 Enabling people to 'self assess' their own support needs at local access points (with assistance if required):
- 2 Offering those with critical or substantial needs targeted Short Term Intensive Support; and;
- 3 Empowering those requiring on-going state funded support via a Personal Budget to allow them to self-direct their own support.

5.2 Children, Schools and Families (CSF)

5.2.1 CSF have continued to make excellent progress around equalities during 2009/10. As well as positively supporting and supplying evidence for the 'Excellent' level of the 'Equality Framework for Local Government' the directorate has continued to support young people and their families as well as schools across the Borough. The directorate has worked hard around workforce development during 2009/10. The autumn report of the staff equality audit indicates that 29.4% of teachers are from BME backgrounds, just short of the target. A targeted campaign was undertaken with the Somali community and one Somali person is applying for the Graduate Teacher Programme. This is a positive step in the workforce reflecting the community agenda.

5.2.2 The Youth Service has continued to empower young people and have put a number of positive projects in place to explore the barriers preventing diverse communities mixing in youth clubs and day centres. This work has produced positive outcomes and the Youth Service has seen an increase in the number of young people engaging with their services. A briefing session was held with named coordinators of racist incidents and schools were encouraged to report all forms of discrimination. Across schools, all reported cases of discrimination, including homophobic bullying, are now investigated. The number of discriminatory incidents reported within schools for the 2009/10 academic year fell by 3.7%, and 22 incidents of homophobic bullying were reported.

5.2.2 A great deal of work has been undertaken within schools around bullying. The 'No Outsiders' project has started in 3 schools with a further 3 schools planning to become involved. Within the Youth Service leisure activities have been developed for girls and young women from different ethnic backgrounds to participate in joint activities and build cohesion in the Borough. A range of actions are in place through

the Enjoy and Achieve section of the Children and Young People's Plan (CYPP) to improve GCSE results to be the best in the country. These actions are having positive results in terms of attainment and we hope for further improvements during 2010/11.

- 5.2.3 Pilot projects underway with schools to provide increased and improved walking and cycling routes. This work will link in with the obesity strategy being worked on during 2010/11 as part of the Child Poverty Strategy. A range of activities are in place through the Achieve Economic Wellbeing section of the CYPP to reduce levels of youth unemployment.
- 5.2.4 Looking ahead, we are keen to improve further on our equalities work and produce even more positive outcomes for children and their families in the borough. Our aim is to embed equalities into everything we do. We hope the new Family Well Being model will act as driver for service improvement and will have equalities at its heart. We aim to build on the good work around monitoring discriminatory incidents in schools by rolling out the methodology as 'best practice' across all settings within the directorate. This work will be shared with colleagues corporately who work around community cohesion.
- 5.2.5 Part of the Children, School's and Families directorates approach to tackling homophobic bullying in schools has been to support the "No Outsiders Project", which has been running in 6 Tower Hamlets schools.

The "No Outsiders Project" started out as a national research project based in UK primary schools and ended in March 2009. During the course of the project, researchers and teachers developed strategies and resources to address lesbian, gay, bisexual and transgender equality.

The Tower Hamlets schools that are currently involved in the project are supported by a diversity consultant who has been working very closely with the schools leadership teams and staff to mainstream LGBT equality. Examples of the work undertaken thus far include INSET days for school staff, embedding of LGBT into the curriculum/schemes of work and the purchasing of teaching and learning resources. In addition, the Schools Library Service has been resourced with teaching and learning materials that can be borrowed by school staff.

Furthermore, copies of an anti-bullying leaflet have been produced for young people in schools and a poster advising school staff on how to tackle homophobic bullying has been drafted and is ready for publication. Also, at the recent Children, Schools and Families Directorates Workforce Development Conference, a series of workshops were organised for staff on dealing with homophobic bullying. The current template for Discriminatory Incidents within schools has been revised by the Equalities Team and includes sections on homophobic bullying.

Later in the year, a number of workshops will be set up for head teachers from across the borough to discuss issues of homophobic bullying.

5.3 Communities, Localities and Culture (CLC)

- 5.3.1 The Directorate of CLC covers twenty two separate and widely differing service areas, many of which contain multiple front-line services. Almost all of the Council's universal services are delivered through this Directorate and it provides those

services that everyone depends upon as they go about their daily lives. To CLC, this means that equalities is a vital, integral component that dictates how we work as an organisation, and with our partners, to deliver to the needs and requirements of our residents and visitors, on behalf of the Council and our leadership.

Key achievements over the past year have included:

- 1 A joint event combining the International Day of Disabled People and the 'Getting Around' disability accessibility and mobility day held in September, with over 120 disabled participants;
- 2 Leading a disability employment initiative, in partnership with the third sector, which has seen numerous unpaid work placements and paid employment outcomes for young disabled people living in the Borough, particularly with our contract partners GLL and Veolia;
- 3 Delivery of an initiative to get local women trained as pool lifeguards, in partnership with GLL and the third sector, to encourage physical activity and employment in this under-represented group;
- 4 Successfully delivering the participatory budgeting pilot, this empowered local people through LAPs in the innovative 'You Decide!' programme. This has increased the extent to which local people are involved in making decisions and allocating funding to improve services in their areas. More than £2million of Council funds has been shared out in this programme among each of the 8 LAPs to be used to 'buy' additional services voted on at public meetings by residents within that LAP area;
- 5 A comprehensive review and update of the Idea Stores Strategy improves on the Borough's excellent record of engagement in libraries and lifelong learning, linking the current service with health and employment provision, and actively sought the views of older residents as well as the Bangladeshi community; and
- 6 Strategic development of a Leisure Facilities Strategy incorporated the views and needs of residents, and provides an overall decision-making framework for potential future investment in the Council's leisure facilities over the coming ten years. In particular, the strategy identifies gaps in current and future provision; and assesses the quality, suitability, utilisation and efficiency of existing leisure facilities, with particular reference to residents' different gender, cultural, religious and physical needs.

5.3.2 Over the next year, CLC will continue to improve inclusive dialogue through the localisation of services with our key partners. We will be continuing to promote cohesion and raising awareness with our award-winning 'No Place for Hate' campaign, ensuring support and protection for all communities through Champions Projects and developing mechanisms for involving faith leaders in restorative justice activities. We will continue to deliver a programme of arts and events that celebrates the diversity of Tower Hamlets and makes such a major contribution to community cohesion in the Borough. Delivery of Community Safety initiatives remains a primary objective, and will include expanding THEOs from 16 to 21, continued development of SNTs, facilitating extra policing activity with £280,000 of Participatory Budgeting funding, and comprehensive reviews of the Drug Strategy and the Crime and Disorder Reduction Plan.

5.3.3 The 2012 Olympics will bring a great boost to the local economy both during the construction phase and during the event itself. It will put our diverse community at

the heart of a wonderful world celebration. However there are very significant practical challenges posed by the Olympics for the Borough and from December 2009 CLC have been tasked with leading the planning to meet these challenges. The Directorate will be working to ensure that the Olympic and Paralympic Games are used effectively to engage communities in cultural, sporting and celebratory events. In 2010 this will focus on work around the potential for an Olympic Live Site in Victoria Park and the further development of the Paradise Gardens Major Community Event in June and the field day under age event in August. We will also be engaging in dialogue with LOCOG to determine the extent nature of 'games time' venues within the Borough and the basis upon which they might be used.

5.4 Resources

- 5.4.1 One of the key focuses of the Council is to improve the under-representation of BME communities in key employment sectors. To achieve this aim the Council has promoted activities and developed activities in partnership with local organisations. The 'You're Hired!' Job fair in October was such a partnership event, organised in conjunction with the Job Centre and NHS Tower Hamlets and taking place in Canary Wharf. This high-profile event was attended by hundreds of local applicants and allowed them to apply for roles and find out more about working with the Council and other local employers. Delegates also had access to ongoing support and advice to job seekers to help them succeed in their job search. The total number of LBTH apprentices in 2009-10 was 94 which exceeded the targets set and 61 people were taken on through the Future Jobs Funds project.
- 5.4.2 Another key aim has been to further develop the representation of diverse ages in the Council. This is reflected in the Workforce to Reflect the Community actions. As a result, the number of apprenticeship places was increased in 2009/10 to ensure opportunities are available to younger people.

The HR team for Positive Action, Progression and Programmes (PAPP) is responsible for delivering the Council's talent management programme. Two staff development programmes (The Aspiring Leaders Programme and the Step up Now Programmes) have been at the heart of the Council's strategy to increase the numbers of disabled and BME senior managers and establishing a coaching culture and career progression activities have underpinned these. Between 2008 and 2009 twenty seven members of staff moved up in their career as a result of these programmes.

- 5.4.3 We also wanted to extend the different develop opportunities to the wider staff group and to staff who joined the council following qualification from the graduate programme. In October 2009 both coaching and career develop opportunities are open to all staff. The Driving Your Career Conference offered advice on presentation and interview skills. It also offered the opportunity to experience a number of mainstream interview tests that applicants encounter at interview.

In relation to coaching feedback has been very positive. Coaching has been offered to new managers as part of their orientation. It has also helped retain staff who felt stuck by offering advice on in job progression options. The Café' coaching facility at the conference was also very popular and might be repeated for individual Directorates.

5.5 DEVELOPMENT AND RENEWAL

- 5.5.1 The range of services within Development and Renewal expanded during 2009-10 to include Homelessness and Lettings (Housing Options) and the building Schools for the Future Team. Membership of the Directorate's Equalities Focus Group has been strengthened to include representation from these additional services. Our Directorate priorities include
- Strengthening neighbourhoods and increasing the overall supply of housing for local people, including the range of affordable and family housing;
 - reducing unemployment and fostering enterprise;
 - creating opportunities for residents to get into training access to lifelong learning opportunities and acquiring the skills for employment to exploit job opportunities.
- 5.5.2 Achievements in 2009-10 included:
- 3074 people in 2009/10 of which 77% were from BME communities and 24% were female, were engaged by Skillsmatch.
 - 75 young people have been able to benefit from Future Job Fund placements in the local authority;
 - Our Disabled Grant Scheme achieved recognition nationally and ensured that 158 Disabled Facilities Grants were approved facilitating adaptations to allow disabled occupants to remain living independently in their own homes
- 5.5.3 The Directorate supported the council's ambitions to be assessed as delivering "Excellent" services. Our case study, submitted for the accompanying evidence for the Equalities Framework for Local Government assessment, has been included in the case studies published by the IDeA and Planning Advisory Service on Equalities and Diversity: Improving Planning Outcomes for the community.
- 5.5.4 During the period leading up to the assessment D & R also held a series of lunchtime seminars for staff, on 2012 delivery and Equalities by the Service Head for the 2012 Unit and the Olympic Delivery Authority's Head of Equality and Inclusion, and on Muslim women and worklessness by the Young Foundation. Both seminars were very well received by staff and the Directorate's Information and Equalities Team is currently developing a programme for 2010-11.
- 5.5.5 Tower Hamlets was one of 5 London authorities to take part in the Government Office for London funded project, London Excels. This project has sought to develop a narrative about equalities, human rights and cohesion – an Equalities Story of Place. The case studies will be launched later in 2010.
- 5.5.6. Priorities for Development and Renewal in 2010-11 will include the following:
1. The council's first Local Economic Assessment will be completed during 2010-11. As well as providing a comprehensive picture about the borough's economy, the LEA will also include a "Worklessness Assessment" and the accompanying EqIA will help to shape our priorities in the emerging Employment and Enterprise Strategies.

2. Work in partnership with Tower Hamlets Homes to achieve a two-star service by late 2010 as well as supporting their aspiration to be assessed as “an achieving” organisation in 2010.
3. Continue to integrate equalities outcomes into the Directorate’s business planning processes.

6. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE AGE EQUALITY SCHEME

6.1 The Council’s first Age Equality Scheme was agreed in April 2009. Its main focus has been on young and older people who are more likely to experience significant discrimination due to their age. Attitudes and beliefs about young and older people can lead to them being socially and economically disadvantaged, excluded and marginalised. We believe that young and older people have the right to equality and opportunity and make a significant and valuable contribution to the community at large.

6.2 Some of the key achievements thus far are as follows:

- Enhancing the involvement of young people in the Partnership decision making structures, preliminary voting is underway in the Young Mayor elections. So far 4,800 young people have voted. Schools will vote on 20 January 2010 and the count will be on the following day.
- Improve the extent to which older people can remain in their own home throughout their lifetime, seen as a central part of the personalization service; the hospital discharge service has started at the Royal London Hospital. An initial evaluation of the service has also been completed and the in-take service is due to start April 2010.
- Enhancing older people’s feelings of safety in open spaces by identification of crime reduction and security priorities: the Parks and Play Service in the Communities, Localities and Culture Directorate are monitoring this closely.

7. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE DISABILITY EQUALITY SCHEME

7.1 There was considerable **progress in producing the updated Disability Equality Scheme**. This has been fundamental in us fulfilling our commitment to changing the culture and attitude towards disability to improve access to and delivery of goods, works and services to disabled residents and disabled staff.

7.2 A vital part of the development of the refreshed DES which will take us forward in the next three years is what we have learned from the first Scheme. We made really good progress in implementing the action plan, and have achieved 82% of our original actions. Although not all have been completed, the majority have been met within the timescale set. These outstanding actions and others that are ongoing have been incorporated into the revised DES. Whilst the overarching objectives of the revised Scheme remain largely unchanged from the first scheme, we are in a very different place in regard to disability and how we continue to improve how we deliver on our disability duty.

7.3 Throughout this year a process of internal and external consultation was

undertaken to develop the **Tower Hamlets Pan-Disability Panel**. It has been designed to improve engagement with our disabled population by increasing the actual numbers we talk to and the methods by which we do it. At the same time the Panel will offer us an opportunity to build better working relationships between Third Sector disability organisations, service providers and the Council.

- 7.4 An information and enrolment day took place at the Brady Arts Centre on 12th November and approximately 100 people attended (70 community members and 30 support staff). There was general agreement that it was a good event and participants particularly enjoyed the Chinwag Theatre role play scenarios, delivered against four pre-briefed scenarios.
- 7.5 The Accessible Consultative Transport Forum has moved into the PDP structure and is known as the Transport sub-group. The first meeting to discuss terms of reference, election processes and a workplan has now taken place; two meetings have taken place since then. We will use this as a 'pilot' and take any lessons learnt forward for developing the other sub-groups. The next sub-group to form will be A Great Place To Live.
- 7.6 Tower Hamlets Council has recently established the **Disability Employment Initiative**, in partnership with the Tower Project, local disability advocacy organisation. This Initiative enables disabled people, to undertake unpaid three month works placements, in order to give them the experience and training needed to increase the number of disabled people working for the Council.

8. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE GENDER EQUALITY SCHEME

- 8.1 Positive movement has been made in regards to the revision of the Gender Equality Scheme. The GES monitoring group was fully established and has now fulfilled its function to assist in the development of the GES outlining six key areas for scoping and inclusion within the revised GES. These include: Community safety; Economic inactivity and employment; Strengthening third sector services for women; Health inequality; Boys educational attainment and positive activities for girls; and Transgender equality.
- 8.2 During 2009-10 we collated information on these priority areas and worked with members of the GES Monitoring Group to assess our current responses to these issues and identify areas for improvement. The outcome of this process, along with consultation with internal and external partners will inform the development of the new GES in 2010-11. The new Scheme will aim to build on existing work as well as introduce new areas that have not previously been covered according to the gaps and issues that have come out of consultation with internal and external partners and feedback on the last GES. It will tie in more strongly and coherently with the Council's Community Plan and overall organisational objectives, ensuring that gender equality is a core part of what we do. The strong relationship with the third sector that has been built up during the life of the last GES has ensured strong input from them during the revision for the new GES and will continue to ensure impact on the ground. Actions and objectives have been revised to ensure clarity and practical meaning, in order to work towards achievable outcomes and tangible progress at the conclusion of the Scheme.

9. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE RACE EQUALITY SCHEME

- 9.1 The overarching objectives of the revised Race Equality Scheme, 2009-12, remain largely unchanged from the first two Schemes. What has changed is the profile of our communities and some of the ways and areas in which inequality is manifested. Taking into account these changes, underpinning the Scheme is a challenge to adopt a sharper approach to understanding the diverse needs of communities in Tower Hamlets and responding to race equality priorities. In response during 2009-10 we focused on reviewing our work with smaller minority communities focussing on new migrants and the Somali community.
- 9.2 The work of the ***New Migrants and Refugees Forum*** continues with a series of seminars that seek to influence services and decision makers. A number of activities have emerged and are being addressed in relation to health, education and housing. The Migrant Impact Project is in place working with a targeted population of younger and older women and these two programmes based at the Arbour Youth Centre and Toynbee Hall have helped and supported over 265 women.
- 9.3 A series of meetings were held with members of the Somali community, officers from the Council, Police and NHS Tower Hamlets in response to on-going concerns within the Somali community about access to services, public engagement and workforce representation. As a result of this the Tower Hamlets Partnership commissioned a short piece of qualitative research to analyse and understand the complex needs of this community by looking at three areas of service delivery and how well these address the needs of Somali users. The areas that were looked at were the Somali communities' engagement with police, health and children services. The recommendations of this report will be taken forward in 2010-11.

10. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE RELIGION/BELIEF EQUALITY SCHEME

- 10.1 Much of our community work is focussed on the Interfaith Forum which remains active. The Forum has been involved in a number of projects which have included:
- Production of the 2010 Interfaith Calendar;
 - Supporting the production of the 'No Place for Hate' film;
 - Working with the Tower Hamlets Street Pastors. The Street Pastors are volunteers from the Christian Community who actively reach out to vulnerable young people and support and engage them in a variety of locations, including streets, in the pubs and clubs.
 - Taking part in an interfaith visit to Bosnia. Members of the Forum, the Council and local organisations took part in a seven day trip to Bosnia with the focus on learning about the faith tensions in the country and sharing that with the communities of Tower Hamlets experiences of interacting with faith communities. A short film was produced, 'Fragile Peace' which explores the visit to Bosnia. The visit and film was funded by the Council's Preventing Violent Extremism fund.

During 2009-10 the Forum has developed its links with local faith groups and projects through the establishment of four local Interfaith Networks, each representing two Local Area Partnership areas in the borough. Alternate meetings of the Forum have been hosted by these Networks, who have used the opportunity

to showcase examples of work undertaken by faith communities in the local area. At these meetings members of the Forum have heard about the great variety of work undertaken by faith communities at a local or neighbourhood level.

- 10.2 Although some of the work on this Scheme has been delayed due to staff sickness, it remains largely on track. Improvements have been made as an organisation, with the recent implementation of a dress code policy to ensure that decisions about dress do not lead to direct or indirect discrimination of individuals based on religion or belief, and we are looking at the development of an interfaith forum for staff to be involved in interfaith issues and events.
- 10.3 The Community Safety Team also been doing work around improving the security of places of worship through the 'Designing Out Crime' funding, doing particular work with churches which have been subject to vandalism and graffiti. Four churches have received specialist advice and financial support to make improvements to the security of their churchyards. There have been delays in the construction of railings on one site due to delays with the planning consent process and poor performance by contract partners.
- 10.4 The issues around Muslim women and worklessness was also picked up as part of an Overview and Scrutiny session with councilors on worklessness in the borough earlier in this financial year and a number of recommendations have come out of this. Positive progress should continue further now that internal staffing issues have been resolved.

11. SUMMARY OF PROGRESS OF THE IMPLEMENTATION OF THE SEXUAL ORIENTATION EQUALITY SCHEME

- 11.1 Inherent in the production of this inaugural Sexual Orientation Equality Scheme (SOES) was an acknowledgement that we need to understand more about the lives, experiences and needs of our diverse LGB communities. The research and consultation undertaken to inform the Scheme represented a significant foundation for future work with our partners. We know, however, that the Scheme and its actions represent some of the key headlines about issues for LGB communities, rather than the full story. Our aim in implementing the Scheme is that it provides a basis for deepening our engagement with these communities so that they can continually shape the priorities for our work on sexual orientation equality.
- 11.2 In February 2010 the LGBT Forum contributed positively to the delivery of a programme of events to mark LGBT History Month. The mailing list and involvement in the forum continued to grow and the Sexual Orientation Equality Scheme actions have formed the basis of the meetings with the forum checking on and influencing the delivery of the Scheme action plan.
- 11.2 The Forum has formed a number of significant partnerships with strategic partners such as the Police and the Hate Crime Unit who attend meetings and regularly provide data and reports on community safety issues. A further development in 2009/10 has been the agreement to create a Virtual Forum to make use of the internet, face book etc as a means of engaging with a wider cross section of LGBT agencies and individuals. Some key actions in the SOES was in relation to education issues and the Forum has influenced the way homophobic bullying is addressed in schools by supporting the changes being implemented in schools and within the Children, Schools and Families services. The Forum has endorsed the

new publicity and has supported the raising of awareness and the focus in schools.

- 11.3 It is this overarching priority to involve LGB communities and partners in our work on sexual orientation that has driven some of the key actions taken over the past six months including development of the Rainbow Hamlets Forum which is the renamed LGBT Community Forum.

12. PREVENTING VIOLENT EXTREMISM (PVE)

- 12.1 One year on since 28 local community projects were commissioned using the Preventing Violent Extremism funding we held a conference to assess progress. Challenges remain in determining what success looks like for this work but there is a clear desire to explore this complex area in a productive way and within the context of defining One Tower Hamlets.
- 12.2 The controversial nature of the Government's Preventing Violent Extremism (PVE) agenda and a small number of adverse media reports has created challenges for the delivery of our local PVE Programme. However, supported by strong partnership work with the central and regional government colleagues and the Prevent police team, strong political leadership and long-standing community cohesion work together with positive relationship with the community, specifically the faith communities, we were able to successfully overcome these. Now, almost all PVE funded organisations are more confident in talking about PVE issues publicly and are actively engaged in the delivery of the agenda in their local areas. This community confidence has been highlighted in increased publicity and coverage of organisations activities in East End Life, the Prevent Newsletter and other publications.
- 12.3 The Muslim Women's Collective and Bold Creative, two of our funded organisations, won the prestigious and high-profile 2010 London Prevent Awards for their innovative work.
- 12.4 Our Prevent Action Plan was reviewed by the Department of Communities and Local Government and the Office of Security and Counter Terrorism and we received positive feedback, highlighting example of good practice in all areas. The successful delivery of our annual Prevent conference has been a milestone in our engagement with the funded organisations which also further strengthened our partnership arrangements and reassured the funded groups about the Prevent work and its relevance in the current climate.

13. DIVERSITY AND EQUALITY ACTION PLAN (DEAP) MONITORING

- 13.1 The monitoring of the DEAP is undertaken by the Directorate Equality Liaison Officers (DELOs) and reported to the Corporate Equalities Steering Group. The DEAP is agreed by Cabinet annually and monitored by Overview and Scrutiny six-monthly. The Diversity and Equality Action Plan covers the period from April 2009 to March 2010 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.

13.2 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
- GREEN Progress milestone achieved or on target to be achieved within the deadline

13.3 Overall Progress for all milestones

Table 1: Progress milestones 2009/10 by status

Progress Status (RAG)	Number	Percentage
RED	7	12%
GREEN	50	88%
TOTAL	57	100%

At six months, 81% per cent of all milestones within the Plan had been met or were on target to be met within target timescales.

13.4 Progress by Directorate

Table 2: Progress milestones broken down by Directorate

Directorate	RED	%	GREEN	%	Total Milestones
Chief Executive's	5	30	12	70	17
Resources	1	4	22	96	23
Development & Renewal	1	4	13	96	14
Children's Services	4	30	9	70	13
Adults Health and Wellbeing	0	0	1	100	1
Communities, Localities and Culture	0	0	5	100	5
TOTAL	10		62		60

Please note some of the directorates share milestones within an action

Overall 2 out of the 93 milestones have exceeded target timescales and have been assessed as 'red'. These six actions sit within the Chief Executive's Directorate. This was due to staff constraints and service changes. However, the actions will be delivered by September 2010. The two 'red' actions are as follows:

- 1 Establish an interfaith staff forum to act as a reference group for consultation on prayer/reflection space and interfaith events; and

- 2 Reasonable Adjustments on the grounds of religion/belief guidance produced.

An officer, with the lead on gender and faith equality is now in place to undertake these actions and ensure they are delivered.

13.5 Milestone status by equality strand

	Status of milestone for each equality strand (% of all actions within each equality strand)					
	Race	Disability	Gender	Sexual Orientation	Religion/ belief	Age
Red	10%	N/A	0%	20%	70%	0%
Green	90%	N/A	100%	80%	30%	100%
Total	100%	N/A	100%	100%	100%	100%

13.6 Reasons for red milestones

Table 3: Reasons for red milestones

Reason	Number of all red
Action has been superseded by new guidance or requirements from other organisations	1
Staffing constraints / restructure has limited capacity to deliver on time	6
Action still being progressed but timescale slipped	3

It is important that the reasons for red milestones are fully understood so that barriers to performance can be addressed. Table 3 summarises the reasons for failing to achieve the milestones by the due date.

Analysis of progress shows consistency of implementation across all Directorates and, at the end of the year, 81% per cent of all milestones within the Plan had been met or were on target to be met within target timescales.

14 NEXT STEPS

14.1 Assessment of our progress in 2009/10 thus far highlights significant progress but our current work sits within a much wider context and therefore will always throw up challenges. The Equality Framework for Local Government (EFLG) assessment has helped us shape our further thinking and so listed below are just some of the issues which will need to be considered further:

- 1 Following the passing of the **new Equality Act** earlier this year, we now have to consider how it will affect our work. The Act will require us to do things we already do, such as the Single Equality Duty where all equality strands need to be considered in everything we do. However the act will also require us to do things we have not done before, such as considering social economic status as an equality strand.
- 2 We are committed to delivering the improvements in the priority areas identified in the Equality Schemes. We also needed to use these schemes

to develop a **Single Equality Framework**, which will help us to respond to the Equality Act and help us to understand the multiple and complex causes of inequality in the borough. Although anti-poverty does sit at the heart of our work we need to refine our thinking and practice about how the socio-economic duty sits with our other equality duties.

- 3 To strengthen and build on our Partnership work, we need to develop the local **Diversity and Equality Network (DEN)**. We have started this process by engaging with members of the DEN to identify the common aims making the DEN more useful and powerful in such work.
- 4 The EFLG assessment showed us that we still have work to do in understanding the equality issues of all our different communities in our highly diverse borough. This essentially means we need to consider the smaller or less obvious communities in the borough, not just the big communities.
- 5 The EFLG assessment found that our **data collection**, concerning equality issues, was good but we needed to have clearer systems for sharing this data. By having a system where equality data can be shared across the organisation and its partners in an easy fashion, we will be more sophisticated in our analysis of data, be able to create more focused actions, stop any duplication of data gathering and have a true picture of where the gaps in our data exist.
- 6 Finally, in a changing financial environment for local government, we need to ensure equalities are considered in everything. A truly efficient organisation is one that not only offers value for money but does this by not being discriminatory to any particular group. In a time of less resources, it is often the most disadvantaged that are effected in the most adverse way. We need to ensure this does not happen in this era of public sector cuts.

15 CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL)

- 15.1 The Overview and Scrutiny Committee is asked to consider progress made by the Council in implementing its Diversity and Action Plan 2009/2010 and its six equality schemes.
- 15.2.1 The Council operates executive arrangements under the Local Government Act 2000. Pursuant to those arrangements the Council is required to have an Overview and Scrutiny Committee with functions that include: (a) scrutinising and reviewing the Council's exercise of its executive and non-executive functions; and (b) making reports and recommendations in relation to the same. The Council's Constitution makes provision consistent with the statutory requirements. The consideration of this progress report may be considered as falling within the committee's review function.
- 15.2.2 The Council is subject to general equality duties in relation to race, gender and disability, details of which are as follows. The Council is required in carrying out its functions to have due regard to the need to eliminate unlawful discrimination on grounds of gender, race and disability. The Council must also have regard to the need to eliminate harassment on grounds of gender and disability. The Council

must in addition have regard to the need to: promote equality of opportunity in these areas, promote good relations between persons of different racial groups; take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons; promote positive attitudes towards disabled persons; and encourage participation by disabled persons in public life.

15.2.3 The Council is not presently subject to general equality duties in respect of age, sexuality and religion or belief. In the absence of general equality duties, the Council is still subject to obligations not to discriminate on grounds of age, sexuality and religion or belief. To the extent that progress is reported on broader goals of promoting diversity and equality, then it may be viewed as a matter of good administration, consistent with the Equality Framework for Local Government, and in pursuance of the Council's goal of One Tower Hamlets set out in the Community Plan. The Council is empowered under section 2 of the Local Government Act 2000 to do anything which it considers likely to promote the social, economic or environmental well being of Tower Hamlets, provided the action is not otherwise prohibited by statute. The power may be exercised in relation to, or for the benefit of: (a) the whole or any part of Tower Hamlets; or (b) all or any persons resident in Tower Hamlets. In exercising the power, regard must be had to the Community Plan to which the report draws some links.

15.2.4 The Equality Act 2010 has been passed, but not yet commenced. The Act seeks to harmonise the law on equality. It proposes to introduce a public sector equality duty that will require the Council in the exercise of its functions to have due regard to the need to: (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who have relevant protected characteristics and those who do not; and (c) foster good relations between those who share relevant protected characteristics and those who do not. The relevant protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The Act also proposes to introduce a duty on the Council to have due regard in the exercise of its functions to the desirability of exercising the functions in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantages.

16. COMMENTS OF THE CHIEF FINANCIAL OFFICER

16.1 This report provides the annual monitoring report to Overview and Scrutiny Committee of the Council's progress in implementing its Diversity and Equality Action Plan (DEAP) for 2009/10.

16.2 There are no specific financial implications emanating from this report, and any additional costs that arise from implementing the Plan, must be contained within directorate revenue budgets. Also, if the Council agrees further action in response to this report's recommendations then officers will be obliged to seek the appropriate financial approval before further financial commitments are made.

17. ONE TOWER HAMLETS

17.1 The Diversity and Equality Action Plan 2009-10 represents an important step in progressing the Council's commitment to building One Tower Hamlets as a place in which people live together and where they are treated with respect and fairness

regardless of their differences. The Plan demonstrates that a commitment to tackling inequality and promoting cohesion is at the heart of the Council's agenda and sets out the work due to take place to integrate diversity and equality fully into all aspects of service delivery and employment practice. The 2009-10 Plan also explores the inter relationship between work on equalities and community cohesion. The aim of the Action 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.

- 17.2 The Diversity and Equality Action Plan aims to tackle the barriers currently preventing some of the most disadvantaged people in our community from accessing the life opportunities on offer and aims to enable them to actively participate in creating and sharing prosperity in the borough. It also sets out the role of elected members and other community leaders in bringing about the change required to drive forward real improvement in relation to equality and cohesion.

18. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 18.1 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.

19. RISK MANAGEMENT IMPLICATIONS

- 19.1 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.
- 19.2 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.
- 19.3 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.
- 19.4 The Council will continue to work closely with the Improvement and Development Agency (IDeA) 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.

20. APPENDICES

Appendix 1 – Diversity and Equality Action Plan 2009/10

Appendix 2 – Age Equality Scheme Action Plan 2010/13

Appendix 3 – Gender Equality Scheme Action Plan 2007/10

Appendix 4 – Race Equality Scheme Action Plan 2010/13
Appendix 5 – Religion/Belief Scheme Action Plan 2010/13
Appendix 6 – Sexual Orientation Scheme Action Plan 2010/13

All background papers attached to report

Frances Jones and Hafsha Ali,
Acting Service Heads

Mulberry Place, 5 Clove Crescent,
London, E14 2BG.

0207 364 4521/4762

**To be completed by author, Frances
Jones**

To be completed by author ext. 4521

This page is intentionally left blank

Link to other plans	Equality strand(s)	Objective	Key activities	Six month monitoring	End of year monitoring	Status (Red, Amber, or Green)
One Tower Hamlets: Strengthen cohesion between communities and individuals						
RES RBES GES DES SOES AES COCO	All strands	Create the space and opportunity for residents from different backgrounds to come together. Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck	Review community cohesion principles to embed One Tower Hamlets in service delivery and development.	As part of the LAA Challenge Sessions, consideration is being given to this. It will also form part of the debate with CPDGs from January 2010. Work on community cohesion has been highlighted by the new LGBT Community Steering Group as one of the five priority issues for their work plan.	Through funding from Capital Ambition we have commissioned a community cohesion and neighbourhood renewal consultancy to develop a tool that can help assess whether, as well as meeting their main aims and intentions, projects and activities provide additional value by promoting and developing positive community relations in the borough. The new tool will focus on the promotion of community cohesion rather than the prevention of community conflict. It will be a short easy to use toolkit incorporating a diagram and straightforward guidance on how to assess whether projects and activities promote and develop positive	Green

<p>AES REF C00 030</p>	<p>Age Race</p>	<p>Explore barriers preventing diverse communities mixing in youth clubs and day centres. Contact Officer: Mary Durkin, Service Head Youth and Community Learning, Children, Schools and Families Lead Member: Cllr. Abdul Asad</p>	<p>Implement the Youth Crime Action Plan, identifying disaffected young people on the edges of crime, and working with them their families, and schools to re-engage them with the community. Extend youth service provision across the borough, with clear targets for providers on engaging young people from all of our communities</p>	<p>Project plan in place to deliver the seven themed programmes – plan approved by the DCSF Youth Task Force. The number of first time entrants to the criminal justice system shows a significant reduction on the same period last year. We will continue to monitor the impact of individual elements of the plan.</p>	<p>community relations. The tool will be incorporated within the Total Place and EqIA toolkits and will be submitted to the Transformation Board in July 2010 for approval. PVE projects have ensured involvement and community cohesion from a range of Tower Hamlets residents. Complete.</p>	<p>Green</p>
------------------------------------	---------------------	--	---	--	---	---------------------

<p>RES RBES GES DES SOES AES COCO</p>	<p>All strands</p>	<p>Promote an inclusive sense of belonging paying particular attention to people who are vulnerable to exclusion such as smaller minority groups, so that all residents feel valued and a part of the community.</p> <p>Contact Officer: Heather Bonfield, Service Head, Culture, Communities, Localities and Culture</p> <p>Lead Member: Cllr. Rofique Uddin Ahmed</p>	<p>Use the Olympic and Paralympic Games to engage communities in cultural, sporting and celebratory events.</p>	<p>Completed.</p> <p>All on target plus new 5 - borough youth film project funded by LDA (and delivered by Tower Hamlets) was launched in September. New monies identified to support outdoor work being channeled through five borough unit.</p>	<p>Completed at six months</p>	<p>Green</p>
<p>RES RBES GES DES SOES AES</p>	<p>All strands</p>	<p>Promote understanding and awareness of different ways of life in the borough and challenge prejudice and discrimination.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p> <p>Contact Officer: Heather Bonfield, Service Head, Culture, Communities, Localities and Culture</p> <p>Lead Member:</p>	<p>Continue to promote understanding and awareness of different ways of life in the borough and challenge prejudice and discrimination through East End Life.</p> <p>Continue to deliver a programme of arts and events that celebrates the diversity of Tower Hamlets.</p>	<p>Black History Month brochure produced and launch planned at Brady Centre on 3rd October. Programme of supported events agreed with Equalities. Six month evaluation of monitoring to be completed by November 09.</p>	<p>LGBT History Month delivered in February 2010. Joint working Hackney Council focusing on Shoreditch neighbourhood.</p> <p>Delivered International Day against Homophobia (IDAHO) on 17.5.10.</p> <p>St George's day events planned and delivered.</p> <p>Forty-one community events/festivals supported through arts & events fund. SLAs with Spitalfields and Greenwich and</p>	<p>Green</p>

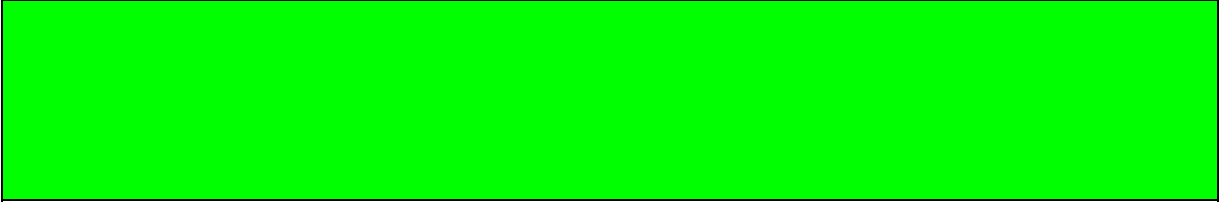
RES	Race	<p>Cllr. Rofique Uddin Ahmed</p> <p>Strengthen the capacity of local councillors' to lead all sections of the local community and get them actively involved in their neighborhoods' and local decision making.</p> <p>Contact Officer: John Williams, Service Head, Democratic Services, Chief Executive's</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Implement Councillor Call for Action.</p> <p>Implement programme of Council/Cabinet/Committee meetings in Community Venues and pilot web casting project.</p> <p>Develop local response to the 'Communities in Control' (CiC) White Paper.</p>	<p>Proposal for local CCfA model has been developed and agreed by Overview and Scrutiny Committee. This is currently being tested through the Scrutiny Review of Community Leadership.</p> <p>Proposals for developing external scrutiny will be discussed by the CPDGs and proposals to be presented to the Executive by April 2010.</p> <p>Consultation held on the new decision making model undertaken with completion by October 2009.</p>	<p>Docklands Festivals. Mela, Paradise Gardens, Create and East End Film Festivals were also delivered.</p> <p>Constitutional changes have been implemented. CCfA proposals have been agreed by CMT and OSC and tested through scrutiny review on strengthening local community leadership. Partnership Delivery Groups have also considered and welcomed the proposals. CCfA will be implemented from May 2010 with first Performance Digest report to be considered by OSC in October 2010.</p> <p>CiC Group provided an update report to CMT in March 2010. This included progress of implementing CCfA and strengthening the role of scrutiny in the Partnership. CMT also</p>	<p>Green</p>
-----	------	---	---	---	--	---------------------

RES	Race	<p>Further enhance consultation and involvement mechanisms to engage BME communities, paying particular attention to smaller minority communities and the diversity within larger BME communities.</p> <p>Contact Officer: Shanara Matin, Head of Participation and Engagement, Communities, Localities and Culture</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Adapt participation performance targets to ensure that they identify specific underrepresented ethnic groups rather than 'BME' categories.</p> <p>Undertake mapping of engagement and consultation with the Somali community across THP.</p>	<p>Praxis was commissioned in September to deliver a project which will strengthen the capacity of decision makers and service providers to understand, involve and respond to the needs of new communities in the borough at a strategic and operational level.</p> <p>Mapping completed and draft report considered by partners September. Proposals for implementations in early 2010 are now in place.</p>	<p>agreed revised proposals for managing and responding to petitions including the introduction of e-petitions.</p>	<p>Green</p>
		<p>The New Residents and Refugee Forum has facilitated five borough-wide partnership events on Homelessness, Access to Healthcare, Access to Education and No Recourse to Public Funds. Service providers have been engaged in the strategic actions arising from these events.</p> <p>Migrant Impact Project which provides ESOL and citizenship education, is underway at Arbour and Toynbee Centres and this is with new migrant women. Overall, over 250 women have been supported through these activities. Following the mapping of Somali community, there has been engagement of service providers and</p>				

<p>Page 34</p>			<p>Work with Praxis to establish a model of engagement for smaller minority communities</p>		<p>community reps to facilitate a renewed focus on priority equality issues for the Somali community.</p> <p>It is intended that a scrutiny exercise will take place with regard to current work with the Somali community. Through this process there will be an identification of new ways of working which have a focus of – community safety, access to employment and health services.</p>	
<p>RES</p>	<p>Race</p>	<p>Improve the under-represented BME communities (particularly women) in the democratic process and other local decision making structures.</p> <p>Contact Officer: John Williams, Service Head, Democratic Services, Chief Executive's</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Deliver Future Women Councillors training programme (March 2008 - Feb 2009).</p> <p>Explore potential to apply the lessons learnt from this programme to BME groups under-represented in the democratic process.</p>	<p>Future Women Councillors training was delivered.</p>	<p>The launch was attended by 40 local women and 18 application forms for participation in the programme were returned.</p> <p>From the original 18 applicants a core group of 10 participants emerged who became fully committed to the programme of development offered. During the programme six of the group became co-opted members on a</p>	<p>Green</p>

RBES	Religion/Belief	Recognise major religious festivals of the boroughs faith communities and ensure publicity enhances interfaith understanding. Contact Officer:	Produce a corporate calendar of major religious festivals and ensure that these are recognised both in the Council's internal communication	A Faith Calendar has been designed for the last 5 years. We are currently designing the 2010 Calendar and	<p>range of Overview and Scrutiny reviews including end of life care, affordable home ownership, alcohol misuse, child poverty, parental involvement and health scrutiny. Feedback from O&S staff about group members' contribution to the reviews was extremely positive.</p> <p>One group member was appointed as an independent member of the Council's Standards Committee. Another group member was a local resident championing the Council's Tower Hamlets Together campaign. Another of the group was selected to stand as prospective Conservative candidate at the 2010 local elections.</p>		Green
------	-----------------	---	---	--	--	--	--------------

			Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck	channels and in East End Life.	consulting with Faith communities to ensure accuracy.	We are currently identifying a new, less- costly approach of producing the calendar.	
RBES	Religion/Belief	Tackle negative portrayal of faith communities and interfaith relations in the media to reduce the potential for such coverage to increase community tension. Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck	Include communications on Community Cohesion Contingency Planning and Tension Monitoring Group meeting agendas and ensure actions are included to respond to all negative coverage.	Communications have assigned a relevant officer to attend these meetings and keep abreast of negative coverage. The designated officer is also informed of any negative coverage about the borough.	A Comms Officer continues to attend regular tension monitoring meetings. They provide two-way dialogue between the Comms Team and the CCCP TMG, this ensures that the Group is kept informed of any potential tensions. The Comms Officer also ensures that any relevant community issues are highlighted through East End Life.	Green	
RBES SOES RES DES GES AES	All strands	Ensure victims of all reported hate crime are supported and increase awareness of reporting mechanisms. Contact Officer: Philippa Chipping, Crime Policy & Victims Manager, Community Safety Service, Communities, Localities and Culture Lead Member: Cllr. Abdal Ullah	Maintain and develop the Third Party Reporting Project to increase reporting of hate incidents and foster effective joint working amongst partner agencies involved with 100% of Third Party Reports monitored and actioned (baseline of 18). Implement	On target.	Joint working with Hackney Council on homophobic hate crime commenced in February 2010. Completed.	Green	

<p>Page 37</p>			<p>recommendations from Hate Crime Victims Needs Research Report for increased satisfaction with services by victims of hate crime measured through satisfaction questionnaires. Awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Homophobic Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities and Evaluation Report.</p> <p>Work with partners to ensure 100% of identified perpetrators of hate incidents reported to the Council are actioned.</p> <p>Hate Incidents Panel - Coordination of multi-agency panel which ensures a coordinated</p>		<p>Completed. Action is being taken on cases with identified perpetrators where evidence is available.</p> <p>Monthly HIP are taking place ensuring a coordinated response to hate.</p>	
----------------	--	--	---	--	---	---

<p>RBES SOES RES DES GES AES</p>	<p>All strands</p>	<p>Work with the wider community to raise awareness and challenge prejudice.</p> <p>Contact Officer: Philippa Chipping, Crime Policy & Victims Manager, Community Safety Service, Communities, Localities and Culture</p> <p>Lead Member: Cllr. Abdal Ullah</p>	<p>response to all faith hate incidents reported to Council.</p> <p>Continue to deliver awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Homophobic Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities (including LGBT and faith communities and events) and Evaluation Report.</p> <p>If funding confirmed maintain and develop the No Place for Hate Champions Project where 3 targeted hate crime training, workshops and outreach activities delivered per Champion.</p>	<p>On target</p>	<p>Completed.</p> <p>Funding not confirmed for Champions Project yet but reduced programme is being delivered with existing resources.</p>	<p>Green</p>
<p>SOES</p>	<p>Sexual Orientation</p>	<p>Work with employers to tackle hate crime.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and</p>	<p>Promote good LGB employment practice amongst local partners and encourage them to join the Stonewall</p>	<p>Conference to promote good practice across London local authorities and local partners scheduled</p>	<p>Completed.</p> <p>Follow up event in January 2010 with partners will explicitly champion the Tower</p>	<p>Green</p>

SOES	Sexual Orientation	<p>Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck</p>	WEI.	<p>for 10th December 2009 to be delivered in partnership with Stonewall and Idea.</p>	<p>Hamlets No Place For Hate Pledge.</p> <p>Further event took place in partnership with the London Borough of Hackney where the Pledge was signed by the respective Mayors'. Subsequently discussions are underway with Hackney for future cross borough joint working.</p>	
Page 39		<p>Develop steps to prevent and respond to homophobic bullying in schools including explicit homophobic bullying policies.</p> <p>Contact Officer: Sasta Miah, Head of Equalities & Parental Engagement, Children, Schools and Families</p> <p>Lead Member: Cllr. Abdul Asad</p>	<p>Ensure 100% action and monitoring of all reported cases of homophobic bullying.</p> <p>10% increase in reporting of discriminatory incidents in schools including homophobic bullying.</p>	<p>All schools will be issued with Stonewall's "Challenging Homophobic Language" booklet; a poster on dealing with homophobic incidents and emphasising need for reporting in schools will be produced by end March 2010.</p> <p>Compared to last year an 18.3% increase in discriminatory incidents. 6.7% of all incidents were homophobic.</p>	<p>Training for head teachers on homophobic bullying in place.</p> <p>All reported cases of discrimination including homophobic bullying are investigated by schools.</p> <p>The number of discriminatory incidents reported compared to the previous academic year fell by 3.7% and 22 incidents of homophobic bullying was reported.</p>	Green

			<p>30 schools to participate in one day workshops on bullying and discrimination and impact of pupils' behaviour on others.</p> <p>Increased awareness of reporting homophobia via new website.</p> <p>Provide support to school coordinators to use the new incidents reporting form as it includes homophobic bullying.</p> <p>Develop a new information leaflet for young people to inform them of homophobic bullying policies and the availability of the bullying help line.</p>	<p>Workshops delivered at LBTH Anti-Bullying Week event by Stonewall (12 November 09)</p> <p>Further event scheduled for 2010.</p> <p>Antibullying helpline details on Tower Hamlets AMP website</p> <p>Term meetings with school co-ordinators explaining the use of the new forms.</p> <p>Based on Stonewall information publicity about the bullying helpline distributed to all schools and high profile coverage in East End Life.</p>	<p>A briefing session was held with named co-ordinators of racist incidents and schools were encouraged to report all forms of discrimination including homophobic bullying.</p>	
SOES	Sexual Orientation	<p>Provide staff with training to help them respond to, and prevent, homophobic bullying and support LGB pupils.</p> <p>Contact Officer: Sasta Miah, Head of Equalities & Parental Engagement,</p>	<p>Evaluation and possible roll out to further 8 Schools of pilot No Outsiders Project with aim of staff feeling confident in dealing with homophobic bullying.</p>	<p>Six schools recruited for the project.</p>	<p>The No Outsiders project has started in three schools with a further three schools planning to become involved.</p>	Green

		Children, Schools and Families Lead Member: Cllr. Abdul Asad				
--	--	--	--	--	--	--

A Prosperous Community: Improve educational achievement for target groups						
RES	Race Gender	Narrow the achievement gaps between different ethnic groups and between the national average. Contact Officer: Carmel Littleton, Service Head Young People and Learning, Children, Schools and Families Lead Member: Cllr. Abdul Asad	Address the specific under-achievement of white and Somali pupils across all Key Stages, and the under-achievement of white, Caribbean and Bangladeshi boys particularly at Key Stage 4.	A range of actions are in place through the Enjoy and Achieve section of the CYP to improve GCSE results to be the best in the country : - Data on lowest 20% of pupils at the end of KS1, 2 and 3 in reading, writing and mathematics compiled and feeding into evidence-based intervention and personalised learning programmes. Assessing Pupils' Progress (APP) to be	Complete. Complete.	Green

				<p>embedded across secondary school departments and year groups at Key Stage 3 on track for completion in March 2010.</p> <p>- Audits of Assessment for Learning (AFL) practice in schools supported and action plans developed</p>	<p>Complete.</p>	
<p>Race</p>		<p>Improve the qualification and skills levels of Bangladeshi and Somali adults in Tower Hamlets.</p> <p>Contact Officer: Fiona Paterson, Idea Store Learning Development Manager, Communities, Localities and Culture</p> <p>Lead Member: Cllr. Rofique Uddin Ahmed</p>	<p>Review the Adult Learning Strategy and work with other partners to revise and publish a unified Adult Learning and Skills Strategy.</p>	<p>Life Long Learning (LLL) leading on activities and the Idea Stores are providing the facilities. The Adult Learning and Skills Strategy was endorsed by the Prosperous Community CPDG in September 2009.</p>	<p>The New Approach to ESOL plan was endorsed by the Prosperous Communities CPDG in February 2010. The plan specifically targets Bangladeshi and Somali learners to gain ESOL qualifications. There has been an 18% increase in the achievement rate of Bangladeshi learners in 09/10 (year to date) compared to 08/09 and a 4% increase in the achievement of Black African learners over the same period. The enrolment numbers have remained</p>	<p>Green</p>

						constant.	
A Prosperous Community: Tackle worklessness and economic inactivity among target groups							
RES	Race	<p>Improve the economic inactivity rates amongst the Bangladeshi and Somali community paying attention to the particular barriers that women from these communities face.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p>	<p>Measure and monitor the impact of the Working Neighbourhood Fund (WNF) by diversity groups at both registration and outcome stages.</p>	<p>Systems in place and monitoring reported to Skillsmatch Management Board. Attempting to imbed systems within partner organisations to ensure consistency. WNF implementing online tracking database to provide more comprehensive information and the 'journey' of individuals from registration to work.</p>	<p>WNF Programme Evaluation is being commissioned (as part of Local Economic Assessment) which will evaluate equalities & diversity impact. Due to report July 2010.</p>		Green

RES	Race Gender	<p>Make employment services available in community settings, targeting workless families, ensuring that specific communities currently facing exclusion are targeted.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p>	<p>Continue the City Strategy initiative to develop a family focused approach to tackling worklessness by integrating employment related activity into family and parental engagement.</p>	<p>Confirmation of City Strategy Pilot Team of outreach workers (Single Point of Access Advisers) now in place to ensure harder to help groups are reached. Parental Engagement Programme based in schools to target people potentially at risk of becoming workless.</p>	<p>SPA still operating. Employment Strategy to be refreshed in 2010/11. With particular highly targeted services in a total place approach.</p>	Red
RES	Race Gender	<p>Develop an up-to-date and detailed understanding of the profile and causation of worklessness among BME communities in the borough.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p>	<p>Publish “worklessness assessment” as part of the preparation of the Economic Assessment evidence base.</p>	<p>Monthly monitoring return being produced as part of combined analysis. The Government has delayed the publishing of draft guidance. However the Local Economic Assessment will include a ‘Worklessness Assessment’ as well as an Economic Development Strategy for the Borough. We have already adopted Employment Strategy and the Development Plan has been agreed by the Prosperous</p>	<p>Local Economic Assessment (LEA) commissioned. (NLP appointed) which will include a worklessness assessment. LEA to report July 2010.</p>	Red

RES	Race	<p>Improve the under-representation of BME communities in key employment sectors by promoting the best practice in relation workforce to reflect the community and encouraging and working with major organisations in the borough to adopt similar initiatives.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development,</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Promote activities and develop programmes through the Docklands HR Initiative and the Dockland Business Forum</p> <p>Hold career fairs (with partner organisations) across the LAPs.</p>	Communities CPDG.	<p>Road show career fairs (one per paired LAP area) from October 2009.</p> <p>Jobs Fair held in Canary Wharf attracted 5000+ attendees.</p>	<p>Green</p>
-----	------	--	---	-------------------	---	---------------------

RES	Race	<p>Maximise employment, placement, apprenticeship and training opportunities amongst workless people in the public sector, building on existing good practice within the Council and Health services.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development,</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Hold joint event with Job Centre Plus to increase employment in the Public Sector.</p>	<p>'Your Hired' public sector jobs fair took place on 13th October 2009 at East Winter Gardens, Canary Wharf. The event was for local people to meet local employers and talk to them about future job opportunities.</p>	<p>The total number of apprentices in LBTH for 2009/10 was 94, with a target of 90 for this year.</p> <p>In 2009/2010 we took on 61 people as Future Jobs Funds Trainees.</p>	Green
RES	Race	<p>Support qualified BME residents to better access professional jobs.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games.</p>	<p>Deliver the Employment Strategy to ensure that residents access new and existing jobs and thereby reduce the numbers of people on out of work benefits.</p>	<p>Delivery Plan agreed. Monitoring Framework being discussed with appropriate managers.</p>	<p>Issues and barriers to support and promote BME residents into professional jobs will be identified in the development of Employment Strategy during 2010. Our knowledge will be further developed with the findings of the Local Economic and Worklessness</p>	Green

						Assessments which will be available in June/July 2010.	
Great Place to Live: Improve housing provision for target groups							
RES	Race	<p>Improve understanding of the future housing demand and needs of BME communities in the borough and ensure that they effectively inform the planning of future housing provision.</p> <p>Contact Officer: John Coker, Strategic Housing Manager, Development and Renewal</p> <p>Lead Member: Cllr. Marc Francis</p>	<p>Review the Lettings Policy with particular reference to the current/ future needs of the BME communities.</p>	<p>Consultation launched in October 2009 and will end in December 2009, including focus groups with BME communities to gain a better understanding of current future needs.</p>	<p>Consultation completed, report to cabinet 10/03/10. Consultation used to inform agreed Lettings Policy and Action Plan. This has led to improved monitoring being put in place. Policy Implementation from June/July 2010.</p>	Green	
RES	Race	<p>Ensure there is equal access to social housing for BME communities facing language barriers or may find it more difficult to understand the system.</p> <p>Contact Officer: John Coker, Strategic Housing Manager, Development and Renewal</p> <p>Lead Member: Cllr. Marc Francis</p>	<p>Undertake Equality Impact Assessment (EQIA) of Choice Based Lettings.</p>	<p>EqIA to be completed for presentation with report for January 2010 Cabinet.</p>	<p>EqIA informed changes in Lettings Policy including the new banding structure outcomes will become evident after six months and improved monitoring system will highlight any changes.</p>	Green	

RBES	Religion/Belief	Address the shortage of social housing suitable for families. Contact Officer: John Coker, Strategic Housing Manager, Development and Renewal Lead Member: Cllr. Marc Francis	Raise issue with RSLs through the Housing Forum and review as part of Housing Strategy and Lettings Policy and Service review. Visit 200 overcrowded households to advise them about the bidding process and housing options available to them. Monitor outcomes by equality strands.	Included within redraft of Housing Strategy as Priority 2 initiative. This has already been established. Local Homes Initiative (LHI) with RSLs (65 new dwellings planned) Council House Building Programme (105 new family sized dwellings planned).	LHI is likely to achieve 24 dwellings. Council Home Building Programme to deliver 26 new dwellings. The reduction in totals is due to the reduced funding that was made available.	Green
RBES	Religion/Belief Gender	Increase availability of women-only activities at local sport and leisure centres. Contact Officer: Sports Development Team, Cultural Services, Communities, Localities and Culture Lead Member: Cllr. Rofique Uddin Ahmed	Programme as part of Healthy Towns to provide women and girls swimming programme commencing April 2009 -2011.	Implemented.	Completed – annual target exceeded.	Green
RBES	Religion/Belief	Ensure that services providing sports, leisure and recreational activities address the potential for people of religious beliefs to have restricted access to activities held at specific times. Contact Officer:	Production of Guidance on Reasonable Adjustments in relation to Religion and Belief to include information on considerations	Proposed guidelines have been created but evaluation of outcomes is now scheduled for March 2010.	The deadline for this activity was not met. The recent of an Diversity and Equality Coordinator for faith and Gender will ensure this is delivered.	Red

THH Service Plan	All strands	<p>Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck Youth Service, Children, Schools and Families</p> <p>Establish a more strategic approach to diversity and equality to achieve excellence.</p> <p>Contact Officer: Jamie Carswell Director of Strategy & Performance, Tower Hamlets Homes</p> <p>Lead Member: Cllr Marc Francis</p>	relating to timing of activities.		This activity has now changed the reasonable adjustments guidelines will consider all equality strands.	
			<p>Launch Tower Hamlets Homes Diversity Working Group and Strategy.</p> <p>Develop and embed tools to assist staff to deliver services to meet the needs of residents.</p> <p>Develop training for staff and Tower Hamlets Homes Board</p>	<p>Diversity Working Group established April (4 meetings held). Strategy agreed by THH Board July.</p> <p>THH Service standards in place for Diversity and Accessible Information.</p> <p>Associated guidance available to all staff via the intranet.</p> <p>Training in development – programme tied to customer care training running from January to March 2010.</p>	<p>247 staff briefed in Diversity Road shows (Chief Executive plus use of case study customers)</p> <p>400 staff attended vulnerability awareness sessions.</p> <p>All caretakers attended participative/interactive training.</p> <p>Work completed to rationalize data collection on customers and make sure this is available to staff to drive a better service.</p> <p>Toolkit for diversity training started and in further development including practical guidance such as ordering translation and interpretation, recording</p>	Green

THH Service Plan	Age	<p>Develop the capacity of residents to work in collaboration with Tower Hamlets Homes to help improve the quality of life within neighbourhoods.</p> <p>Contact Officer: Barbara Brownlee Director of Housing Management & Customer Services Strategy & Performance, Tower Hamlets Homes</p>	<p>Establish and implement principles, with residents, for implementation of a youth engagement programme and resident-led element of the Going for Green Plan.</p>	<p>Specific consultation with young people on the future of the Chicksand Ghat undertaken – scheme utilising Section 106 funding now in progress.</p> <p>The reorganisation of the THH Resident Engagement Team (recruitment in progress) together with the introduction of a re-focused approach to neighbourhood housing services has led to some slippage against planned activities.</p> <p>Resident Engagement Strategy being considered by Board November 2009 – emphasis on local negotiation of which young people will be part.</p>	<p>customer needs on computer system.</p> <p>Resident Panel and all engagement structure groups operating with full membership.</p> <p>Complete.</p> <p>Youth Forum delivery on track and being formed – by end June 2010.</p>	Green
------------------	-----	---	---	--	--	-------

THH Service Plan	All strands	<p>Deliver a better experience for customers by building a new model of how customers contact Tower Hamlets Homes and a new ways of handling service requests.</p> <p>Contact Officer: Barbara Brownlee Director of Housing Management & Customer Services Strategy & Performance, Tower Hamlets Homes</p> <p>Lead Member: Cllr. Marc Francis</p>	<p>Develop position statement and action plan for initial improvement.</p> <p>Finalise Customer Services Strategy based on improved understanding of customer need and expectation.</p>	<p>New model for Neighbourhood Housing Services/Customer Access developed – Strategy to be considered by THH Board November 09.</p> <p>A new Customer Service Team is being put in place – induction and ongoing training commences this month. Model provides for a more tailored response to meet customer needs.</p>	<p>Customer Hub in place and fielding front line calls.</p> <p>EqIA of Customer Access and Neighbourhood Working approach commenced.</p> <p>Continued training for frontline service to improve customer service.</p> <p>New housing reception opened at Roman Road.</p> <p>Agreement that THH will pursue Customer Service Excellence.</p>	Green
THH Service Plan	All strands	<p>Review gaps in engagement with THH services and undertake targeted work with hard to reach communities.</p> <p>Contact Officer: Jamie Carswell Director of Strategy & Performance, Tower Hamlets Homes</p> <p>Lead Member: Cllr. Marc Francis</p>	<p>Profile localised groups who are working with hard to reach communities.</p> <p>Profile engagement of those participating against diversity stands.</p> <p>Develop action plan for targeted work.</p>	<p>Profile of residents engaged through taking part in surveys and those using the THH complaints process now routinely tracked.</p> <p>Local engagement, a focus of the Resident Engagement Strategy will help ensure all parts of the community are 'heard'. Local Action Plans for 27</p>	<p>Profile completed for engaged residents; gaps identified.</p> <p>Proactive contact made with relevant community organisations to engage the 'seldom heard'.</p> <p>27 Neighbourhood Action Plans completed.</p>	Green

					neighbourhoods in development and will be in place by the end of the year.		
A Healthy Community: Improve health and wellbeing and tackle inequalities in health							
RES	Race	Further tailor specifically targeted culturally appropriate health campaigns to improve awareness of specific health risks and promote healthy lifestyles among specific BME groups who experience serious health risks.	Employ a Young People's Alcohol Health Improvement Officer to provide training for teachers and youth workers to be able to deliver alcohol awareness messages to young people.	Understanding the needs of the local population is integral to the JSNA process. As part of this, existing culturally appropriate services are examined. The AHWB Directorate is working closely with the PCT during the JSNA development.	The JSNA 2009/10 highlights a number of areas of health inequalities which impact disproportionately on particular ethnic groups. For example, it had been expected that age adjusted mortality rates would be higher in Bangladeshi groups due to higher prevalence of risk factors e.g. smoking in males and higher prevalence of coronary heart disease. However, the results consistently indicated significantly higher rates in the white population for all age cause mortality, cardiovascular disease (under 75) and cancer (under 75). This might be due to highly deprived white		Green
AES	Age	Contact Officer: Shah Muhmud, Peer Work Development Worker, Children, Schools and Families Lead Member: Cllr. Abdul Asad Helen Taylor, Service Head Commissioning & Strategy, Adult's Health and Wellbeing Lead Member: Cllr. Anwara Ali	Prevent young people from taking up smoking by enforcing the law on underage sales of cigarettes and extending peer led approaches to smoking prevention. BME health priorities to be picked working in partnership with PCT and refresh of Joint Strategic				

AES	Age	Tackle Childhood Obesity. Contact Officer: Claire Hatton, Joint Head Extended Services, Children, Schools and Families Lead Member: Cllr. Abdul Asad	Needs Analysis, including specific focus on under- represented groups.	Pilot projects underway with schools.	populations in parts of the Borough, particularly impacted by key risk factors. This will have implications for how services are targeted in the next year. Complete.	Green
AES	Age	Expand targeted and specialist provision to support children	Provide increased and improved walking and cycling routes and more support for walking and cycling through Healthy Schools and community initiatives. Development and progression of PCT- funded 'Bike It' project to encourage cycling to school, currently in Year 1 of 3 year programme. Cycle training programme rolled out to numerous schools each year in the Borough (approximately 1,500 pupils per year).	On-going.	The BEST/MEND programmes are on-	Amber

		<p>and families with identified weight management needs.</p> <p>Contact Officer: Wendy Wilson, Skills for Families Coordinator, Children, Schools and Families</p> <p>Lead Member: Cllr. Abdul Asad</p>	<p>specialist provision to support children and families with identified weight management needs, including a new early intervention service for families with one or both parents overweight or obese</p>		<p>going in conjunction with Council and NHS.</p> <p>Recent data indicates that the intervention of these programmes for 4-5 year olds coming into the education system is positive and reductions are noticed, however, the focus is now shifted to year 6 plus, 10-11 year olds and, the challenge lies in achieving our LAA target around this.</p>	
--	--	---	--	--	--	--

RES	Race Gender	<p>Develop an up-to-date and detailed understanding of the profile and causation of worklessness among BME communities in the borough.</p> <p>Contact Officer: Nick Smales, Service Head 2012 Olympic and Paralympic Games</p> <p>Lead Member: Cllr. Oliur Rahman</p>	<p>Publish “worklessness assessment” as part of the preparation of the Economic Assessment evidence base.</p>	<p>Monthly monitoring return being produced as apart of combined analysis. The Government has delayed the publishing of draft guidance. However the Local Economic Assessment will include a ‘Worklessness Assessment’ as well as an Economic Development Strategy for the Borough. We have already adopted Employment Strategy and the Development Plan has been agreed by the Prosperous Communities CPDG.</p>	<p>The development of the Employment Strategy during 2010 incorporates developing the depth and detail of the evidence base and therefore our understanding of the barriers to employment - this is a process that is already underway starting with the Local Economic Assessment and Worklessness Assessment which will report findings in June / July 2010</p>	Red
-----	----------------	---	---	--	---	-----

Promoting Equality As An Employer						
RES AES WFRG	All	Address the under-representation of equality target groups in the organisation across the Directorates. Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development Lead Member: Cllr. Joshua Peck	Undertake strategic level EqIA of recruitment and selection to investigate the causes.	Planning of the strategic EQIA on recruitment and selection is underway.	Project Initiation Document has been approved by CESG. EqIA to be completed before the end of 2010. Full EqIA of new e-recruitment system (i-Grasp) has been completed. Representation of BME and Bangladeshi staff across the Council increased during 2009/10.	Red
RES	Race	Examine and address the differential progression rates of different groups of staff in the organisation. Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development Lead Member: Cllr. Joshua Peck	Agree the findings from Equality Impact Assessment of career progression and implement the recommendations.	Finding from the strategic EqIA on progression are to be investigated further with action points arising to be incorporated on the strategic EQIA on recruitment and selection.	Progression EQUI issues have been included in PID for Recruitment and Selection EQIA. New Vacancy Assurance process in place to ensure staff are being supported to progress to posts at PO5 and above. Guidance also issued to managers on using temporary opportunities to	Green

RES	Race	<p>Investigate the over-representation of black staff facing dismissal under the Disciplinary Procedure.</p> <p>Contact Officer: Catriona Hunt, HR Manager, Operations, Resources</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Review most recent Race Equality Scheme Employment Monitoring Report.</p> <p>Present analysis and recommendations to Corporate Equalities Steering Group (CESG).</p>	<p>Data for 2008/09 RES report is being collected in order for report to be presented to CESG in March 2010.</p>	<p>develop staff whilst reducing reliance on agency staff.</p> <p>CESG agreed to produce 1 report to cover both 2008/9 and 2009/10.</p> <p>New Disciplinary Procedure to be implemented as part of HRIP will also be subject to an EQIA.</p>	Green
RBES	Religion / Belief	<p>Ensure awareness amongst staff of facilities for reflection and prayer are accessible to all staff of religious and non-religious belief.</p> <p>Contact Officer: Catriona Hunt, HR Manager, Operations, Resources</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Remind managers and staff of the availability of prayer rooms and locations in Council buildings.</p>	<p>Information on Prayer facilities in Council premises will be publicised in Pulling Together, Manager's Briefing and Staff All User Internet in December 2009.</p>	<p>Awareness of facilities raised through communications as planned.</p> <p>No issues emerged from 2009 Staff Survey in relation to religion or belief.</p>	Green

RBES	Religion / Belief	<p>Strengthen interfaith understanding between staff and involve staff of all religions and none in relevant decision making and policy development.</p> <p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's.</p> <p>Catriona Hunt, HR Manager, Operations, Resources</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Establish an interfaith staff forum to act as a reference group for consultation on prayer/reflection space and interfaith events.</p>	<p>Work has been delayed due to staff sickness.</p>	<p>The deadline for this activity was not met. The recent appoint of a Diversity and Equality Coordinator for faith and Gender will ensure this is delivered.</p> <p>The Officer with this responsibility has had discussions with the Muslim Staff Forum and Christian Prayer Group to support the development. In future Corporate Equalities will only be supporting the staff issues on an interfaith basis.</p>	Red
RBES	Religion / Belief	<p>Address evidence of inequality or disadvantage experienced by staff as a result of their religion/belief</p> <p>Contact Officer: Catriona Hunt, HR Manager, Operations, Resources</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Monitor key human resources performance indicators and workforce profile in terms of the religion/belief profile of people involved on an annual basis.</p> <p>Promote to all staff a firm commitment to providing support when they experience faith related prejudice or difficulties with</p>	<p>Employees' Religions and Belief data will be incorporated into the Council's Equality Schemes monitoring report annually.</p> <p>Inform staff, client, service users and customers of the Council's zero tolerance to prejudice or assaults on employees will be publicised via e-</p>	<p>Monitoring HR procedures across all equalities strands will be included in a report covering 2008/9 and 2009/10.</p> <p>A number internal communications have been sent to maintain awareness of the No Place For Hate campaign.</p>	Green

			<p>clients, customers or services users.</p> <p>Develop a dress code policy for Council staff which incorporates clear guidance to ensure that decisions about dress do not lead to direct or indirect discrimination of individuals based on religion or belief.</p>	<p>mail, Pulling Together, and leaflets in Council offices in early 2010. A draft dress code will be discussed by the Corporate Equalities Steering Group in December 2009.</p>	<p>Dress Code Guidance consultation has now been completed and a report finalised at CESG in May 2010.</p>	
<p>RBES</p>	<p>Religion / Belief</p>	<p>Develop the ability of staff working with vulnerable people to understand and assess religion/belief related needs and preferences.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>RBES Reasonable Adjustments on the grounds of religion/belief guidance produced.</p>	<p>Work has been delayed due to staff sickness.</p>	<p>The deadline for this activity was not met. The recent appoint of a Diversity and Equality Coordinator for faith and Gender will ensure this is delivered.</p> <p>This activity has now changed the reasonable adjustments guidelines will consider all equality strands.</p>	<p>Red</p>

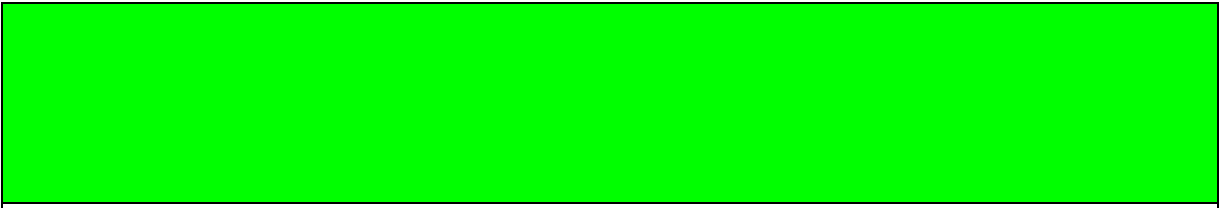
SOES	Sexual Orientation	Continue to impact assess all new and existing policies to ensure they are inclusive and when reviewing policies, ensure the language used explicitly communicates equality, diversity and is inclusive of lesbian and gay staff.	Carry out 3 year programme of Equality Impact Assessments for HR.	On-going – A number of HR policies have been revised, these will be impact assessed as part of the HRIP programme.	HR programme of Eq/As has continued to assess all strands of equality, including sexual orientation.	Green
SOES	Sexual Orientation	Review bullying and harassment policies and promote them to all staff, ensuring they communicate a zero tolerance to homophobic bullying. Contact Officer: Catriona Hunt, HR Manager, Operations, Resources Lead Member: Cllr. Joshua Peck	Produce Fair Employment Policy, publicise its implementation and brief managers.	These policies are being reviewed and once completed will be presented by e-mail, Pulling Together and Managers Briefings.	New policy currently being drafted as part of HRIP. The need for content on homophobic bullying has been disagreed with the LGBT Staff Forum.	Green
SOES	Sexual Orientation	Organise and promote LGB awareness raising events and activities for non-LGB staff to challenge prejudice and homophobia. Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck	Increase awareness of LGB issues by organising events for staff and including appropriate content in Managers Briefing and Pulling Together.	HR to work in collaboration with Corporate Equalities team to promote LGB and other equality awareness amongst non-LGB staff.	Two events were held during LGBT month, the films 'Milk' and 'Homoworld' were shown as a part of this week, and an event was held focusing on homophobic bullying by Children's Services. Children's, Schools and Families Officers made a presentation	Green

SOES	Sexual Orientation	Ensure that the Council's counselling service provides LGB sensitive counselling offering LGB counsellors or LGB trained counsellors. Contact Officer:	Provision to continue to be included in future Employee Assistance Programme contracts and trained counsellors	On-going	<p>about LGBT bullying in schools to the Rainbow Hamlets Forum and this followed the previous Forum meeting that considered homophobic issues.</p> <p>For IDAHO 2009 the Council circulated all user emails marking the day and put up a screen saver to challenge homophobia.</p> <p>A panel discussion was held (for the second year now) to discuss faith and sexual orientation, resulting in a turn out of approx 65 people. The panel included local faith representatives from LGB faith organisations.</p> <p>Counselling provision is still being provided. Occupational Health are currently reviewing most effective way to provide a counselling service to staff given</p>	Green
------	--------------------	---	--	----------	---	--------------

		<p>Steve James, Interim Head of Human Resources and Organisational Development</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Occupational Health refer employees to</p>		<p>current low levels of take up through Employee Assistance Programme.</p>	
AES	Age	<p>Ensure employees and managers are aware of the Council's policy on retention of staff beyond the age of 65.</p> <p>Contact Officer: Catriona Hunt, HR Manager, Operations, Resources</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Include item in Managers Briefing to remind managers and staff of content of the Council's Age Discrimination policy.</p>	<p>Managers and Staff will be reminded about the contents of the Council's Age Discrimination Policy which allow employees to remind at work after 65 in Pulling Together, Manager's Briefing December 09.</p>	<p>Awareness of facilities raised through internal communications as planned.</p> <p>No issues emerged from 2009 Staff Survey in relation to age.</p>	Green
AES	Age	<p>Further develop the representation of diverse ages in the Council.</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Outline proposals in Workforce to Reflect the Community report to Cabinet.</p>	<p>The WFTRC implementation plan addresses these areas specifically and has been approved by Cabinet.</p>	<p>The number of apprenticeship and graduate scheme places have been increased during 2009/10 to ensure opportunities are available to younger people.</p>	Green

AES	Age	<p>Promote availability of training and promotion to all members of staff.</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development</p> <p>Lead Member: Cllr. Joshua Peck</p>	<p>Publicise opportunities through regular emails to staff on course availability and including items in Pulling Together and Managers Briefing.</p>	<p>Corporate learning and development programme available on internet, regular global email circulated to publicise Corporate L & D course.</p>	<p>Availability of training courses published to all staff through internal communications. Managers also discuss training needs with staff as part of PDR and 1-1 meetings.</p>	Green
WFRC	All strands	<p>Organise careers fairs with partner organisations across the LAPs (Local Area Partnership).</p>	<p>Organise one road show career fair per paired LAP area by October 2009.</p>	<p>LBTH has been involved in three Careers Fairs over the last 6 months, LBTH partnered JCP at a Careers Fair held at the JCP offices and run workshops for potential applicants/candidates, providing information about the Council as an employer and also how best to complete our application form. LBTH was also very involved in the You're Hired Career Fair which took place in Canary Wharf. More than 5,000 turned up at</p>	<p>Complete.</p>	Green

WFRC	All strands	Local on-line recruitment implementation with targeted campaign to encourage local candidates.	Evaluation of current talent pool approach.	<p>meet potential employers' face-face.</p> <p>The event brought together 40 employers across the borough ranging from temporary entry level jobs to full-time senior roles and graduate positions. Following the event a second day was scheduled to again provide practical workshops for potential applicants on how application form and personal statement.</p> <p>The Recruitment Team has agreed to attend the Diversity/LGBT Careers Fair on the 20th November 2009.</p> <p>In April 2009 LBTH launched its online application form using the JGP platform. This is an improvement on our previous form as it</p>	<p>Complete.</p> <p>Complete.</p> <p>We launched i-GRasp on 15th March 2010. All candidates who apply for positions within the council now form part of a large database or talent</p>	Green
------	-------------	--	---	---	--	-------

<p>Page 65</p>				<p>allows candidates to create a profile and register for alerts for vacancies as they arise. LBTH continues to advertise all external vacancies in EEL targeting potential applicants from the borough, whilst working with JCP and also expanding and growing our database/ network of grass roots organisations within the borough, to whom we forward out external vacancy list on a weekly basis to encourage local candidates to apply for positions.</p>	<p>pool, with all their information saved which allows them to reuse or update for future applications. They can set up alerts to have the system inform them of new positions which have been loaded onto the TH website. Alternatively the PRA's will in future be able to search candidates for particular skills and experience and invite them to apply for positions which they have advertised, hence been pro-active and engaging with our applicants which we have not had before. i-GRasp also allows us to build smaller talent pools, so if a manager has identified candidates which they have not been able to offer a position, but want to retain them for future contact. The database is now owned and belongs to TH where as before</p>	
----------------	--	--	--	---	--	---

WFRC	All strands	Coaching and mentoring for under-represented groups.	Mentoring / coaching workshop training for senior managers.	A total of 791 coaching hours have been provided across the council in 08/09. Coaching and mentoring has been provided by the Chief Executive, Directors and a number of Service Heads. Twenty-two managers have embarked on the ILM coaching programme and external consultants were used where specialist advice is required. Café' Coaching was offered to participants at the Councils Driving Your Career conference.	the candidates were registered in the JGP system.	Green
				A total of 577 coaching hours were provided in 09/10. The figure is slightly down on the previous year because targeted programs for 09/10 have started later than planned. There were 16 managers have completed the ILM coaching programme and continue to provide a coaching service to new Aspiring Leaders candidates and others undergoing career development activities	A further ILM programme is underway with 21 candidates involved. Coaching and mentoring training sessions are being offered as part of the	

					managers briefing workshops taking place across the Council.		managers briefing workshops taking place across the Council.	
WFRC	All strands	Develop secondment / acting up opportunities bank.	Establishment of opportunities bank. Application periods.	The Council has implemented a vacancy assurance and talent management process from November 2009. BME Staff Forum to discuss revised Acting and Honorarium payment guidance in December 2009.	Vacancy Assurance Process has resulted in BME applicants being appointed to 31% of vacancies at PO5 and above since January 2010. New Acting and Honoraria Guidance to be implemented in first half of 2010/11.		Green	
WFRC	All strands	Career progression focus month, including programme of events during October to provide advice, career surgeries, development centres and 'job tasters'	Focus Month to take place during October 2009.	To support graduate recruitment for Social Work trainees, TH Housing Officers and for the CIPFA applicants 2 open meetings where held for potential applicants. A staff conference called Driving Your Career was held. Its aim was to support staff career progression. 118 people attended and participated in workshops on assessments	Other activities taking place in 09/10 include 10 new social work trainees in the CSF directorate, 4 graduate trainees in chief executives and in total 144 apprentices placed. There is now a new apprenticeship scheme in the AHWB directorate creating a new generation of home care officers.		Green	

WFRC	All strands	Management learning campaign on 'Managing a diverse workforce' seminar, information and action learning sets to increase awareness of Workforce to Reflect the Community and aspects of managing a diverse workforce.	Focused programme for managers delivered in July 2009.	The Learning and Development Intranet pages are being updated to provide managers with information and resources about managing a diverse workforce. This will be backed up by 2 new training courses on talent management and managing a diverse workforce. These improvements are now scheduled to take place in January 2010.	testing, application, career coaching and interview skills.	18 managers completed the ILM First Line Manager programme. As highlighted above a series of manager's briefings for senior managers has been available from March 2009. Topics include Managing a Diverse Workforce, Best Recruitment and Selection Practice, Talent Management and Coaching.	Green
WFRC	All strands	Audit the number of staff with caring responsibilities within the organisation and establish a mechanism to ensure we are responding to their needs.	Audit of staff completed. Report to Corporate Equalities Steering Group with recommendations.	A staff equality audit will be undertaken soon, this will include a question for employees to identify themselves as carers and whether they think the organisation has been supportive of their role as carers	Audit has been delayed due to functionality of HR Information System being restricted. Options be investigated and to be proposed to CESSG.	Green	

WFRC	Gender	Review all HR policies and procedures to ensure that they explicitly address the needs of transgender people and ensure transgender equality is factored into the content of all equalities training.	Review of policies and training completed as part of the review of the Gender Equality Scheme. Launch of transgender equalities policies.	A number of HR policies are currently being revised, this process includes ensuring that these policies address transgender equality and the Council's. The Council will publish a Sexual Orientation Policy Statement.	HR procedures being updated as part of HRIP will address all equalities issues. Training for managers will also include appropriate content on diversity issues. Policy statement is published on the Intranet and available to all staff.	Green
------	--------	---	--	--	--	--------------

This page is intentionally left blank

Age Equality Scheme

ONE TOWER HAMLETS

Priority	By when	By whom	Objective	Action	End of Year Monitoring	Status (Red/Amber/Green)
Building Cohesive communities	March 2012	Children and Young People's Involvement Manager, Children's Services	Explore barriers preventing diverse communities mixing in youth clubs and day centres	Implement the Youth Crime Action Plan, identifying unaffected young people on the edges of crime, and working with them their families, and schools to re-engage them with the community Extend youth service provision across the borough, with clear targets for providers on engaging young people from all of our communities	Youth Offending Team continue to work with a young person centre approach and have continued to extend prevention of crime schemes.	
			Enhance activities that bring people of different backgrounds together	Invest in young people who are gifted and talented in sport as part of Olympics and Paralympics, so that lack of funding should not deter young people from competing at club, national or international level Offer five hours of cultural activity every week to all of our children and young people through the	Olympics and Paralympics projects are being delivered with local sports clubs and making best use of the facilities and sports areas as they come	

				Find Your Talent pathfinder	online.	
A voice for young and older people.	March 2010 and annually	Director of the Tower Hamlets Partnership, Communities, Localities and Culture	Develop strategies for consulting with housebound older people	Work with Link Age Plus to identify consultations relevant to older people and put in place provision to engage housebound older people in these consultations, consultation forward plan to be reviewed every six months	Continence of LinkAge project was agreed and other projects supporting older residents have been continued such as resident wardens Ocean Estate.	
	March 2012	Commissioning Manager – Older People, Adults Health and Wellbeing	Ensure all correspondence materials relating to Linkage Plus are in appropriate standard to meet the requirements of older people.	Ensure all correspondence and publicity information are in accessible languages and format.	All communication materials for Link Age Plus are designed to meet the requirements of older people, particularly around low vision. Where specific requests are	

					<p>made these are accomodated as appropriate. The accessible DVD promoting Link Age Plus services is in the final stage of development and is scheduled to be ready for roll out to service users and key locations (such as GP surgeries) within the next six months.</p>	
	<p>March 2010</p> <p>September 2009</p>	<p>Director of the Tower Hamlets Partnership, Communities, Localities and Culture</p>	<p>Further enhance the engagement of young people in local democracy</p>	<p>Refresh Tower Hamlets Youth Partnership with young people directly elected to Local Area Partnership (LAP) steering committees and formal representation from School Councils on o partnership forums</p> <p>Enhance the involvement of young people in THP decision making structures:</p> <ul style="list-style-type: none"> • Support young mayors and 	<p>Young Mayor and Deputy Mayor elected in February 2010. Activities involving shadowing of senior officers and Members are in place.</p>	

				<p>mayoral candidates to take up positions on THP groups by April 09;</p> <ul style="list-style-type: none"> Establish linkages between LAP youth forums and LAPs 	
March 2010	Stakeholders Engagement and Participation Manager, Children's Services	Improve consultation with young people	<p>Host a Young Advocate in Children's Services for six months, to work with us on improving the ways in which we involve children and young people in decision making</p> <p>Use the skills of parents and carers to develop services, and build upon the launch of the "Family Voice" initiative, and the use of parents and young people as peer mentors</p>	<p>Programme is on target, engaging parents in a consultation process to review and develop school based provision and community access. Programmes have led to the development of parent forums/councils, parents have gone on to further learning, volunteering in their child's schools and a number has moved into employment.</p>	
March 2011	Head of Equalities and Parental Engagement, Children's Services				

	March 2012	Disabled Children's Integrated Service Manager, Children's Services	Improve inclusion of the voices of disabled children and young people	Embed the Every Disabled Child Matters charter to facilitate better inclusion of disabled children and young people in service design	Disabled children's Forum Event 18th March 2010 launched Disabled children engaged with staff training through DVDs	
--	------------	---	---	---	--	--

A PROSPEROUS COMMUNITY

Priority	By when	By whom	Objective	Action	End of Year Monitoring	Status (Red/Amber/Green)
Ending Child and Pensioner Poverty	March 2010	Access to Employment Manager, D&R	Improve the economic well being of older people and families	Develop strategies and monitor through the planned City Strategy pilot	City Strategy Pathfinder funding for strategic development reduced 31 st March 2009 and a tapered budget was provided for operation delivery.	
	March 2011	Head of Equalities and Parental	Enable parents and carers to improve their employability	Offer structured opportunities for parents and carers to build their confidence through volunteer	Accredited volunteer programmes /	

	<p>March 2010</p>	<p>Engagement, Children's Service Access to Employment Manager, D&R</p>		<p>programmes leading to employment Develop strategies and monitor through the planned City Strategy pilot</p>	<p>courses have been successfully delivered in primary and secondary schools. Parents have accessed further training, support and 51 have moved into employment. A Volunteer Guidance for schools has been developed in partnership with VCTH. City Strategy Pathfinder funding for strategic development reduced 31st March 2009 and only a quarter of the original budget was left for</p>
--	-------------------	---	--	---	--

					operational delivery. The CSP approach to worklessness and child poverty was used in Working Neighbourhood Fund commissioning managed by third sector.	
					On –going.	
					Deliver programmes that ensure young people from workless families understand and can meet the demands of the workplace	
					As part of the Economic Assessment set targets for young people	The worklessness assessment is being undertaken as part of the LEA. The LEA will help us understand workless groups including young people
					Support young people from workless families to improve employability	
					Director of Education Improvement Partnership, Children's Services	
					Access to Employment Manager, D&R	
					March 2011	
					March 2010	

					<p>and the interventions required to support them. The LEA will be completed by July 2010.</p>	
<p>Improve Educational Outcomes</p>	<p>March 2012</p>	<p>Service Head Young People and Learning, Children's Services</p>	<p>Improve the educational outcomes of young people</p>	<p>Share what works to raise qualification levels by 19 while narrowing the attainment gap for those from poorer homes.</p> <p>Ensure that all post-16 providers can demonstrate they are really helping all learners to improve and are adding at least the expected value to learner outcomes.</p> <p>Further involve our university partners in preparing more young people for higher education and support a third of young people into university at 18.</p>	<p>A range of study support programmes are in place.</p> <p>Study partnerships with QMU, TH College and secondary schools continue to support 16-19 year olds in the borough.</p>	
	<p>March 2010</p>	<p>Service Manager Looked After Children, Children's Service</p>	<p>Enhance support of young people in their transition from compulsory education into adulthood</p>	<p>Prioritise the needs of our looked after children and young carers to ensure they receive appropriate levels of advice and support about education, employment and training options</p>	<p>Every young person has a Pathway Plan completed at the age of 16, which addresses ETE options. Each young person</p>	

						also has a Personal adviser from the age of 16.	
	March 2010	Service Manager Learning Disabilities, Children's Services	Enhance the support of young disabled people in their transition from Children's Services to Adults Services	Establish an improved system to better share information across agencies to ensure timely identification and the best possible outcomes for young people with disabilities	Shared data base established		
	September 2009	Disabled Children's Integrated Service Manager, Children's Services		Facilitate person centred planning for all young people with disabilities in schools	Person centred approach adopted in targeted schools		
	September 2010	Disabilities Team Manager, Children's Services		Establish a cross directorate transitions team to ensure a seamless transition for young people with disabilities	informed by a pilot of person centred transition reviews		
Supporting Young People in the Economic Downturn	December 2009	Access to Employment & Information and Equalities, D&R	Gather data on impact of economic downturn on young people in Borough	Undertake comprehensive gap analysis of the evidence base required to support the Economic Assessment	Planning on course. Model approved by strategic group.		
	March 2010	Diversity and Equality	Enhance the opportunities for young people to get	Work through THP Diversity and Equality Network to extend work	This has been undertaken as part of the LEA process.		The DEN is going through

		Coordinator, Chief Executive's	quality work experience in the borough	experience opportunities in local public sector	<p>a refresh to streamline its membership and objectives. There are existing opportunities for young people with learning disabilities to gain work experience through the Tower Project. Once the review of the DEN is complete, this action can be revisited.</p> <p>Vocational curriculum in secondary schools has been increased and made more accessible to young people.</p> <p>Modern Apprenticeship</p>	
	March 2011	Youth and Community Services, Children's Services	Develop the workability skills of young people	Support young people to develop the skills all employers want and to get qualifications to prove it		

							s continue to be offered through local employers.
	March 2012	Youth and Community Services, Children's Services	Increase number of apprenticeships in traditional trades	Launch an additional 600 Apprenticeships across public, community and voluntary partners	Extension of Modern Apprenticeships has been continued during 2009/10.		
Provision of cultural and leisure activities	March 2010	Children and Young People's Involvement Manager	Increase range of activities available to young women	Develop activities for girls and young women as well as opportunities for young people from different ethnic backgrounds to participate in joint activities	A range of study support and leisure activities have been made available during 2009/10.		
	Commence April 2009	Leisure Contracts and Partnership Manager / Joint Head of Sports and Physical Activity, CLC		Deliver programme as part of Healthy Towns to provide women & girls swimming programme commencing April 2009 -2011			
	March 2010	Head of Strategy & Resources, Communities, Localities and Culture		Working with Muslim Women's Collective to encourage employment of Muslim women in frontline leisure	Completed. Annual target exceeded.		

Funding for training additional lifeguards has been secured through the Participatory Budgeting initiative. The Limehouse Project (lead agent for the Muslim Women's Collective, who are delivering the project) have been successful in recruiting and engaging 30 women to the first workshop, with swimming assessments taken by these women to identify skill levels. Further engagement work is

					being undertaken to expand the core training group.	
March 2010	Service Head, Youth and Community Services, Children's Services	Enhance support for vulnerable young people to participate in leisure and cultural activities	Provide COOL cards for young carers to help them access leisure and cultural activities		The COOL card system continues to support young carers.	
By July 2011	Head of Tower Hamlets Arts and Music Education Service, Children's Services	Enable young people to access cultural activities	Develop a cultural offer for all children, young people and their families which is reflected in the curriculum, optimising the additional opportunities presented by being part of the national Find Your Talent programme		The Find Your Talent programme was on offer in 2009/10.	
By July 2011	Head of Tower Hamlets Arts and Music Education Service, Children's Services	Improve open space play opportunities	Improve and extend 28 playgrounds in the borough, offering more positive activities for the 0-3 year age group and their families through the Play Pathfinder		Sure Start and nursery schools have extended the range of outdoor activities for the 0-3 year age group.	
March 2010	Leisure Contracts and Partnership Manager	Enhance range of activities available to older men	Deliver range of Young @ Heart programmes targeted at over 50s includes darts, dominoes, bowls		Completed - Membership of the Young @ Heart programme	

			Joint Head of Sports and Physical Activity, Communities, Localities and Culture				reached 122 and attendances reached 2336.	
--	--	--	---	--	--	--	---	--

A GREAT PLACE TO LIVE

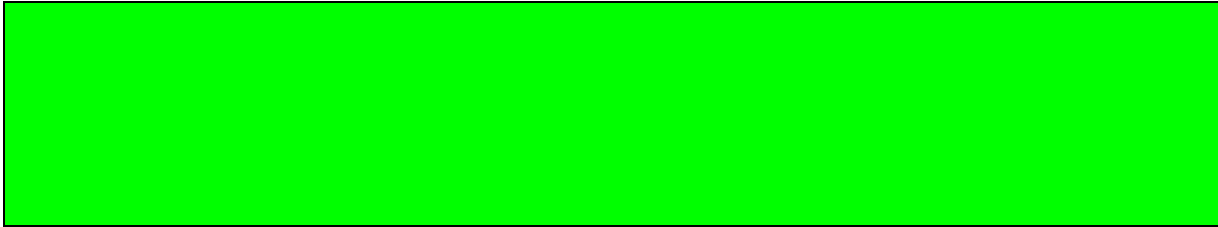
Priority	By when	By whom	Objective	Action	End of Year Monitoring	Status (Red/Amber/Green)
Reduce Overcrowding	March 2010 March 2010	Housing Strategy Team, D&R	Increase the supply of affordable family housing	Raise issue with RSLs through the Housing Forum and review as part of Housing Strategy and Lettings Policy and Service review Visit 200 overcrowded households across Tower Hamlets, advise them on the bidding process and housing options available to them. Monitor outcomes by E&D strands	All severely overcrowded council households have had a home visit to discuss housing options. RSL's have agreed to visit all severely overcrowded households this year.	
Supporting	March	Strategic	Improve the extent to	Publish LDF targets for all new	Interim	

independent living	2010	Planning, D&R	which older people can remain in their own home throughout their lifetime	dwellings built to Lifetime Homes Standards within the Annual Monitoring Report	<p>Planning Guidance policy HSG9 sets a target of a minimum of 10% of all housing being wheelchair accessible or easily adaptable for residents who are wheelchair users.</p>	
	October 2009	Service Head Older People and Homelessness, Adults Health and Wellbeing		Develop Re-enablement Service	<p>The initial Hospital Discharge Service has now been implemented in two phases - the Royal London from April 2009 and Mile End Hospital from October 2009. This is an intake service for individuals with a new or increased care package who</p>	

				<p>would previously have received traditional homecare. Initial indications suggest that recipients of the six week short term intensive support programme enjoy increased independence as a result. From April 2010 reablement will be rolled out to all community teams.</p>	
	<p>March 2010</p>	<p>Commissioning Manager, Older People Adults Health and Wellbeing</p>	<p>Further development of extra care shelter housing</p>	<p>Two further extra care shelter housing projects are being developed, including provision at the Peabody</p>	

					Trusts' next to the Sundial Centre and at St Thomas, thus increasing the overall range of provision that will be on offer in the borough.	
March 2010	Joint Commissioning Manager, Learning Disabilities / Head of Finance, Adults Health and Wellbeing	Implement transformation of Social Care through personalisation	Introduce personal budgets and Resource Allocation System (RAS)	The Personal Budget Trial Groups scheduled to be in place are now operational, including the Older People's Trial Group.		
March 2010	Joint Commissioning Manager, Learning Disabilities & Head of Finance, Adults Health and Wellbeing	Implement Transformation of Social Care through personalisation.	Introduce personal budgets and Resource Allocation System (RAS)	The Personal Budget Trial Groups scheduled to be in place are now operational, including the Older People's Trial Group.		
			Monitor personalisation agenda	It is too early to		

					report on the learning from the Older People's Trial Group, but this work continues to feed into the personalisation agenda.	
					The work to develop financial systems is ongoing as part of the personalisation agenda.	
					As part of the Directorate's improvement plan an advocacy strategy to support the Directorate's commitment to make advocacy for older people available as part of its 'universal offer' is currently	
					and its impact on older people's choices	
					Put in place financial systems to facilitate introduction of personal budgets, including developing new approach to budget allocation and planning	
					Develop approach to universal advice, information and advocacy service	
					Enhance provision of advocacy and advice to older people, particularly those who may be vulnerable or 'hard to reach'	
					Joint Commissioning Manager, Learning Disabilities & Head of Finance, Adults Health and Wellbeing	
					September 2009	



being developed. This strategy is accross all client groups and does not simply focus on the needs of older people.

In addition to the advocacy strategy, we are undertaking a needs analysis for information and advice across client groups.

Both pieces of work will be in place to inform the review of Third Sector commissioning that is currently underway. Milestones for the advocacy strategy development

					<p>are:</p> <p>Needs analysis conducted - April 2010 Analysis of current provision - May 2010 Identify best practice - June 2010 Strategy developed - July 2010 Completed.</p>	
	<p>March 2010</p>	<p>Travel Awareness Officer, Communities, Localities and Culture</p>	<p>Improve the accessibility of public transportation, particularly in the run up to the 2012 Olympic Games</p>	<p>Deliver accessibility-driven 'Getting Around' day which seeks to improve disabled users' knowledge of the transport options in the Borough.</p>		
<p>Out and about</p>	<p>March 2010</p>	<p>Service Head, Environmental Control, Communities, Localities and Culture</p>	<p>Enhance the provision of free accessible public toilets in the borough</p>	<p>Complete a feasibility study for the introduction of a Community Toilets scheme.</p>	<p>Preparatory work has continued throughout the year and preliminary research into potential sites within the borough's markets has been</p>	

						undertaken. The feasibility study will be completed by June 10 as part of the Activity - 'Improve access for disabled people to safe, clean and suitable public toilet facilities (DSE draft 2010-13 Action Plan).	
						Directorate does not currently have a night time economy strategy and there are no plans to undertake one at this time.	
					Prepare and publish Night Time Economy Strategy		
					Ensure redevelopment creates 'safe' environments particularly at night		
				Strategic Planning, D&R			
			March 2010				

A SAFE AND SUPPORTIVE COMMUNITY

Priority	By when	By whom	Objective	Action	End of Year Monitoring	Status (Red/Amber/Green)
----------	---------	---------	-----------	--------	------------------------	--------------------------

<p>Reducing Fear of Crime</p>	<p>March 2010</p>	<p>Community Safety Service CCTV & Operations Team, Communities, Localities and Culture</p>	<p>Increase older and young people's confidence to go out after dark</p>	<p>Conduct feasibility study on visible enforcement options for out-of-office hours at problem areas.</p>	<p>16 THEOs now recruited and patrolling LBTH. The joint tasking of CLC staff and partners is now fully operational. The public attitude survey indicates improvement of confidence at 68% and work is now progressing with THH to increase THEOs patrols in the estates.</p>	
	<p>March 2010</p>		<p>Reduce older and young people's fear of crime</p>	<p>As above, including communication strategy to ensure these groups are targeted</p>	<p>The Metropolitan Police has now recruited a new communications manager who has commenced work in the borough. From April</p>	

<p>Tackling Anti-Social Behaviour</p>	<p>March 2011</p>	<p>Stakeholder Engagement and Participation Manager, Children's Services</p>	<p>Tackle negative perceptions of young people, particularly their association with anti-social behaviour</p>	<p>Working with the Communications Team office and youth services, we actively promote positive imagery of young people in the media and campaigns including images of disabled young people</p>	<p>2010 there will be a formalised partnership process that includes Police, LBTH Corporate, and CLC communication to address these issues.</p>	<p></p>
<p></p>	<p>March 2010</p>	<p>CCTV & Operations Team, Community Safety Service, Communities, Localities and Culture</p>	<p>Monitor impact of anti-social behaviour measures on young men, particularly those from minority ethnic backgrounds</p>	<p>Generate baseline data for equalities profile of victims and perpetrators of anti-social behaviour</p>	<p>The Behaviour Improvement Team in CSF continues to address these issues, working progressively with schools.</p>	<p></p>
<p></p>	<p></p>	<p></p>	<p></p>	<p></p>	<p>Work has been carried out to ensure that THH and LBTH use databases for recording ASB in a consistent and structured way that will allow a more accurate</p>	<p></p>

						reporting of this data. Bi-monthly reports will be produced for management information from April 2010.	
--	--	--	--	--	--	---	--

A HEALTHY COMMUNITY

Priority	By when	By whom	Objectives	Actions	End of Year Monitoring	Status (Red/Amber/Green)
Mental and Emotional Health	March 2010	Service Head Disabilities and Health, AHWB	Monitor the implementation of the Deprivation of Liberty Safeguards, working in partnership with PCT	Quarterly monitoring of best interest assessments	The Mental Capacity Act and Deprivation of Liberty Local Implementation Network has been meeting regularly to monitor the best interest assessments. There have been a lower number of these	

March 2010	Children's Centres Strategic Manager / Joint Head, Extended Services, Children's Services	Increase awareness of mental health issues for older and young people	Ensure that mental health promotion is embedded in the work of Children's Centres and through extended schools	assessments than previously expected.					
March 2010	Head of Support for Learning Service / Manager Children and Adult Mental Health		Ensure protocols support joint working across children's and adults' mental health services	Joint protocol agreed between children's and adult's services to ensure adults' services are aware of how to access children's services and vice versa. Issue will also be addressed as part of current review of Emotional Wellbeing Strategy review and Family Wellbeing Model Consultation. Children's Centres have allocated workers from Adult Physch, CAMHS & Ed Physch					

					<p>Centres are increasing links with the adult mental health team including work with named mental health co-ordinators for individual families. Adult Psychologists facilitated 'Raising Happy Babies' courses which focussed on mental well being in new mothers and their babies.</p>	
	<p>March 2010</p>	<p>Service Head, Older People and Homelessnes s, Adults Health and Wellbeing Diversity and Equality Team, Chief</p>	<p>Enhance measures to tackle the social isolation of older people with particular focus on LGBT older people</p>	<p>Work with the Older People's Partnership Board and LGBT Community Forum to support the Older People's LGBT Group</p>	<p>The AHWB Transformation Board has agreed on a RAS methodology, and as at December 2009, the RAS calculation is being further</p>	

						developed (in accordance with accepted national practice).	
	March 2011	Children and Adolescent Mental Health Services, Children's Services	Improve the accessibility of mental health services for young people	Deliver services in more accessible settings in the community such as Children's Centres, schools and GP surgeries	The model of a "Team Around the School" approach to delivering services to schools is being considered to support budget planning for 2011.		
Dementia	December 2009	Service Head, Disability and Health, Adults Health and Wellbeing	In partnership with PCT and Mental Health Trust, develop a strategy to meet the needs of people with dementia and their carers, including better assessment, early diagnosis and longer-term support and care	Complete a Dementia Strategy in line with the new national Dementia Strategy	Work on the strategy is ongoing with NHS Tower Hamlets and partners to produce a Joint Commissioning Strategy. As part of the process consultation with colleagues and key service users been		

					conducted to help inform the strategy. It is envisaged that the completion will be in April 2010.	
Active opportunities for older people	March 2010	Sports Development Team, Cultural Services, Communities, Localities and Culture	Improve access to leisure facilities	Deliver range of Young @ Heart programmes targeted at over 50's (Community Investment Fund Programme)	Completed - Membership of the Young @ Heart programme reached 122 and attendances reached 2336.	
TD 09 08	October 2009	Parks & Play, Cultural Services, Communities, Localities and Culture	Enhance older people's feelings of safety in open spaces	Identification of crime reduction and security priorities for parks and open spaces	Completed in previous quarter – no further update.	
Tackling Childhood Obesity	March 2010 March 2010	Joint Head Extended Services, Children's Services Travel Awareness Officer, Communities,	Provide increased support for walking and cycling	Provide increased and improved walking and cycling routes and more support for walking and cycling through Healthy Schools and community initiatives	The Healthy Schools programme completed a EqIA which included information on the increasing number of participants in the	

March 2011	Localities and Culture School Travel Advisor, Communities, Localities and Culture				Development and progression of PCT-funded Bike It project to encourage cycling to school, currently in Year 1 of 3 year programme	Completed.	
March 2010	Project Manager Safety and Sustainability / Travel Awareness Officer, Communities, Localities and Culture				Development of School Travel Plan process so that each and every school has a Travel Plan encouraging sustainable, healthy modes of travel	Completed.	
					Cycle training programme rolled out to numerous schools each year in the Borough (approximately 1,500 pupils per year)	Completed.	
September 2010	Head of Contract Services, Children's Services	Improve the choices of healthy food available			Offer healthier food choices in children's centres, schools, leisure and community centres, shops, cafes, restaurants and take-aways through incentive and award schemes	All schools who are served by CS have menus that meet or exceed the Government's tough new guidelines (Raines, Sir John Cass and	

					<p>Swanlea operate their own catering services). The PCT has been doing work with shops, takeaways as this are is not covered by CS. New menus for April 2010 will continue to be of the same standard.</p> <p>Programme is being successfully delivered in children centres and schools. The Working with Parents (WWP) Directory / Healthy Weight, Healthy Lives - has been distributed across Children,</p>	
					<p>Build health into existing and new parenting programmes to boost skills, knowledge and confidence and influence home environments</p>	
					<p>Enhance the skills, knowledge and confidence of families to live healthily</p>	
					<p>Head of Equalities and Parental Engagement / Project Manager, Children's Services</p>	
					<p>March 2011</p>	

	<p>Schools & Families Directorate, 3rd sector voluntary organisations. Further developments to include training for SFSC facilitators in Healthy living & SRE.</p>				<p>March 2010</p>	
	<p>The Parental Engagement programme and Healthy Schools initiative have shown positive results in supporting children and families to manage diet and weight reduction.</p>	<p>Expand and build on our targeted and specialist provision to support children and families with identified weight management needs, including a new early intervention service for families where one or both parents is overweight or obese</p>	<p>Expand targeted and specialist provision to support children and families with identified weight management needs</p>	<p>Skills for Families Coordinator, Children's Services</p>		

PROMOTING AGE EQUALITY AS AN EMPLOYER

Priority	By when	By whom	Objectives	Actions	End of Year Monitoring	Status (Red/Amber/Green)
A Workforce to Reflect the Community	September 2009	HR Manager, Operations, Resources	Ensure employees and managers are aware of the Council's policy on retention of staff beyond the age of 65	Include item in Managers Briefing to remind managers and staff of content of the Council's Age Discrimination policy	Awareness of facilities raised through internal communication s as planned. No issues emerged from 2009 Staff Survey in relation age.	
	April 2009	Joint Assistant Director of Organisational Development, Resources	Further develop the representation of diverse ages in the Council	Outline proposals in Workforce to Reflect the Community report to Cabinet	The number of apprenticeship and graduate scheme places have been increased during 2009/10 to ensure	

					opportunities are available to younger people.	
March 2010	Joint Assistant Director of Organisational Development, Resources	Promote availability of training and promotion to all members of staff	Publicise opportunities through regular emails to staff on course availability and including items in Pulling Together and Managers Briefing	Availability of training courses published to all staff through internal communications. Managers also discuss training needs with staff as part of PDR and 1-1 meetings.		
March 2010	HR Manager, Operations, Resources	Explore the reasons why applicants aged 21- 24 years are not getting short listed for roles	Review and analyse recruitment statistics in annual Equality Schemes Employment Monitoring Report and analysis of findings and recommendations presented to CESG.	Presentation on the analysis of the Staff Surveys has been presented to CESG and to a range of Staff Forums.		

This page is intentionally left blank

Appendix 3

GENDER EQUALITY SCHEME 2007 – 10

Theme 1: Crime, Violence and Anti-Social Behaviour						Status (Red, amber, green)
Objective	Date	Responsibility	Action	Monitoring 2008/09	End of Year Monitoring 2009/10	
Further develop gender and culturally appropriate responses to domestic and sexual violence	Apr-09	Head of Community Safety - Andy Bamber (CLC)	Adapt the DV team community education programme to address the needs of young women	In 2007/8 three programmes were delivered to young women by the Domestic Violence team.	The Domestic Violence Team have extended their activities during 2009/10 and have continued to provide preventative programmes throughout to reduce domestic violent, such as Warrior Women.	
Develop gender and culturally appropriate responses to anti-social behaviour activities	Apr-09	Head of Community Safety - Andy Bamber (CLC)	To monitor and improve further drug and alcohol services available to women	The Drug & Alcohol Action Team has identified funding for Blood Borne Virus service in Isis, the women's drug service and is increasing harm reduction provision within the service; a prescribing service commenced in quarter 1 for opiate dependent women. Dedicated women's events were held during the Tackling Drugs Week. A joint	Completed April 09 - no further update.	

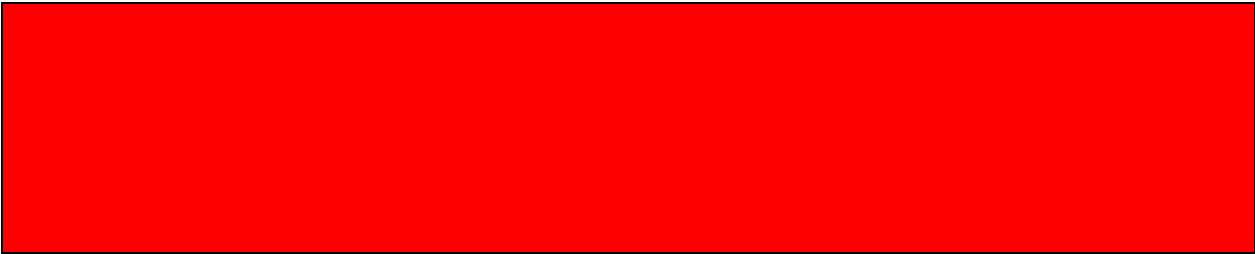
<p>Enhance services to reduce the number of female offenders</p>	<p>Apr-09</p>	<p>Head of Community Safety - Andy Bamber (CLC)</p>	<p>To maintain and develop initiatives to reduce the incidence of prostitution in the borough including the Safe Exit programme</p>	<p>This quarters figures indicate 28 cases this month with a 58% success rate. Down on previous quarters but still within target.</p>	<p>Completed April 09 - no further update.</p>	
<p>Reduce the incidence of re-offending by</p>	<p>Apr-09</p>	<p>Head of Community Safety - Andy Bamber (CLC)</p>	<p>Support and develop the Looking Out</p>	<p>The service has worked with 55 cases from 75 referrals to</p>	<p>Completed April 09 - no further update.</p>	
				<p>working initiative has been developed between Isis and Hopetown Hostel to support women who are most at risk. Targeted outreach will be incorporated into the service specification for the reconfigured alcohol service in the borough. Enhanced service for alcohol is being developed which will ensure that women seeking help for alcohol dependency can undergo detox safely in the community.</p>	<p>Completed April 09 - no further update.</p>	

women known to the criminal justice system		service in Holloway Prison	date. Referrals are down slightly but the take up rate for this quarter is 100%		
Theme 2: Access to buildings and services					
Ensure gender issues are considered in the physical design and development of facilities / services	Apr-08	Service Head Scrutiny and Equalities - Michael Keating (CEX)	Develop guidance on how to consider gender issues within service redesign	Guidance incorporated within revised EqIA guidance used by all services to assess the impact of development of new services and changes to policy and procedures.	EqlA action plan and recommendations continue to be utilised within design of buildings and housing.
	Apr-08	Service Head Scrutiny and Equalities - Michael Keating (CEX)	Design and Access statements required for all planning applications, except for household applications	All planning applications contain Design and Access comments	Every application where a design and access statement is required will not be validated until this is received.
	April 2008 and	Service Head Development Decisions - Michael	Ensure that communities are engaging	SCI has received approval from the Planning Inspectorate	SCI approved and in use. The Consultation Planning and Engagement role links

	ongoing	Kiely (D&R)	in the planning process, as set out in the Statement of Community Involvement	and is now subject to final Cabinet approval. It is now being used to guide community engagement on all planning matters.	to the strategic partnership. Equalities issues are dealt with as part of fulfilling the objectives of the SCI and delivery of this function.	
Ensure gender issues are considered in the day-to-day delivery of services	April 2008 and annually		To review the Council's programme of Equality Impact Assessments to ensure it covers the high priority services identified from the consultation on the Gender Equality Scheme	A revised Test of Relevance was produced in March 2008 which assessed all services and functions for impact across all six equality strands, including priorities contained in all three equality schemes.	There are over 100 completed EqIAs where all equality strands (including gender) have been progressed.	
Ensure vulnerable women and men have access to safe and appropriate housing	Apr-09	Service Head Scrutiny and Equalities - Michael Keating (CEX)	Develop a programme of action to reduce the numbers of homeless men	Detailed developments in place for single homeless client group including on-going development of Housing Options and Support Team, more proactive and coordinated approach to rough sleeping, and plans to increase capacity of local	Homeless EqIA Strategy considered the issues of teenage parents, women fleeing domestic violence and women with complex needs and proposed a number of recommendations for improvement of services.	

<p>To improve the life expectancy of men and women in the borough</p>	<p>Apr-09</p>	<p>Strategy Manager Adults Health and Wellbeing - David Baker (AHWB)</p>	<p>To increase life expectancy in the borough by 10 years and reduce the gap to the national average. This includes action around cardiovascular conditions, coronary heart disease, cancer, breast cancer and cervical screening,</p>	<p>outreach service. A key action within the new Homelessness Strategy 2008-13, to include review of drugs and health services for homeless women. Homeless Strategy also contains a range of measures on increasing support to teenage parents, women fleeing domestic violence, and women with complex needs. Awaiting response from the PCT</p>		
					<p>A Vascular Check Programme was rolled out across Borough between April 2009-March 2010 . The Vascular Check Programme aims to screen all people from 40-74 for vascular risk over a 5 year time (prioritising highest risk) Over 3,000 screenings were undertaken in 09/10 during phased roll out of service. Now part of network-based care package. Pilot of digital tools due to launch June 10 to assist with</p>	

			<p>smoking and diabetes</p>	<p>screening in different settings</p> <p>In addition to the Diabetes Care Package going live (Wave 1 in September 2009, Wave 2 in January 2010 and Wave 3 in April 2010) the following were implemented from November 2009 to ensure the CSP target was achieved:</p> <p>The diabetes specialist nurses were commissioned to run clinics in the lowest performing practices, helping to identify patients for review and providing practices with additional resources to undertake the review consultations</p> <p>Close monitoring (weekly) of number of Hba1c blood tests taken and results achieved was undertaken</p> <p>DIU, commissioning and public health met fortnightly to review achievement</p> <p>CEG provided weekly LDP data specific to this target</p> <p>Care Package Dashboard data was crosschecked with LDP data to ensure</p>	
--	--	--	-----------------------------	---	--



consistency
Hba1c data and performance was shared with practices

A diabetes's Performance dashboard has been developed that reports monthly, and shared with the networks and Commissioners.

Four Cancer Locality Facilitators and a dedicated advocacy service are in place working with GPs to increase the uptake of breast, cervical and bowel screening programmes through (i) increasing the effectiveness of screening programmes (ii) health promotion and (iii) support for commissioned community groups to deliver outreach.

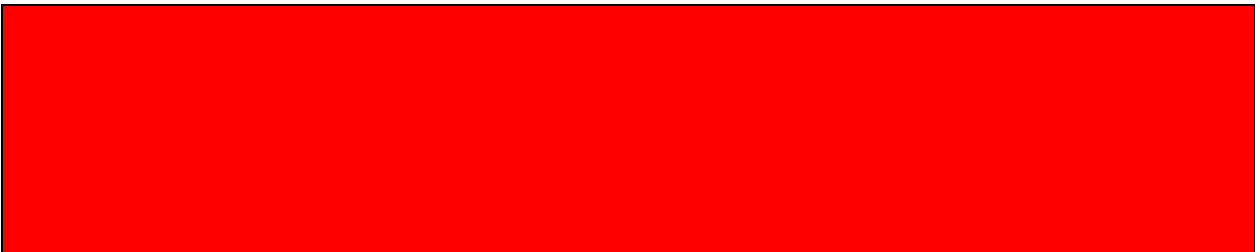
In collaboration with other NEL PCTs, we commissioned research using validated tools (the Cancer Awareness Measure and the Breast

Cancer Awareness Measure) into public awareness of cancer symptoms, and in particular women's awareness of breast cancer. The findings of a survey of 4,500 people, along with the results of an audit of referrals by GPs of new cancer cases will be shared at a workshop on 27 May 2010. These, and early Tower Hamlets social marketing research into public awareness of cancer are informing planned interventions to improve early detection of cancer by (i) increasing public awareness about possible symptoms of cancer, the need to report them early and to attend screening (ii) identifying and removing delays in primary care which contribute to later diagnosis.

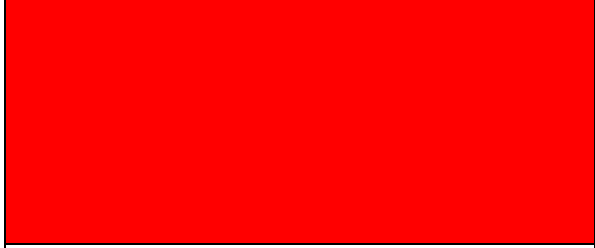
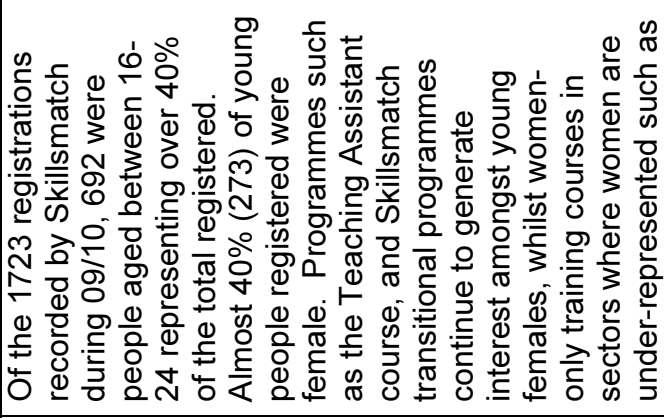
As at quarter 3 of 2009/10, 2050 people had quit smoking (1033 standardised figure), which is close to the 2009/10

annual target of 1043. This measure defines quitters as those who have stopped smoking for a period of at least 4 weeks.

There has been good progress against each of the five major workstreams included within the Delivery Plan.



Theme 3: Health Inequalities and Health Promotion						
Improve access to health services	Apr-09	Director of Public Health Tower Hamlets PCT - Ian Basnett (PCT)	To develop targeted initiatives to raise awareness of men's health issues and encourage greater use of health services by men	Awaiting response from the PCT	<p>A targeted social marketing campaign for Bangladeshi men was completed in 2009/10. The final evaluation report has been produced and it has generated increase in referrals (by 30%)</p> <p>Project is continuing working with Bangladeshi small businesses.</p> <p>Generated 87 referrals to cessation services</p> <p>A wide range of targeted activity programmes have been rolled out over the last year focussing on weight management, GP exercise referral, subsidised leisure centre use, as well as initiatives to address environmental barriers to increased physical activity.</p> <p>Progress has also been made in strengthening the role of the Tower Hamlets Community and Sports</p>	

<p>Improve economic inactivity rates across the borough and monitor to ensure these are reflective of the local population</p>	<p>Apr-08</p>	<p>Director of Public Health Tower Hamlets PCT - Ian Basnett (PCT)</p>	<p>To monitor the gender profile of young people accessing employment through the Skillsmatch programme to ensure that this group is reflective of the local community.</p> <p>To monitor the extent to which clients</p>	<p>All Skillsmatch and Core Plus data is disaggregated by gender and reported on a quarterly basis.</p> <p>Awaiting response from D&R.</p>	<p>Activities Network (CSPAN) with the development of an action plan that includes input from a wide range of services.</p>	
				<p>Of the 1723 registrations recorded by Skillsmatch during 09/10, 692 were people aged between 16-24 representing over 40% of the total registered. Almost 40% (273) of young people registered were female. Programmes such as the Teaching Assistant course, and Skillsmatch transitional programmes continue to generate interest amongst young females, whilst women-only training courses in sectors where women are under-represented such as</p>		

<p>Improve the economic wellbeing of older men and women</p>	<p>Apr-08</p>	<p>Director of Public Health Tower Hamlets PCT - Ian Basnett (PCT)</p>	<p>accessing employment via Job Centre Plus services are reflective of the local community and to ensure that refreshed LAA delivery strategy addresses any under representation of gender groups.</p> <p>Commission independent research into labour market decisions of workless women in the borough</p> <p>To review and improve benefit advice for older men and women</p>	<p>Specification for the research has been produced and funding decisions are awaited.</p> <p>Review completed as part of the Best Value Review of Older People's Services</p>	<p>construction/security have also helped to achieve these results.</p> <p>City Strategy Pathfinder funding for strategic development reduced 31st March 2009 and only a quarter of the original budget was left for operational delivery. The CSP approach to worklessness and child poverty was used in Working Neighbourhood Fund commissioning managed by third sector.</p>	<p></p>
<p></p>						

			To work through the Link Age Plus initiative to tackle older men's isolation	This work will continue following agreement by LBTH Cabinet and Tower Hamlets PCT to jointly fund the LinkAge Plus partnership.		
Theme 4: Economic Inactivity and Employment						
Extend flexible working for men and women and access to suitable childcare	Apr-08	Access to Employment Manager - Nick Smales (D&R)	Implement a flexible working policy Review the take-up of childcare places in the borough to identify local issues and barriers	Flexible working policies were implemented in 2006. Childcare Audit proposals were sent to Government Office for London on 19th August 08.	Completed in April 2009	
Address any potential gender equality in pay	Apr-09	Access to Employment Manager - Nick Smales (D&R)	As part of the Single Status Agreement, implement a new job evaluation scheme which will be non-	New GLPC diversity proof job evaluation scheme implemented with effect from 1 April 2007.	Completed April 2007	

			<p>gender biased.</p> <p>Following implementation of new job evaluation scheme, undertake an Equality Impact Audit across the Council</p>		
<p>Open up traditionally male / female occupations</p>	<p>Apr-08</p>	<p>Head of Accountability and External Funding - Dave Clark (D&R)</p> <p>Service Head Commissioning and Strategy - Barbara Disney (AHWB)</p>	<p>Consider the development of a revised brand for recruitment for both the Council and the PCT. In particular, focus on traditionally female jobs in social care and health and opening these up for men and all sections of the community</p>	<p>The Workforce to Reflect the Community report action plan includes a joint approach between the Council and the PCT by establishing a brand that is targeted at local recruitment via East End Life. Action scheduled for completion by August 2008.</p>	<p>Completed in April 2008</p>

<p>Improve educational outcomes and address under-achievement of boys</p>	<p>Apr-08</p>	<p>Directors of Human Resources - Steve James (HR) Service Head Early Years, Children and Learning - Monica Forty (CS)</p>	<p>To develop further initiatives to narrow the attainment gap between girls and boys</p>	<p>Parents as Partners in Early Learning continuation project staff appointed</p>	<p>Completed in April 2008. Significant improvements made and data shows a closing attainment gap between boys and girls</p>	
<p>Improve the participation of men in Lifelong Learning activities</p>	<p>Apr-08</p>	<p>Directors of Human Resources - Steve James (HR) Single Status and Pay change implemented in May 2008. The Equal Pay audit will be completed by April 2009.</p>	<p>To develop further initiatives to improve the take-up by men of Lifelong Learning opportunities including the Idea Store 'Bangladeshi Men's Forum'</p>	<p>Male participation in adult education classes is approximately 30% of the total. This reflects the national position where, despite declining numbers, women outnumber men. Marketing and promotion of Lifelong Learning includes careful use of images that reflect the population of Tower Hamlets and show both men and women. During 2008 consultation has taken place with both</p>	<p>In 2009/10 an EqIA on accessibility was carried out which specifically looked at participation rates of male learners which so far in the 09/10 academic year show a further decline. As part of the EqIA a survey of male schools leavers was carried out to identify the reasons why and what kind of programmes might be attractive to men. The resulting action plan includes activity to improve the participation of these groups as well as further work to analyse the causes of under-representation.</p>	

				<p>learners and non-learners to identify possible courses that may be of interest to different groups although the more enthusiastic respondents were again women. In 2009, with European Integration Funding, an ESOL course targeting men in low - skill employment will be piloted. At Whitechapel Idea Store, there is a weekly current affairs discussion group - Din Kal - held in Bengali that attracts mainly older Bengali men.</p>	<p>The Din Kal now takes place at Christ Street Idea Store as well as Whitechapel Idea Store.</p>	
<p>Improve the participation of girls in extra-curricular activities (particularly Bangladeshi girls)</p>	<p>April 2008 and ongoing</p>	<p>Directors of Human Resources - Steve James (HR)</p>	<p>To offer programmes of activities more appealing to young women in all youth centres To maintain and extend girl and young women only</p>	<p>Many new programmes and activities are operating specifically targeting girls and young women and there has been an increase in the proportion of applications to the Youth Opportunity Fund for activities</p>	<p>Completed.</p>	

<p>Page 121</p>			<p>sessions at youth centres</p> <p>To provide training for youth work staff and volunteers in working effectively with young women</p> <p>To convene a support network for youth work staff and volunteers working with young women</p> <p>To deliver a series of youth participation and empowerment activities for young women to celebrate International Women's Day and shape future actions</p>	<p>specific to young women. The How to Work with Young Women good practice guide has been re-circulated including guidance for staff on activities to engage young women</p> <p>Youth work contracted providers have been set targets to increase the proportion of young women worked with over 2008/09. There are young women only sessions operating in at least one youth centre per LAP area and new young women only sessions have opened at Haileybury Youth Centre, Swansea Youth Project and George Greens School since April 2008.</p> <p>The Young Women's Development Worker has been supporting youth work managers</p>		
-----------------	--	--	---	--	--	--

in LAPs 4 and 8 in developing work with young women since April 2008. Through the Youth Work Training Forum 3 youth projects have been identified for specific training and support for September 2008 - March 2009.

The Work with Young Women Network continues to operate to support youth work staff and volunteers working with young women. A review of progress to date is scheduled for September 2008 which may result in some changes to the format of the network.

A number of events were held across the borough to celebrate International Women's Day including several held by young women's groups. The LBTH Young

				<p>Women's event attracted over 150 young women who participated in a range of activities on the theme of 'raising aspirations'. Feedback gained from young women at the event has fed into the action plan for the Work with Young Women Network.</p>	
--	--	--	--	--	--

Theme 5: Improve achievement, inclusion and participation of girls, boys, women and men in children's wellbeing, education and personal development

<p>Improve the availability of English as a Second Language (ESOL, English for Speakers of Other Languages) classes for women</p>	<p>Apr-08</p>	<p>Service Head Young People and Learning / Service Head Early Years, Children and Learning - Carmel Littleton / Monica Forty (CS)</p>	<p>Review existing provision and seek to extend the number of learning opportunities available for women</p>	<p>The most recent self-assessment report for Lifelong Learning shows that Bangladeshi learners are generally under represented on courses against the general ethnic mix of the population as a whole although patterns of enrolment also show that there are more Bangladeshi learners involved in Skills for Life, Family</p>	<p>Current participation rates of women taking ESOL classes is 87% . ESOL classes are placed in venues which are safe learning spaces for women such as schools, community venues and children's centres. This keep the numbers of women participating high, however this has an adverse effect on numbers of male participants.</p>
---	---------------	--	--	--	--

<p>Improve the representation</p>	<p>April 2008</p>	<p>Service Head Young People and Learning /</p>	<p>Sustain and extend the</p>	<p>Learning, ICT and Languages than in other curriculum areas. Apart from one course targeting men, the majority of participants on Skills for Life courses are women, most from a Bangladeshi background. Marketing and promotion of Lifelong Learning includes careful use of images that reflect the population of Tower Hamlets. The amount of ESOL provision is limited to levels that the LSC will fund (it is a static budget) and resources from elsewhere which are limited. Two additional courses were supported for a term through the City Strategy Partnership and this will continue for a further two terms.</p>	<p>Website refreshed. Women Councillor</p>	<p>Completed in April 2008</p>
-----------------------------------	-------------------	---	-------------------------------	---	--	--------------------------------

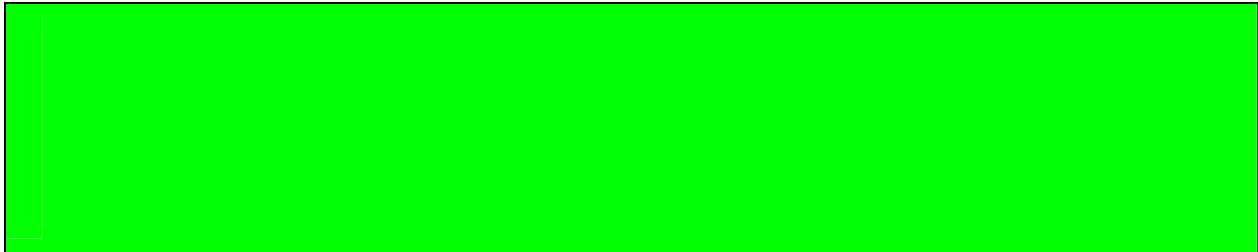
of women in democratic processes and positions of influence	and annually	Service Head Early Years, Children and Learning - Carmel Littleton / Monica Forty (CS)	Women into Public Life initiative including encouraging women to become councillors, magistrates and lay visitors	Recruitment event held (this is now managed by Beverley McKenzie in Democratic Services).	
Examine potential opportunities for community cohesion activities around gender	Apr-08	Head of Youth and Community Learning - Mary Durkin (CS)	To explore the potential for International Women's Week and other festivals to adopt community cohesion as the main theme	Researchers from the University of East London attended International Women's Week events to assess the extent to which these events provided an opportunity for bridging activities between equalities groups. Recommendations of the report will be built into funding criteria for next year's International Women's Week events.	Completed in April 2008
Improve the participation of transgender people in public life	Apr-08	Head of Youth and Community Learning - Mary Durkin (CS)	To develop a programme of further consultation with the LGBT Community	The LGBT Community Forum actively seek to engage with transgender people through both regular meetings and events.	Completed in April 2008

			<p>and Staff Forums and other relevant organisations to identify key barriers and issues</p>	<p>To further strengthen this work the Metro Centre has been commissioned to undertake a needs assessment of the LGBT community in the borough and this will include an analysis of how transgender people can be better supported to access opportunities to engage in public life.</p>		
<p>To increase the involvement of Fathers / male carers and LGBT parents in their children's education and wellbeing</p>	<p>Apr-08</p>	<p>Head of Youth and Community Learning - Mary Durkin (CS)</p>	<p>Review good practice initiatives aimed at getting greater involvement of fathers / male carers in children's education</p> <p>Raise awareness of staff in schools and early years settings of ways of engaging with LGBT parents</p>	<p>We achieved the recruitment of men into the Teaching Taster courses run last autumn. Strengthening Families Strengthening Communities parenting programme targeting fathers ran at Whitechapel Idea Store in September - December 2007 as part of a campaign to highlight the needs of fathers.</p>	<p>Complete in April 2009</p>	

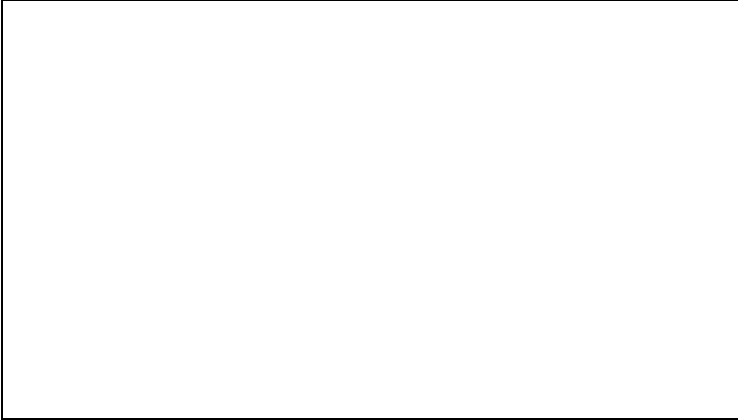
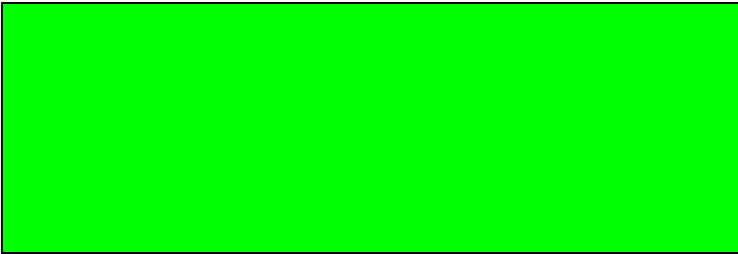
--	--	--	--	--	--	--	--

Theme 6: Participation in Public Life							
<p>Review our monitoring arrangements and existing policies for compliance with the Gender Duty</p>	<p>Apr-08</p>	<p>Consultation and Involvement Manager - Shanara Matin (CEX)</p>	<p>To revise the Council's monitoring arrangements and guidance to make sure services monitor and consider the inter-relationship between gender and other diversity strands</p>	<p>The Monitoring Guidance for staff was revised in March 2008, incorporating advice from <i>Press For Change</i> (a transgender support group) on the correct terminology to use in relation to transgender people. Actions arising from the EQIA are being monitored and implemented as part</p>	<p>Completed.</p> <p>HR procedures being updated as part of HRIP will address all equalities issues. Training for managers will also include appropriate content on diversity issues. Policy statement is published on the intranet and available to all staff.</p>		

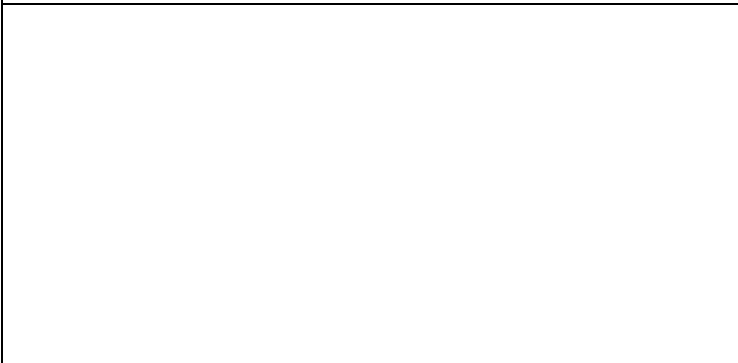
<p>Page 128</p>			<p>To implement fully the Equalities Impact Assessment on the Council's procurement</p> <p>To raise awareness and work with contractors to ensure compliance</p> <p>To review existing diversity policies and statements to ensure compliance with the Gender Duty</p>	<p>of the Equalities Review of Procurement. This has been delayed due to staff changes.</p> <p>Work is currently being undertaken with Comensura to ensure compliance in monitoring across six equality strands in order to produce a report on the equalities profile of temporary staff to inform the refresh of Workforce to Reflect the Community strategy. The system will be reconfigured to capture equalities data by October 2008, with the first monitoring report produced by March 2009.</p> <p>HR diversity policies and statements currently being reviewed.</p>		
-----------------	--	--	--	--	--	--

<p>Improve consultation and engagement with women, men and transgender people</p>	<p>Apr-08</p>	<p>Consultation and Involvement Manager - Shanara Matin (CEX)</p>	<p>To consider further improvements to the way that the Council consults and involves women, men and transgender people</p>	<p>As part of the Community Plan refresh process an event was jointly hosted by the Women In Tower Hamlets Inclusive Network (WITHIN) and Tower Hamlets Partnership. This strengthened links between women's community organisations, the Council and the Partnership. The LGBT History Month programme aimed to engage transgender people. The LGBT Community Forum work programme for 2008-09 will include activities to increase the responsiveness of services to the needs of transgender people. LGBT Equality Scheme is being developed by December 08.</p>	<p>Completed in April 2008.</p>	
---	---------------	---	---	--	---------------------------------	--

<p>Provide support to Councillors to promote gender equality</p>	<p>Apr-08</p>	<p>Service Head Scrutiny and Equalities - Michael Keating (CEX)</p>	<p>Provide support to councillors including information and a training session so they can promote gender equality with their constituents</p>	<p>A Member Learning and Development Seminar on Diversity and Equalities was held in March 2008 which covered the issue of gender equality.</p>	<p>Completed in April 2008</p>	
<p>Promote the Council's commitment to gender equality and promote positive images of women, men and transgender people</p>	<p>Apr-08</p>	<p>Service Head Scrutiny and Equalities - Michael Keating (CEX)</p>	<p>To promote the Gender Equality Scheme with residents, partners and local voluntary and community groups To review the images the Council uses in its publications to avoid gender stereotyping</p>	<p>The Gender Equality Scheme was launched in November at an event which was co-hosted by the Women in Tower Hamlets Inclusive Network (WITHIN) and the Tower Hamlets Partnership. Over fifty people attended the event, including community organisations members, Councillors, faith leaders and staff from partner agencies.</p>	<p>Completed in April 2008.</p>	



Tower Design has built in requirements to promote gender equality through the use of images which reflect the gender diversity of the borough in all publications. Requirements to avoid gender stereotyping are built into all stages of the production of publications, including negotiations with clients on specification of the publication and design.



This page is intentionally left blank

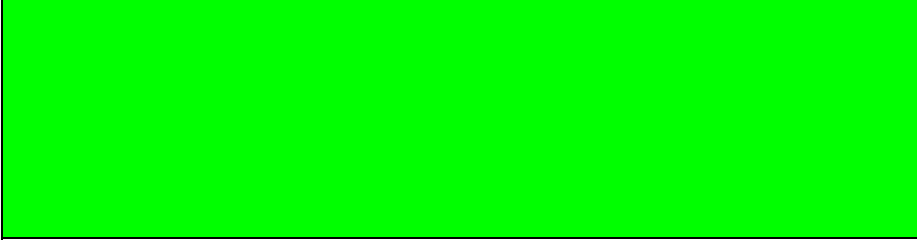
Appendix 4

Race Equality Scheme

ONE TOWER HAMLETS ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Create the space and opportunity for residents from different backgrounds to come together.</p> <p>To promote an inclusive sense of belonging by paying particular attention to people who are vulnerable to exclusion such as smaller minority groups, so that all residents feel valued and a part of the community.</p> <p>Service Head, Scrutiny and Equalities</p>	March 2010	<p>Review community cohesion principles to embed One Tower Hamlets in service delivery and development: Learning from existing community cohesion initiatives assessed to develop proposals for ensuring that cohesion is evidenced and embedded into service planning and delivery</p> <p>Use the Olympic and Paralympics Games to engage communities in cultural, sporting and celebratory events: Paradise Gardens Major Community Event June 2009</p>	<p>All on target plus new 5 borough youth film project funded by LDA and delivered by Tower Hamlets was launched in September. New monies identified to support outdoor work being channelled through five borough unit.</p>	<p>Completed</p> <p>As at 31 Mar 2010, 172 people had enrolled onto the Personal Best Programme. Of these 70% were non white. With support provided by the Personal Best Adviser, 5 of the course participants have moved into jobs on completion of the training course. Courses focused on the needs of lone parents are due to start in 10/11. These will have a on site crèche, thus catering for the needs of people with parental responsibility for children</p>	

<p>Service Head Cultural Services</p>		<p>(CLC) Field Day / Underage Event August 2009 (CLC) Personal Best Programme and recruiting - Apr 09 Nick Smales (D&R) Delivery Arrangements and SLAs agreed with partner delivery agencies- Apr 09 Nick Smales (D&R)</p>		<p>under five. Travel costs and refreshment costs are reimbursed to enable people on benefits and/or low incomes to access the course. Programme Evaluation is due to take place in Nov 2010.</p>	
---------------------------------------	--	---	--	---	--

<p>Promote understanding and awareness of different ways of life in the borough and continue to challenge prejudice and discrimination.</p> <p>Service Head, Scrutiny and Equalities</p> <p>Head of Communications</p> <p>Head of Arts</p>	<p>Ongoing</p>	<p>Continue to promote understanding and awareness of different ways of life in the borough and continue to challenge prejudice and discrimination through East End Life.</p> <p>Continue to deliver a programme of arts and events that celebrates the diversity of Tower Hamlets</p>	<p>Black History Month brochure produced and launch planned at Brady Centre 3rd October.</p> <p>Programme of supported events agreed with Equalities. Six month evaluation of monitoring to be completed by Nov 09.</p>	<p>Black History Month events were delivered in October 2010</p> <p>LGBT History Month delivered in February 2010. Joint working in Shoreditch, Hackney.</p> <p>Currently planning for International Day against Homophobia (IDAHO).</p> <p>St George's day events planned and delivered.</p> <p>41 community events/festivals supported through events fund.</p> <p>SLA's with Spitalfields and Greenwich and Docklands Festivals. Delivery of Mela, Paradise Gardens, Create and East End Film Festivals.</p>	
--	----------------	--	---	---	---

<p>Improve communication and transparency of process to address perceptions of unfairness and competition for resources between communities.</p> <p>Head of Communications</p>	<p>Ongoing</p>	<p>Use corporate and service level communication mechanisms to further enhance the way in which decisions about funding and resource allocation is communicated to residents.</p>	<p>On-going</p>	<p>A number of events have taken place with voluntary sector organisations with the theme of participatory budgeting (You Decide!), funding available to agencies being in excess of £2 Million</p>	
<p>to further enhance consultation and involvement mechanisms to engage BME communities, paying particular attention to smaller minority communities and the diversity within larger BME communities.</p> <p>Head Participation & Engagement Team</p> <p>Service Head, Scrutiny and Equalities</p>	<p>March 2010</p> <p>March 2010</p> <p>March 2010</p>	<p>Adapt participation performance targets to ensure that they identify specific underrepresented ethnic groups rather than 'BME' categories by March 2010</p> <p>Undertake mapping of engagement and consultation with the Somali community across THP by July 09; and implement recommendations by March 2010</p> <p>Establish up-to-date information about third sector BME organisations operating in the borough for</p>	<p>Praxis were commissioned in September to deliver a project which will strengthen the capacity of decision makers and service providers to understand, involve and respond to the needs of new communities in the borough at a strategic and operational level.</p> <p>Strengthen the capacity of new communities to inform and influence local decision making and play an active part in the</p>	<p>New Residents and Refugee Forum continues to meet involving a range of LBTH statutory and non-statutory agencies</p> <p>Migrant Impact Project which provides ESOL and citizenship education is underway (Arbour and Toynbee) and this is with new migrant women.</p> <p>Partnership project with Somali community being planned and to commence in summer of 2010.</p>	

<p>to further support and strengthen the capacity of BME third sector in Tower Hamlets paying particular attention to smaller and more isolated sections of the BME community.</p> <p>D&R External Funding</p>		<p>consultation and involvement activities.</p> <p>Work with Praxis to establish models of engagement with smaller minority communities</p>	<p>community.</p>		
	<p>March 2010</p>	<p>Complete mapping exercise of third sector provision</p> <p>Deliver capacity building programme for third sector organisations</p>	<p>On-going</p>		<p>??????????????</p> <p>??????????????</p>

<p>Strengthen the capacity of local councillors to lead all sections of the local community and get them actively involved in their neighbourhoods and local decision making.</p> <p>Service Head- Democratic Services</p>	<p>April 2009 from May 2009 April 2010</p>	<p>Implement Councillor Call for Action Implement programme of Council/Cabinet/Committee meetings in Community Venues and pilot web casting project Develop local response to the 'Communities in Control' White Paper – proposals drafted for April 2009 and action plan delivered throughout 09/10</p>	<p>Proposal for local CCfA model has been developed and agreed by Overview and Scrutiny Committee this is currently being tested through the Scrutiny Review of Community Leadership. Discussions have been held with Partnership Executive around external scrutiny this will be further developed within the next few months with CPDGs. Consultation held on the new decision making model.</p>	<p>Proposals for developing external scrutiny will be discussed by the CPDGs and proposals were presented to the Executive in April 2010. Consultation held on the new decision making model undertaken in October 2009.</p>	
--	---	--	---	---	--

<p>Improve understanding of current language needs and tailor the way in which we communicate with people who cannot speak English to ensure that interpreting and translation is able to improve access to services.</p> <p>Service Head, Scrutiny and Equalities</p>	<p>March 2010</p>	<p>Review the effectiveness of the Council's interpreting and translation provision to improve access to services and communication with residents who face language barriers.</p> <p>Explore the potential for joint interpreting and translation arrangements with partners.</p>	<p>The Interpretation and Translation Policy has been reviewed, with draft policy is now in place. The scope of the review has been broadened to meet all communication needs i.e. British Sign Languages / Makaton.</p>	<p>Translation and Interpreting EqIA completed. The review report was presented to CESG in April 2010.</p> <p>The re-launch of Translation and Interpreting services planned for September / October 2010.</p>	
<p>Improve customer access for smaller minority communities</p> <p>Service Head, Scrutiny and Equalities/ Service Head, Customer Access</p>	<p>March 2010</p>	<p>Work with Praxis to better understand the barriers to access for smaller minority communities and develop a model for improving access to services.</p>	<p>Praxis are currently working with the New Residents and Refugee Forum to obtain a better understanding of our smaller minority communities and to strengthen the role of the minority communities in the Borough. A number of consultation events have been completed to discuss issues that minority communities are facing.</p>	<p>New Residents and Refugee Forum continues to meet involving a range of LBTH statutory and non-statutory agencies.</p> <p>The Forum has met to consider key themes which were, Education, Young people, Health, Housing and Homelessness, and a number of new activities have been initiated.</p>	

<p>Improve access to culturally inclusive and accessible ESOL provision</p> <p>Idea Store Learning Development Manager</p>	<p>April 2009 start</p> <p>By July 2009</p>	<p>Deliver the ESOL for Tower Hamlets Residents WNF Funded programme which is part of a number of partnership projects supporting employability and skills and tackling worklessness. The programme begins in April 2009</p> <p>Review the Adult Learning Strategy and work with other partners to revise and publish a unified Adult Learning and Skills Strategy</p>	<p>Life Long Learning (LLL) leading on activities. Idea Store are providing the facilities to support what LLL are delivering. The WNF funded programme started in April 2009 as planned targeting residents whose aim is to join the labour market. Courses are taking place across the borough and SLAs have been negotiated and agreed. The programme runs to End September 2010 and is a third of the way through.</p>	<p>The new established courses have been continued and the number of residents taking up these opportunities has increased.</p> <p>Completed in previous quarter – no further update.</p>	
--	---	--	--	---	--

A PROSPEROUS COMMUNITY ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Improve the economic inactivity rates amongst the Bangladeshi and Somali community paying attention to the particular barriers that women from these communities face.</p> <p>Access to Employment Manager</p>	<p>April 2011</p>	<p>Measure and monitor the impact of the Working Neighbourhood Fund by diversity groups at both registration and outcome stages on a quarterly basis.</p>	<p>Systems in place monitoring reported to Skillsmatch Management Board. Attempting to imbed systems within partner organisations to ensure consistency. Working Neighbourhood Fund implementing online tracking database to provide more comprehensive information and the 'journey' of individuals from registration to work.</p>	<p>End of year analysis show over 78% of WNF 09/10 beneficiaries were from a BAME background with majority being Bangladeshi. 45% of beneficiaries are currently female.</p> <p>Resources provided by Skillsmatch to verify and upload all partnership data onto WNF online database to map individual journeys. Skillsmatch systems extended to capture/identify/monitor barriers faced by BAME women such as lone parent, parental/care responsibilities, ESOL. Ongoing work to imbed within partner organisations.</p>	<p style="background-color: #00FF00;"> </p>

<p>Make employment services available in community settings, targeting workless families, ensuring that specific communities currently facing exclusion are targeted.</p> <p>Access to Employment Manager</p>	<p>600 residents in Employment March 2010</p>	<p>Continue the City Strategy initiative to develop a family focussed approach to tackling worklessness by integrating employment related activity into family and parental engagement (600 residents into employment - March 2010)</p>	<p>Confirmations of City Strategy Pilot Team of outreach workers (Single Point of Access Advisers) now in place to ensure harder to help groups are reached. Parental Engagement Programme based in schools to target people potentially at risk of becoming workless.</p>	<p>612 job outcomes were recorded by Skillsmatch during 09/10 period. A further 30-40 job starts were pending evidence on the 1st April.</p> <p>Parental Engagement Programme has been particularly successful at engaging people unemployed for 12mths+ throughout the course of the year.</p>	
<p>Develop an up-to-date and detailed understanding of the profile and causation of worklessness among BME communities in the borough.</p> <p>Access to Employment Manager</p>	<p>March 2010</p>	<p>Publish "worklessness assessment" as part of the preparation of the Economic Assessment evidence base.</p>	<p>Monthly monitoring return being produced as part of combined analysis. The Government has delayed the publishing of draft guidance for Local Authorities. However, the local Economic Assessment will include a 'Worklessness Assessment' as well as an Economic Development Strategy for the Borough. We have already adopted an Employment Strategy and the Development Plan</p>	<p>The worklessness assessment is being undertaken as part of the LEA. The LEA will help us understand workless groups including young people and the interventions required to support them. The LEA will be completed by July 2010.</p>	

			has been agreed within the Prosperous Community Delivery Group.		
<p>Improve the under-representation of BME communities in key employment sectors by promoting the best practice in relation to workforce to reflect the community and encouraging and working with major organisations in the borough to adopt similar initiatives.</p> <p>14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000</p>	March 2010	<p>Promote activities and develop programmes through the Docklands HR Initiative and the Dockland Business Forum</p> <p>Publish more widely the outcomes of Skillsmatch/JCP and 3rd sector employment schemes</p>	Roadshow career fairs (One per paired LAP area) by October 2009.	All scheduled activities completed.	
<p>Access to Employment Manager</p> <p>Maximise employment, placement, apprenticeship and training opportunities amongst workless people in the public sector, building on existing good practice</p>	<p>March 2011</p> <p>March 2010</p> <p>March 2010</p>	<p>Expanding apprentice scheme to 200 local young people by 2011 (HR)</p> <p>Increase the number of public sector apprenticeships by 50</p> <p>Hold joint event with JCP to increase employment in the Public Sector.</p>	‘You’re Hired’ public sector jobs fair took place on 13 th October 2009 at East Winter Gardens, Canary Wharf. The event was for local people to meet local employers and talk to	Completed at six months	

<p>within the Council and Health services.</p> <p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p> <p>Access to Employment Manager</p>			<p>them about future job opportunities.</p>		
<p>Support qualified BME residents to better access professional jobs</p> <p>Access to Employment Manager</p>	<p>March 2011</p>	<p>Implement the action plan within the Employment Strategy</p> <p>Deliver the Employment Strategy to ensure that Tower Hamlets residents access new and existing jobs and thereby reduce the numbers of people on out of work benefits</p>	<p>Delivery Plan agreed. Monitoring Framework being discussed with appropriate managers.</p>	<p>The LEA will be completed by July 2010 and will inform the refreshed Employment Strategy.</p>	
<p>Improve the qualification and skills levels of Bangladeshi and Somali adults in Tower Hamlets.</p> <p>Idea Store Learning</p>	<p>July 2009</p>	<p>Review the Adult Learning Strategy and work with other partners to revise and publish a unified Adult Learning and Skills Strategy</p>	<p>Life Long Learning (LLL) leading on activities. Idea Store are providing the facilities to support what LLL are delivering. The WNF funded programme started in April 2009 as</p>	<p>Completed in September 2009.</p>	

Development Manager				planned targeting residents whose aim is to join the labour market. Courses are taking place across the borough and SLAs have been negotiated and agreed. The programme runs to End September 2010 and is a third of the way through.	
Raise both aspirations and skills of BME children and young people to make successful transitions from education to work through more effective learning, advice and guidance and support. Service Head-Young People and Learning	March 2010	Reduce levels of youth unemployment by agreeing a 14-19 sector pathway to employment with local employers, linked to all 14 Diploma lines of learning, and provide targeted learning programmes for each significant group of 14-18 learners at risk of becoming NEET	A range of activities are in place through the Achieve Economic Wellbeing section of the CYPP to reduce levels of youth unemployment – - Employer engagement strategy has been agreed through the Hub Board - The Teenage Parents Project launched at the Bromley by Bow Centre - A programme of work experience for young people leaving care launched	Sector pathways available in 7 lines of learning and in development in 3 others Teenage Parents Project will be recontracted at the Bromley by Bow Centre WNF funded programme for young offenders launched 150 young people supported into 16+ EET by transition mentors	
Address the specific under-achievement of	March 2011	Identify the lowest achieving 20% of pupils, target	A range of actions are in place through the Enjoy	White and Somali groups remain lowest achieving	

<p>white and Somali communities across all Key Stages.</p>		<p>evidence based intervention and extended school support appropriately, and rigorously track them.</p>	<p>and Achieve section of the CYP to improve GCSE results to be the best in the country –</p> <ul style="list-style-type: none"> - Data on lowest 20% of pupils at the end of KS1, 2 and 3 in reading, writing and mathematics compiled and feeding into evidence-based intervention and personalised learning programmes -Assessing Pupils' Progress (APP) to be embedded across secondary school departments and year groups at Key Stage 3 on track for completion in March 2010 - Audits of Assessment for Learning (AfL) practice in schools supported and action plans developed 	<p>groups but closing the gap. Better data now available about distribution of these students and schools putting in place more personalised learning programmes in 2010. Caribbean and Bangladeshi boys also underperforming still but closing gap. –</p> <p>personalisation programmes put in place</p>	
<p>Address the under-achievement of white, Caribbean and Bangladeshi boys particularly at Key Stage 4.</p>			<p>APP training rolled out for all secondary schools and 90% implementing</p> <p>AfL monitored through SIP visits and to be reported end of March 2010</p>	<p>APP training rolled out for all secondary schools and 90% implementing</p> <p>AfL monitored through SIP visits and to be reported end of March 2010</p>	
<p>Continue to improve the representation of BME teachers in local schools paying particular attention to</p>	<p>Feb 2010</p>	<p>To increase the percentage of BME teachers to 30% (currently 29.2%).</p>	<p>The autumn term Staff Equality Audit due to be completed by the end of Nov09 is currently underway and once</p>	<p>Joint Graduate Teachers Programme continues to recruit a significant number of BME candidates this year r25</p>	

<p>promote teaching as a career to smaller minority communities.</p> <p>Development Mgr for Schools Equalities Initiative</p>		<p>Encourage more members of the Somali community to consider teaching as a career by targeted campaigning.</p>	<p>complete will be able to report on progress.</p> <p>Publicity material distributed to the Somali community encouraging them to consider the Graduate Teacher Programme as a route into teaching</p>	<p>overall (12 graduate teachers to Tower Hamlets and 13 to the London Borough of Newham)</p>	
<p>Increase the percentage of BME teachers moving into leadership positions</p> <p>Development Mgr for Schools Equalities Initiative</p>	<p>Feb 2010</p>	<p>Deliver a pilot management development programme for 24 BME teachers. The first cohort to consist of twelve teachers aspiring to become managers and a second cohort of twelve existing middle managers wanting to move into senior leadership.</p>	<p>9 BME teachers recruited on to the aspiring manager's programme. Only one expressed of interest received from an existing middle manager therefore insufficient numbers for a cohort.</p>	<p>????????????????? ?????????????????</p>	

A GREAT PLACE TO LIVE ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Overcrowding: Reduce levels of overcrowding and work in partnership to minimise the wider impacts of overcrowding.</p> <p>Strategic Housing Manager</p>	<p>Sept 2009</p> <p>March 2010</p>	<p>D&R: Housing Strategy Implement the recommendations of the Overcrowding Pathfinder Update Report.</p> <p>Produce an Overcrowding Strategy and undertake an accompanying EqIA</p>	<p>Strategy has been implemented.</p>	<p>Action Plan for 2010/11 agreed and monitored by CHR forum</p> <p>Overcrowding Strategy EqIA produced and posted on the Internet</p>	<p style="background-color: #00FF00;"></p>
<p>Demand and Affordability: Improve understanding of the future housing demand and needs of BME communities in the borough and ensure that they effectively inform the planning of future housing provision.</p> <p>Strategic Housing</p>	<p>Review Lettings Policy by September 2009</p> <p>Cabinet Report in January 2010</p>	<p>Review the Lettings Policy with particular reference to the current/ future needs of the BME communities</p>	<p>Consultation launched on 16th October 2009 which will end on 31st December 2009, including focus groups with BME communities to gain a better understanding of current future needs.</p>	<p>Lettings policy approved by Cabinet march 2010 and now in implementation stage</p>	<p style="background-color: #00FF00;"></p>

<p>Manager</p> <p>Access: Ensure there is equal access to social housing for BME communities facing language barriers or those who may find it more difficult to understand the system.</p> <p>Strategic Housing Manager</p>	<p>Complete EQIA by January 2010</p>	<p>Undertake Equality Impact Assessment of Choice Based Lettings</p>	<p>Undertake Equality Impact Assessment (EQIA) of Choice Based Lettings</p>	<p>EQIA completed and posted on the internet, and implementing actions from the recommendations and action plan.</p>	
<p>Homelessness: Improve outcomes for disadvantaged and vulnerable groups in housing need, and ensure local services (e.g. hostel) are focused on local needs.</p> <p>Service Head Homeless Options Team.</p> <p>Leisure: Continue to</p>	<p>Ongoing</p>	<p>Deliver year 1-3 of the Homelessness Strategy</p>		<p>Action plan is due completion at the end of July 2010 due????????????</p>	
<p>Leisure: Continue to</p>	<p>March</p>	<p>Work with community</p>	<p>On target, work is</p>	<p>Completed.</p>	

<p>promote access to leisure facilities for BME groups paying particular attention to different sections of larger BME communities and smaller BME communities</p> <p>Leisure Contracts & Partnership Manager/ Joint Head of Sports & Physical Activities</p> <p>Leisure Contracts & Partnership Manager/ Joint Head of Sports & Physical Activities</p>	<p>2010</p>	<p>groups, such as Praxis, to enhance communication of available opportunities to leisure facilities.</p> <p>Better communicate and promote what's on offer for young people</p>	<p>underway</p>	<p>Sport and Physical Activity website updated.</p> <p>LBTH part of pan London web portal to access sporting information for young people. Free swim banner posters used to increase awareness of free swimming.</p>	
<p>Continue to provide culturally appropriate leisure facilities for BME women</p> <p>Leisure Contracts & Partnership Manager/ Joint Head of Sports & Physical Activities</p> <p>Work with local</p>	<p>Commence April 2009</p>	<p>Deliver programme as part of Healthy Towns to provide women & girls swimming programme commencing April 2009 - 2011</p>	<p>On target. Additional sessions organised to increase opportunities.</p>	<p>Completed – annual target exceeded.</p>	
	<p>Commence</p>	<p>Deliver programme as part</p>	<p>Women & Girls</p>	<p>Completed.</p>	

<p>communities to improve the representation of smaller BME communities working in leisure services and address difficulties in recruiting BME female leisure staff.</p> <p>Leisure Contracts & Partnership Manager/ Joint Head of Sports & Physical Activities</p> <p>Head Strategy and Resources, CLC</p>	<p>April 2009</p> <p>Mar 2010</p> <p>Mar 2010</p>	<p>of Healthy Towns to provide women & girls swimming programme commencing April 2009 - 2011, aimed at those individuals who are interested in further development.</p> <p>Approach to be reviewed based on feedback from focus/local groups</p> <p>Working with Muslim Women's Collective to encourage employment of Muslim women in frontline leisure services.</p>	<p>Swimming programme has been implemented and is ongoing. Popularity of the sessions has seen over-subscribed classes, emphasising the need for more session with women lifeguards.</p> <p>On target, to be reviewed at the end of the year.</p> <p>Funding for training additional lifeguards has been secured through the Participatory Budgeting initiative. So far, The Limehouse Project (lead agent for the Muslim Women's Collective, who are delivering the project) have been successful in recruiting and engaging 30</p>	<p>Pool programme reviewed and additional sessions implemented.</p> <p>Completed in previous quarter – no further update.</p>
---	---	---	--	---

<p>The PCT and Leisure Services to work in partnership to promote health lifestyles and encourage physical activity amongst BME groups who suffer the highest preventable health risks.</p> <p>Service Head Commissioning & Strategy</p>	<p>July 2010</p>	<p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.</p>	<p>women to the first workshop, with swimming assessments taken by these women to identify skill levels. Further engagement work is being undertaken to expand the core training group.</p> <p>No progress.</p>		
<p>The JSNA highlights health inequalities impacting disproportionately on particular ethnic groups. For example, the results indicated significantly higher rates in the white population for all age all cause mortality, cardiovascular disease and cancer. Also, prevalence of diabetes in Bangladeshis is higher than in other groups, but prevalence within this group varies considerably across the Borough. This detailed information will have implications for how services are targeted in the next year. The Older People with Mental Health problems JSNA has</p>					

					been completed, and the other 5 focused JSNA projects will be completed by end March 2010.	
--	--	--	--	--	--	--

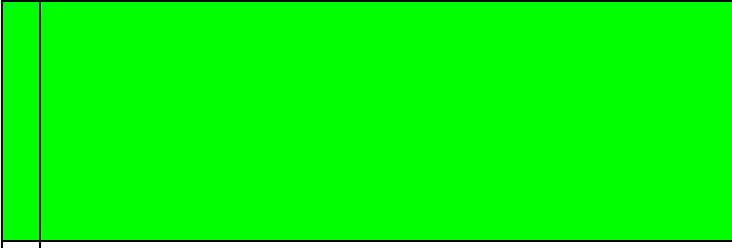
A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
Work with strategies to support victims and perpetrators of crime to respond to the over-representation of Black and Asian men as perpetrators and victims of some crimes. Youth Offending Team Police/Victim Support. Philippa Chipping, Policy & Victims, Community Safety Service, CLC	Autumn 2009	Implement the Youth Crime Action Plan, identifying disaffected young people on the edges of crime, and working with them their families, and schools to re-engage them with the community Propose this as a policy issue to CDRP for consideration at the autumn review process Develop and implement actions that emerge from the review process in the CDRP Action Plan for 2010/11	Youth and Connexions Service have implemented the preventative strategies and this is on going.	Prevention activities continue to engage with families, young people and schools.	
Demonstrate fairness and transparency of	March 2010	Work with the Diversity and Equality Network to	The Diversity and Equality Network have	????????????????????	

<p>process in the application of stop and search in Tower Hamlets.</p> <p>Service Head, Scrutiny and Equalities</p>	<p>equality impact assess the application of stop and search in Tower Hamlets to demonstrate fairness and transparency and improve public confidence.</p>	<p>agreed to undertake a strategic level EqIA on the Stop and Search laws; however, due to lack of resources the assessment has been delayed.</p>		
<p>Ensure that victims of race hate crime have access to appropriate protection and support and prevent race hate through promoting awareness, encouraging reporting and building community cohesion across all communities.</p> <p>LBTH CSS Hate Crime Policy & Partnership Team</p>	<p>Race and Hate Interagency Forum (RHIAF) Action Plan sets out how the partnership will tackle Race Hate Incidents. Key actions for the Hate Crime Policy and Partnership Team are as follows:</p> <p>Maintain and develop the Third Party Reporting Project to increase reporting of hate incidents and foster effective joint working amongst partner agencies involved where 100% of Third Party Reports monitored and actioned (baseline of 18).</p> <p>If funding is confirmed, commission specialist hate</p>	<p>Rollin out of the Race Hate Interagency Forum Action Plan with key agencies working in partnership in a person centred way.</p>	<p>Partnership working continues with developing operation delivery systems that support victims of crime</p> <p>Completed</p>	
			<p>Funding secured for one</p>	

		<p>crime victim support services where 100% of hate incidents reported to Police are contacted and 50% engaged with service.</p> <p>Implement recommendations from Hate Crime Victim's Needs Research Report for increased satisfaction with services by victims of hate crime measured through satisfaction questionnaires.</p> <p>Work with partners in ensuring race hate incidents are recorded effectively.</p> <p>Work with partners to ensure 100% of identified perpetrators of race hate incidents reported to the Council are actioned.</p> <p>Work with partners to ensure 38% sanction detection rate for perpetrators of race hate</p>		<p>worker who will be working across all strands, including race hate. Service commissioned.</p> <p>Completed</p> <p>Ongoing and on target.</p> <p>Action is being taken on cases with identified perpetrated where evidence is available.</p> <p>Completed and target achieved.</p>	
--	--	---	--	--	--

		<p>(This target is to be achieved by the Police).</p> <p>Coordinate Hate Incidents Panel - multi-agency panel which ensures a coordinated response to all race hate incidents reported to Council.</p> <p>If funding confirmed maintain and develop the No Place for Hate Champions Project where 3 targeted hate crime training, workshops and outreach activities delivered per Champion.</p> <p>Deliver awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Race Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities (including BME, refugee, newcomer communities and events)</p>		<p>Monthly HIP are taking place ensuring a coordinated response to race hate.</p> <p>Funding not confirmed for Champions Project yet but reduced programme is being delivered with existing resources.</p> <p>Completed.</p>	
--	--	---	--	--	--

<p>Continue to deliver and further develop culturally appropriate responses to domestic violence.</p> <p>Maryam Rouf, Domestic Violence Team, Community Safety Service, CLC</p>	<p>Sept 2010</p>	<p>and Evaluation Report.</p> <p>Update public information leaflet on Forced Marriage to reflect new legislation.</p> <p>Ensure that Warrior Women programmes continue to reach target communities including new migrant communities and Somali women</p>	<p>On Target</p>	<p>Completed - Forced Marriage leaflet updated and distributed as part of annual campaign - Domestic Abuse No Excuse. Additional forced marriage seminar has also been held and an event with young people on forced marriage is being delivered in partnership with TH college.</p> <p>Completed - Warrior Women course has been run with new migrant communities. The WW course is currently fully booked until September 2010.</p>	
---	------------------	---	------------------	---	--

A HEALTHY COMMUNITY ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Healthy lifestyles and smoking cessation: Further tailor specifically targeted culturally appropriate health campaigns to improve awareness of specific health risks and promote healthy lifestyles among specific BME groups who experience serious health risks</p> <p>Peer Work Development Worker, CS</p> <p>Service Head Commissioning & Strategy</p>	<p>July 2010</p>	<p>Employ a Young People's Alcohol Health Improvement Officer to provide training for teachers and youth workers to be able to deliver alcohol awareness messages to young people</p> <p>Prevent young people from taking up smoking by enforcing the law on underage sales of cigarettes and extending peer led approaches to smoking prevention.</p> <p>There issues to be picked up in partnership with PCT as part of the refresh of Joint Strategic Needs Analysis, including specific focus on under-</p>	<p>Understanding the needs of the local population is integral to the JSNA process. As part of the JSNA existing culturally appropriate services are examined.</p> <p>The AHWB Directorate is working closely with the PCT during JSNA development.</p>	<p>The JSNA highlights health inequalities impacting disproportionately on particular ethnic groups. For example, the results indicated significantly higher rates in the white population for all age all cause mortality, cardiovascular disease and cancer. Also, prevalence of diabetes in Bangladeshis is higher than in other groups, but prevalence within this group varies considerably across the Borough. This detailed information will have implications for how services are targeted in the next year. The Older People with Mental Health problems JSNA has been completed, and the other 5 focused JSNA projects will be completed by end March 2010.</p>	<p style="background-color: #00FF00;"> </p>

<p>Continue to improve access to treatment services amongst different BME communities and develop initiatives to reach out to under-represented groups and BME women</p> <p>Drug & Alcohol Action Team, Community Safety Service, CLC</p>	<p>Mar 2010</p>	<p>Evaluate treatment system to ensure it meets the needs of all sections of Tower Hamlets diverse community (DAAT TP)</p>	<p>Needs Assessment process commenced. 1st expert group held and data analysis in progress. 1st draft scheduled for completion in December. Evaluation of harm reduction services commenced. Integrated care pathways project commenced in August and common assessment and referral forms to be finalised by November. Tier 4</p>	<p>Completed - Latest figures released are showing a 6% improvement in access to drug treatment from BME groups, 9% increase in effective engagement in treatment and 18% increase in successful exit</p>	
		<p>represented groups.</p>			

<p>Develop culturally appropriate strategies to work with BME families in the safeguarding young people from getting involved in drug misuse and support families experiencing drug addiction.</p> <p>Drug & Alcohol Action Team, Community Safety Service, CLC</p> <p>Drug Action Team Youth Inclusion</p>	<p>Jun 2009 Mar 2010</p>	<p>Re-structure of DIP Service to improve access and engagement in treatment for all DIP clients (DAAT TP)</p> <p>Improved data recording and analysis of effectiveness of Drug Interventions Programme (DAAT TP)</p> <p>Identify early hidden pockets of drug and alcohol misuse in different communities educating target groups of young people in school and their parents</p>	<p>review to commence in November.</p>	<p>Completed - The DIP restructure has seen an increase in the numbers effectively engaged and retained in treatment.</p> <p>Completed - Data analysis and reporting systems finalised and accurately capturing evidence of improved performance within the DIP.</p> <p>Improved data analysis enables Strategic Managers to effectively use resources to address the needs of this client group.</p>	
			<p>Restructure scheduled for completion in mid Oct 09.</p> <p>b) Data analysis and recording improvements implemented. One-stop shop model implemented.</p> <p>Services now delivered as part of this model include: substitute prescribing, harm reduction, alternative therapies, legal advice, access to training and employment via</p>		

<p>Programme</p> <p>Youth Offending Team</p> <p>Police/Victim Support.</p>		<p>Implement the Youth Crime Action Plan, identifying disaffected young people on the edges of crime, and working with them their families, and schools to re-engage them with the community</p>	<p>Jobcentre Plus, evening group programme specifically designed to meet the needs of stimulant users.</p>	
<p>Improve understanding of the impact of all current drug use (not just problem drug use), including the use of Khat amongst the Somali community, and associated harm on different BME communities locally.</p> <p>Drug & Alcohol Action Team, Community Safety Service, CLC</p>	<p>Mar 2010</p>	<p>Improve co-ordination and delivery of education and awareness in the community, schools and in LAPs (DAAT TP)</p> <p>Improve communication and publicity of DAAT services and initiatives to both internal and external partners (DAAT TP)</p>	<p>On-going</p>	<p>Completed – Delivered wide range of educational and awareness sessions during three drugs awareness weeks in conjunction with community groups, youth services, schools, treatment services, police, probation and NHSTH.</p> <p>Completed - Developed and delivered a DAAT quarterly newsletter, service directory and quarterly inductions to publicise services and initiatives more effectively with a wide range of partners.</p>

<p>Mental health: Improve the understanding of mental health needs of BME communities and strengthen the accessibility and delivery of mental health services to the BME community.</p> <p>Children's Centres Strategic Manager</p> <p>Service Head Commissioning & Strategy (AHWB)</p>	<p>Ongoing</p> <p>July 2010</p> <p>Ongoing</p>	<p>Deliver services in more accessible settings in the community such as Children's centres, schools and GP surgeries</p> <p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.</p> <p>Implement Somali Needs Assessment Action Plan completed in March 2009</p>		<p>On-going</p> <p>The JSNA highlights health inequalities impacting disproportionately on particular ethnic groups. For example, the results indicated significantly higher rates in the white population for all age all cause mortality, cardiovascular disease and cancer. Also, prevalence of diabetes in Bangladeshis is higher than in other groups, but prevalence within this group varies considerably across the Borough. This detailed information will have implications for how services are targeted in the next year. The Older People with Mental Health problems JSNA has been completed, and the other 5 focused JSNA projects will be completed by end March 2010.</p>	
--	--	--	--	--	--

<p>Continue to develop a fuller understanding of the picture of learning disabilities at a local level within the Bangladeshi and smaller BME communities to better inform future commissioning plans. Katharine Marks, Cheryl Spencer AHWB</p>	<p>March 2011</p>	<p>Through JSNA establish systematic approach to needs assessment for learning disabilities including both:</p> <ul style="list-style-type: none"> ▪ Borough / community level, public health information ▪ Aggregation of information from individual person-centred plans. 	<p>The JSNA for people with learning disabilities is on target and will be complete by March 2010. The aggregation of individual person centred plans will take longer and but will be complete for March 2011.</p>	<p>The JSNA for people with learning disabilities will be complete by March 2010. This will include a detailed focus on the needs of people from particular BME groups who have learning disabilities.</p>	
<p>Develop a fuller understanding of the implications of a growing older Bangladeshi population on health and adult social care Service Head Older People & Homelessness</p>	<p>July 2010</p>	<p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.</p>	<p>No Progress</p>	<p>The current JSNA is now complete, although it should be emphasised that the JSNA is a process not a document, and so the work is already under way to update this resource and ensure that next year's iteration of the JSNA has a more integrated, whole system focus. Health inequalities, and the impact of these on particular ethnic groups, will continue to be a pre-eminent issue within the JSNA.</p>	

<p>Improve understanding of the barriers that BME carers face and increase their access to support.</p> <p>Service Head Older People & Homelessness</p>	<p>March 2011</p>	<p>Ensure that the understanding of carers needs within BME communities informs the Carers Strategy 2008-11 Action Plan.</p>	<p>BME Carers were consulted during the development of the carers strategy. Issues were raised about assumptions that are made about some communities that they will be prepared to continue caring.</p> <p>Idea stores are going to set up Networks for Carers. These could be BME specific if required.</p>	<p>Good practice training for front line staff about working with carers is being commissioned from Carers UK. This training will include culturally specific elements and the provider is being asked to cover issues around assumptions made about people's willingness to continue in their caring role. The training will target 135 staff through a total of 7 sessions.</p> <p>Carers support sessions are being delivered at the idea stores, 4 have been completed. These 4 surgeries at have meant that 8 carers have accessed the sessions. The Crisp Street IDEA store is thought to be a good site for further sessions and more surgeries are being planned for Friday mornings. The Ethnic breakdown of participating carers to date is as follows: 1 black carer, 2 Bangladeshi carers and 5 white carers.</p> <p>Carers health checks have also started the ethnic breakdown of those who have had a carers health check is as follows:</p>	
---	-------------------	--	---	---	--

				22 British White 4 Black Caribbean. 9 Bangladeshi 4 Black African 1 Pakistani 1 Mixed White/Asian	
--	--	--	--	--	--

PROMOTING EQUALITY AS AN EMPLOYER ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
Improve the representation of Bangladeshi and Somali staff in the organisation across the directorates Joint Assistant Director Organisational Development, Workforce Strategy & Equalities	During 2009/10	Implement findings from Equality Impact Assessment of career progression and evaluation of positive action initiatives that apply to Bangladeshi and Somali staff	No Progress	The EqIA has been delayed; this is now part of the HR Improvement Project. HR presented a draft of the EqIA to the Corporate Equalities Steering Group in April 2010, which was agreed.	
Examine and address the under-representation of BME staff at management	April 2009	Outline proposals in Workforce to Reflect the Community report to Cabinet	No Progress	Progression EqIA issues have been included in PID for Recruitment and Selection EqIA.	

level within the organisation.				<p>New Vacancy Assurance processes in place to ensure staff are being supported to progress to posts at PO5 and above.</p> <p>Guidance also issued to managers on using temporary opportunities to develop staff whilst reducing reliance on agency staff.</p>	
Act on the findings of the Equality Impact Assessment of career progression for Council staff.	July 2009	Agree actions with Corporate Equalities Steering Group, trade unions and other appropriate groups.	No Progress	<p>Project Initiation Document has been approved by CEG. EQIA to be completed before the end of 2010.</p> <p>Full EQIA of new e-recruitment system (i-Grasp) has been completed.</p> <p>Representation of BME and Bangladeshi staff across the Council increased during 2009/10.</p>	
Continue to provide targeted learning and development opportunities for BME staff and review the impact of existing BME targeted initiatives to ensure that they are successfully developing and progressing staff.	During 2009/10	Build on established social work progression models for other hard to recruit professions Expand apprenticeship schemes and adopt an 'employer-led approach' to apprenticeships.	The WFTRC implementation plan addresses these areas specifically and has been approved by Cabinet. By September 2009, the Council is on track to achieve targets concerning	<p>The total number of apprentices in the LBTH for 2209/10 was 94, with a target of 90 for this year.</p> <p>In 2009/2010 we took on 61 people as Future Jobs Funds Trainees.</p> <p>New Acting and Honoraria Guidance to be implemented in first half of</p>	

		<p>Improve opportunities for staff to undertake secondments and acting up opportunities</p> <p>Evaluate existing positive action initiatives and recommend improvements required</p>	<p>the representation of BME staff within the overall workforce. The number of apprenticeships and graduate positions targeted at local people has doubled within the past 6 months. BME staff is progressing statistically at a faster rate than the Council norm. However, further actions are being taken by CMT to ensure that representation of BME staff at a senior level (PO5 and above) are being actively monitored.</p>	<p>2010/11.</p>	
<p>Investigate the over-representation of black staff facing dismissal under the Disciplinary Procedure.</p>	<p>June 2009</p> <p>July 2009</p>	<p>Review most recent Race Equality Scheme Employment Monitoring Report</p> <p>Present analysis and</p>	<p>Data for 2008/09 RES report is being collected in order for report to be presented to CESG in March 2010</p>	<p>CESG agreed to produce 1 report to cover both 2008/9 and 2009/10.</p> <p>New Disciplinary Procedure to be implemented as part of HRIP will also be subject to an EQIA.</p>	

<p>Head of Corporate Human Resources</p>		<p>recommendations to Corporate Equalities Steering Group</p>			
<p>Review the Organisational Change Procedure in respect of how the impact of re-structures on different staff groups is given appropriate consideration.</p> <p>Head of Corporate Human Resources</p>	<p>May 2009 During 2009/10</p>	<p>Review the Organisational Procedure and consult with Trade Union representatives and other appropriate groups. Implement revised procedure (in line with HR Improvement Project timescales that are developed)</p>	<p>A number of HR policies are currently being revised as part of the HR Improvement Programme (HRIP) Trade Union and Staff Forum members will be consulted as part of the process.</p>	<p>Complete.</p>	
<p>Continue to support and develop the Council's BME Staff Forum.</p> <p>Service Head, Scrutiny and Equalities Head of Corporate Human Resources</p>	<p>On-going</p>	<p>Coordinate and support quarterly BME Staff Forum meetings</p>	<p>The Diversity and Equality Coordinator for Race Equality oversees the developments and progress of the BME Staff Forum, with support provided by a Scrutiny and Equalities Support Officer</p>	<p>Terms of reference and work programme for the BME Staff Equality Forum have been drafted and will be implanted in 2010/11</p>	

Appendix 5

Religion and Belief Scheme

ONE TOWER HAMLETS ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, Green)
Ensure faith communities are able to access advice and support about using and adapting buildings for use as places of worship Participation and Engagement Team, Communities, Localities and Culture	March 2010	Work with English Heritage to develop a Support Officer project to assist historic places of worship to maintain their buildings in a safe and accessible condition	No Progress due to staff sickness.	Application for funding for a Support Officer has been made to English Heritage and we expect to be able to commence the project by September 2010.	

A PROSPEROUS COMMUNITY ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
Reduce levels of economic inactivity among Muslim women in the borough through	March 2010	Consider the evidence base. Research the barriers that women face in gaining access to employment to gain an	The issue has been adopted in the Scrutiny Review of Worklessness.	The statutory duty to undertake the LEA was effective from April 2010. The Worklessness	

<p>reducing barriers to employment</p> <p>Access to D&R Employment and Diversity and Equality Team, Chief Executive</p>		<p>understanding of the underlying reasons and develop strategies for addressing need</p>	<p>Both an Economic and Worklessness assessments of the Borough will be undertaken in the new year.</p>	<p>Assessment will be completed as part of the LEA. The LEA will be presented to CMT in July 2010.</p>	
<p>Recognise major religious festivals of the boroughs faith communities and ensure publicity enhances interfaith understanding</p> <p>Diversity and Equality Team and Communications Team, Chief Executive's</p>	<p>April 2009</p>	<p>Produce a corporate calendar of major religious festivals and ensure that these are recognised both in the Council's internal communication channels and in East End Life</p>	<p>A Faith Calendar has been designed for the last 5 years.</p> <p>We are currently designing the 2010 Calendar. Consulting with Faith communities to make sure we produce the Calendar with the correct information.</p>	<p>The Faith Calendar was produced in January 2010. Consulted with Faith communities to make sure we produce the Calendar with the correct information.</p> <p>Currently are identifying a new less-costly approach to producing the Calendar.</p>	
<p>Tackle negative portrayal of faith communities and interfaith relations in the media to reduce the potential for such coverage to increase community tensions</p> <p>worship</p>	<p>April 2009</p>	<p>Include Communications on Community Cohesion Contingency Planning and Tension Monitoring Group meeting agendas and ensure actions are included to respond to all negative coverage</p>	<p>Communications have assigned the relevant Communications officer to attend these meetings.</p> <p>The designated officer is also informed of any negative coverage about the Borough.</p>	<p>Communications have assigned the relevant Communications officer to attend these meetings.</p>	

A GREAT PLACE TO LIVE ACTIONS

Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Address the lack of opportunities for people with non-religious beliefs to take part in interfaith and valuing diversity activities</p> <p>Diversity and Equality Team and Communications Team, Chief Executive's</p>	<p>March 2010</p>	<p>Develop programme for engagement of people of non-religious beliefs in Interfaith Forum activities</p>	<p>No Progress</p>	<p>Due to recent staff sickness and chances within the Team there have been delays in achieving this objective.</p> <p>An officer is now in post to lead on faith and gender equality. This action will be taken up with the Interfaith Forum through a joint project with BCTV to provide supported visits to green spaces for groups of people of different and no faith backgrounds.</p>	
<p>Support development of interfaith activities which engage people who don't speak English</p> <p>Diversity and Equality Team and Communications Team, Chief Executive's</p>	<p>March 2010</p>	<p>Develop programme for engagement of people who do not speak English in Interfaith Forum activities</p>	<p>No progress</p>	<p>Due to recent staff sickness this has not been progressed.</p> <p>An officer is now in post to lead on faith and gender equality. This action will be taken up with the Interfaith Forum.</p>	

	November 2009	Interfaith Week events to recognise the variety of faiths within the borough and include specific information about the variety of religions/ beliefs in the borough	A number of 'open door' events took place during Interfaith Week. Where people from different faiths or no faith visit different places of worship. For example, A Christian Faith Leader, visiting the East London Mosque.	Completed at six months.		
	November 2009	Produce guidance for religion/ belief awareness events to ensure that they support the Council's overarching commitment to Valuing Diversity and creating an inclusive workplace	Due to recent staff sickness this has not been progressed.	Due to recent staff sickness and changes within the Team this has not been progressed.		

A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

Objectives	By when	Actions	Progress	End of Year Monitoring	Status (Red, amber, green)
	September 2009	Forward plan of religious festival events be developed and monitored by Community Cohesion Contingency Planning and Tension Monitoring Group (CCCPTMG)	Completed	Discussions have taken place between the Council, Police, Safer Neighbourhood Teams and Interfaith Forum representatives regarding the on-going vandalism	

	<p>issues at a number of places of worship.</p> <p>St Dunstan's Church in Stepney has been brought to the attention of the Council and Police. It was agreed new gates would be erected around the Church and there is also a possibility for CCTV to be installed.</p> <p>Plans for the gates were produced; however, they were not suitable for the grounds. The Council are currently in discussion with the contractors about the plans to ensure all issues are considered.</p> <p>The Community Cohesion Contingency Planning and Tension Monitoring Group and Tower Hamlets Interfaith Forum will be monitoring the vandalism at all places of worship.</p>	<p>Community Safety to facilitate Council 'Designing Out Crime' funding, provided to churches to implement security improvements – Completed.</p>	<p>and organising groups offered assistance to undertake effective risk assessments and put in place proportionate measures</p>	<p>April 2009</p>	<p>Churchyard Security Working Group to oversee security improvements to all churchyards</p>		<p>See above</p>	<p>The Diversity and Equality Coordinator for Religion and Belief attends these meetings and reports back to relevant service areas</p>		
--	--	---	---	-------------------	--	--	------------------	---	--	--

			within the Council.		
--	--	--	---------------------	--	--


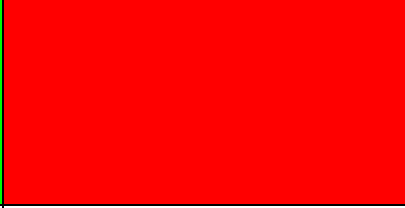
A HEALTHY COMMUNITY ACTIONS

Objectives	By when	Actions	Progress	End of Year Monitoring	Status (Red, amber, green)
Ensure that services providing sports, leisure and recreational activities address the potential for people of religious beliefs to have restricted access to activities held at specific times 4 Diversity and Equality Team, Chief Executive's	April 2009	Production of Guidance on Reasonable Adjustments in relation to Religion and Belief to include information on considerations relating to timing of activities	Proposed guidelines have been created but no further work has been taken forward.	Proposed guidelines have been created but no further work has been taken forward, due to recent staff sickness and chances within the Team this has not been progressed. An officer is now in post to lead on faith and gender equality. This action will be taken up with the Interfaith Staff Forum.	

AS AN EMPLOYER ACTIONS

Objectives	By when	Actions	Progress	End of Year Monitoring	Status (Red, amber, green)
Ensure staff are aware that facilities for reflection and prayer are accessible to all staff of religious and	September 2009	Remind managers and staff of the availability of prayer rooms and their location in Council buildings.	Information on Prayer facilities in Council premises will be publicised in Pulling	Awareness of facilities raised through communications as planned.	

<p>non-religious belief</p> <p>Corporate HR, Resources</p>			<p>Together, Managers Briefing and Stall All User Internet in December 2009-</p>	<p>No issues emerged from 2009 Staff Survey in relation to religion or belief.</p>	
<p>Strengthen interfaith understanding between staff and involve staff of all religions and none in relevant decision making and policy development</p> <p>Diversity and Equality Team, Chief Executive's</p>	<p>March 2010</p>	<p>Establish and interfaith staff forum to act as a reference group for consultation on prayer / reflection space and interfaith events</p>	<p>No Progress has been made against this action.</p>	<p>Due to recent staff sickness and chances within the Team this has not been progressed.</p> <p>An officer is now in post to lead on faith and gender equality and the Forum will be convened by September 2010 to deliver a programme of activities for Interfaith week 2010.</p>	
<p>Corporate HR, Resources</p>	<p>From April 2009</p>	<p>Monitor key human resources performance indicators and workforce profile in terms of the religion / belief of people involved on an annual basis</p>	<p>Employee's religions and belief data will be incorporated into the Council's Equality Schemes monitoring annually.</p>	<p>Monitoring HR procedures across all equalities strands will be included in a report covering 2008/9 and 2009/10.</p>	
	<p>March 2010</p>	<p>Promote to all staff a firm commitment to providing support when they experience faith related prejudice or difficulties with clients, customers or service users</p>	<p>To inform Staff, Client, Service Users and Customers of the Council's zero tolerance to prejudice or assaults on employees will be publicised via e-mail, Pulling Together, and leaflets in Council offices in the new year</p>	<p>A number internal communications have been sent to maintain awareness of the No Place For Hate campaign</p>	
	<p>March 2010</p>	<p>Develop a dress code policy</p>	<p>A draft dress code will</p>	<p>Dress Guidance consultation</p>	

<p>Develop the ability of staff working with vulnerable people to understand and assess religion / belief related needs and preferences Diversity and Equality Team, Chief Executive's</p>	<p>April 2009</p>	<p>for Council staff which incorporates clear guidance to ensure that decisions about dress do not lead to direct or indirect discrimination of individuals based on religion or belief</p>	<p>be discussed by the Corporate Equalities Steering Group in December 2009.</p>	<p>commenced as planned. CESG signed off in May 2010.</p>	
<p>76</p>		<p>Produce Reasonable Adjustments on the grounds of religion / belief guidance</p>	<p>No progress</p>	<p>Due to recent staff sickness and changes within the Team this has not been progressed. An officer is now in post to lead on faith and gender equality. This action will be taken up with the Interfaith Forum.</p>	

Appendix 6

Sexual Orientation Equality Scheme

ONE TOWER HAMLETS ACTIONS

Priority	By whom	By when	Objectives	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, Amber Green)
Celebrate Diversity & Promote Cohesion	Head of Communications	Ongoing	Recognise the contributions and celebrate the lives of LGB people in Tower Hamlets through communications, arts and events	Continue to use East End Life to recognise the contributions of LGB people in Tower Hamlets and promote understanding and respect for LGB people. Continue to deliver a programme of arts and events that is inclusive of LGB people including specific annual events for LGB History Month	A number of positive articles about the contribution of LGB people to Tower Hamlets communities were posted	A number of positive articles about the contribution of LGB people to Tower Hamlets communities were posted	
	Service Head Scrutiny and Equalities		Develop knowledge and understanding and promote respect for different ways of life.		Preparations are in place for LGB History Month. A billboard campaign was produced on the 'No Place for Hate' Pledge.	LGB History Month was delivered in February 2010. Currently planning for 2011 events.	

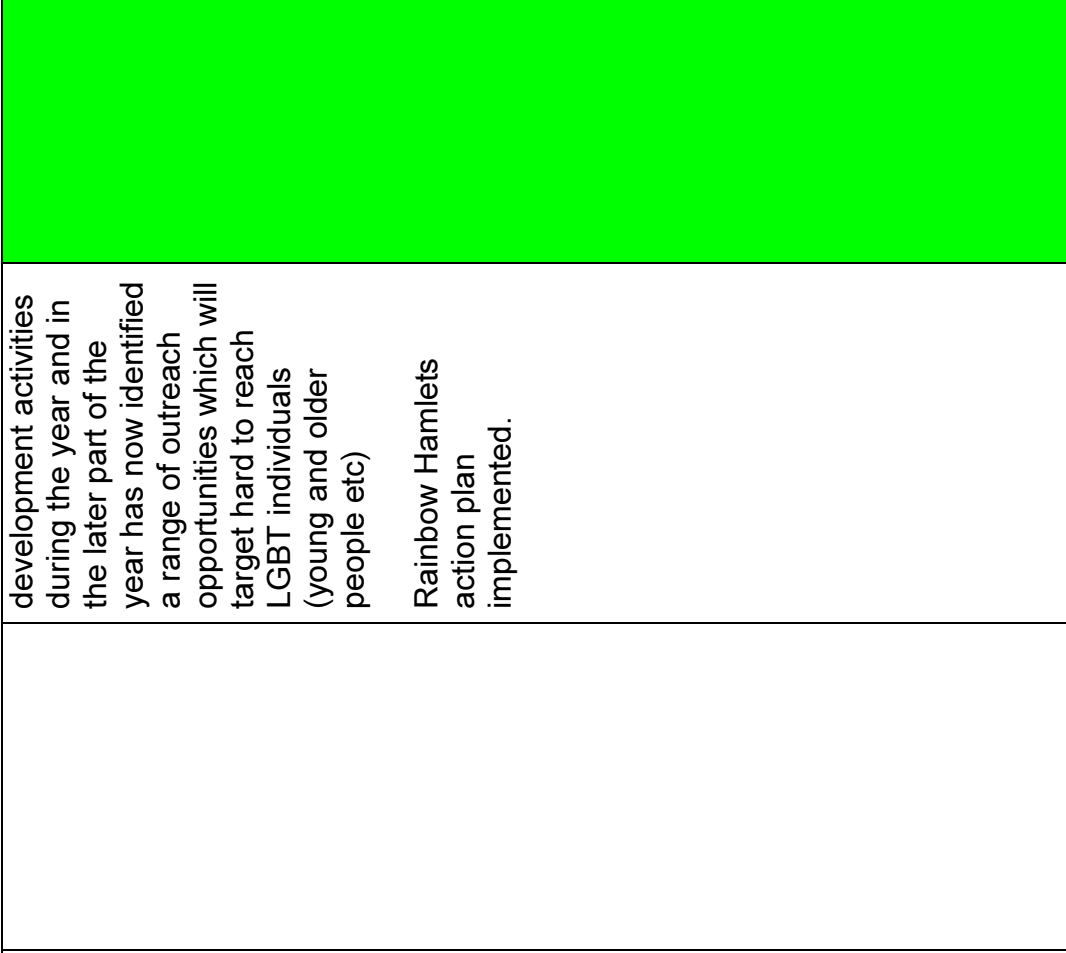
			<p>and positive relationships between LGB people and the wider community.</p>	<p>Learning from existing community cohesion initiatives assessed to develop proposals for ensuring that cohesion is evidenced and embedded into service planning and delivery</p>	<p>develop a tool that can help assess whether, as well as meeting their main aims and intentions, projects and activities provide additional value by promoting and developing positive community relations in the borough.</p> <p>The new tool will focus on the promotion of community cohesion rather than the prevention of community conflict. It will be a short easy to use toolkit incorporating a diagram and straightforward guidance on how to assess whether projects and activities promote and develop positive community relations. The tool will be incorporated within</p>	
--	--	--	---	--	--	--

<p>Page 4</p> <p>Improve the involvement and participation of LGB people in decision making</p>	<p>Service Head, Scrutiny and Equalities</p>	<p>Sept 2009</p>	<p>Ensure that consultation and engagement processes are inclusive of, and actively engage LGB people.</p>	<p>Develop the role of the LGB Community Forum as a key network that links up LGB organisations and is connected to the Tower Hamlets Partnership (THP).</p>	<p>A revised LGB Steering Group has been formed and has met twice. It will be involved in preparing for LGB History Month</p>	<p>the Total Place and EqlA toolkits and will be submitted to the Transformation Board in July 2010 for approval.</p> <p>PVE projects have ensured involvement and community cohesion from a range of Tower Hamlets residents.</p> <p>LGBT Community Forum Steering Group continues to meet regularly.</p> <p>The new governance arrangements for the Forum and co-chairs have been elected.</p> <p>A number of themes have been identified for future meeting through the work of the steering group</p>
--	--	------------------	--	--	---	---

	Head Participation & Engagement Team	March 2010	Improve the monitoring of LGBT people participating in consultation and participation activities	Improve monitoring of sexual orientation in THP activities	No Progress	This activity as not met its milestone but will be undertaken in the near future.	
	Service Head, Scrutiny and Equalities	March 2010	Strengthen the capacity of local councillors to engage the local LGBT community and get them actively involved in their neighbourhoods and local decision making.	Establish an LGBT Member Champion. Work with the LGBT Community Forum to establish better communication between LGBT residents and councillors Deliver LGBT awareness training for councillors	Councillor Josh Peck, Lead Member for Equalities, has been involved in the work to establish the LGBT Steering Group	Councillor Josh Peck involved in LGBT History Month activities / events.	
	Service Head, Scrutiny and Equalities	March 2010	Develop volunteering opportunities for local LGBT people	Work with the LGBT Community Forum and Tower Hamlets Partnership to develop volunteering	No Progress to date	The Forum has had discussions with IZWE (an IT Specialist Organisation) in proposing a virtual	

	forum. The virtual forum will provide a means of contact for LGBT individuals. A funding arrangement is in place to extend volunteering opportunities with LGBT candidates.		opportunities for LGBT residents			
	Rainbow Hamlets (previously known as LGBT Community Forum) established with Co-Chairs.	This will be linked to the development of the Steering Group	Recruit LGBT Community Forum Engagement Worker to develop and coordinate the Forum	Continue to support Tower Hamlets LGBT Community Forum as a central community resource, developing it to better support different sections of the LGB community.	March 2010	Service Head, Scrutiny and Equalities
	LGBT organisations database established and the contact	No progress to date	Establish a comprehensive database of LGB	Develop dialogue and better	March 2010	Service Head, Scrutiny

			partnership working between existing LGB groups in the borough to strengthen their capacity.	organisations in the borough and involve them in the work of the LGBT Community Forum	organisations for Rainbow Hamlets have been further extended during the year. Under development is a proposal for a virtual forum to further enhance communications across the LGBT communities	
and Equalities						
Service Head, Scrutiny and Equalities	March 2010	Ensure that the allocation of mainstream community grants are inclusive of LGB projects and initiatives and used to address gaps in LGB community support	Monitor and report on the allocation of mainstream grants to LGB projects to CESC annually	No progress to date	Survey of allocated grants to LGB Organisations has been initiated	
Service Head, Scrutiny and	March 2010	Improve the level of appropriate LGB information,	Develop the Tower Hamlets LGBT Community Forum Website as a	No progress to date	On-going and Rainbow Hamlets to lead on this issues. The Forum has invested in a range of	

<p>Equalities</p>	<p>advice and support available to LGB people in Tower Hamlets. Ensure that appropriate information, advice and support is available for LGB people who may be particularly isolated, such as older and younger LGB people, those from a BME background or who have a faith, and LGB parents. Provide information, advice and social support using the Internet.</p>	<p>comprehensive hub of information for LGB communities.</p>	<p>development activities during the year and in the later part of the year has now identified a range of outreach opportunities which will target hard to reach LGBT individuals (young and older people etc)</p> <p>Rainbow Hamlets action plan implemented.</p>	
-------------------	--	--	--	--

A PROSPEROUS COMMUNITY ACTIONS

Priority	Objectives	By when	By whom	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
LGB Equality in the workplace	Continue to develop an LGB friendly organisational culture	March 2010	Service Head, Scrutiny and Equalities	<p>Create the opportunity for dialogue around issues of sexual orientation with all staff in the organisation - deliver a minimum of two council wide events</p> <p>Train managers to improve their confidence in promoting LGB equality in the workplace.</p> <p>Further enhance the Councils work in relation to the Stonewall Diversity Champions Programme</p>	Work will be developed following results of the Workplace Equality Index (in January 2010) and analysis of staff survey	<p>LGBT History Month created a number of opportunities for communication about LGBT issues, and the various events acted as triggers for further communications and networking contacts.</p> <p>Sexuality Awareness Training is provided within the Corporate Learning and Development</p>	

						Programme and Equality training is again provided as a key part of the Corporate Induction for Managers.	
					Establish Member champion for LGB equality	Councillor Rachel Saunders is now the Equality Champion.	
					Service Head, Scrutiny and Equalities	See above	
					Service Head, Scrutiny and Equalities	The Sexual Orientation Equality Conference has been organised for December 2009 and the follow up sessions are planned for January 2010.	
					Service Head, Scrutiny and Equalities	Deliver a LGBT Equality Workplace Conference for local organisations	
					March 2010	There were 80 people involved in the Conference and a number of further activities working with individuals and agencies was the net result from the conference.	
					Ensure that senior and political figures visibly communicate and champion sexual orientation equality to all staff across the organisation		
					March 2010	Promote good LGB employment practice amongst local partners and encourage them to join the Stonewall WEI	

	In the procurement of services ensure suppliers and partner organisations have sexual orientation inclusive policies	March 2010	Corporate Procurement Team	Review the procurement framework to ensure that our suppliers are required to demonstrate that they do not discriminate on the basis of sexual orientation	No Progress	Procurement procedures under review with regard to equalities and Equality Act 2010.	
Education for All	Develop steps to prevent and respond to homophobic bullying in schools including explicit anti-homophobic bullying policies	March 2011	Behaviour Improvement Programme Manager/ Head of Equalities & Parental Engagement/ Stakeholder Engagement & Participation Manager/Development Manager for Schools Equalities Initiative Behaviour Improvement Programme	Raise awareness of the range of support available to parents and carers via revised information leaflet on how to tackle bullying and discrimination. 100% action and monitoring of all reported cases of homophobic bullying.	Publicity will be based on Stonewall information. Publicity about the bullying helpline distributed to all schools and high profile coverage in East End Life. All school will be issued with Stonewall's "Challenging	Publicity has been provided to schools through a partnership of CSF Directorate and Stonewall Information distributed to schools	

			<p>Manager</p>	<p>10% increase in reporting of discriminatory incidents in Schools including homophobic bullying.</p> <p>30 Schools to participate in one day workshops on bullying and discrimination and the impact of pupils behaviour on others.</p> <p>Increased awareness of the importance of reporting homophobia via new website launched in April 2009.</p> <p>Provide support to school coordinators to use the new incidents reporting form as it includes homophobic bullying</p> <p>Develop a new information leaflet for young people to</p>	<p>Homophobic Language" booklet; a poster on dealing with homophobic incidents and emphasising need for reporting in schools will be produced by end March 2010.</p> <p>Compared to last year an 18.3% increase in discriminatory incidents. 6.7% of all incidents were homophobic</p> <p>Workshops delivered at LBTH Anti-</p>	<p>On -going</p> <p>On-going</p>	
--	--	--	----------------	--	---	----------------------------------	--

				<p>inform them of homophobic bullying policies and the availability of the bullying help line.</p>	<p>Bullying Week (12 Nov 09) event by Stonewall. Further event scheduled for 2010.</p> <p>Antibullying helpline details on Tower Hamlets AMP website</p> <p>Termly meetings with school co-ordinators explaining the use of the new forms</p> <p>Publicity will</p>	<p>On-going</p>	
--	--	--	--	--	---	-----------------	--

					be based on Stonewall information. Publicity about the bullying helpline distributed to all schools and high profile coverage in East End Life.	
				Head of Equalities & Parental Engagement Sue McCauley	Evaluate the pilot of No Outsiders Project and aim to roll out the project to further 8 Schools of pilot to improve the confidence of staff feeling in dealing with homophobic bullying.	6 schools recruited for the project
				Behaviour Improvement Programme Manager	Monitor use of helpline and LGB calls. Ensure AMP website provides information about	The effectiveness of the helpline is due to be
	Provide staff with training to help them respond to, and prevent, homophobic bullying and support LGB pupils.					An initiative has been undertaken through the Behaviour Improvement Service working with schools to address homophobia bullying. The helpline was a trial and is being discontinued.
	Provide LGB pupils with the information and support that they need.					

				LGB services for young people Ensure new Family Information Services includes LGB information	reviewed before the end of this financial year	
	Extend our current initiatives in schools to continue integrating sexual orientation into the curriculum in a positive and constructive way	Head of Youth & Community Service Stakeholders Engagement & Participation Mgr	Head of Equalities & Parental Engagement	Evaluate the pilot of No Outsiders Project and aim to roll out the project to further 8 Schools of pilot to improve the confidence of staff feeling in dealing with homophobic bullying.	6 schools recruited for the project	National curriculum has been revised to underline the teaching and learning about issues related to LGBT communities. The new curriculum has been integrated into all secondary schools.
	Celebrate progress so that all pupils, parents, governors and staff know and	Behaviour Improvement Programme Manager		Celebrate successes via annual anti-bullying conference and LGBT History month	All schools invited to LBTH Anti-Bullying Week (12	Curriculum changes and changes to pastoral systems have been

	<p>understand the progress that is being made and so that other schools can learn from best practice.</p> <p>Provide support to lesbian and gay school staff</p>		<p>Head of Equalities & Parental Engagement</p>	<p>Discuss the creation of a LGB staff group project to raise awareness for schools and union reps.</p>	<p>Nov 09). Further event scheduled for 2010.</p>	<p>initiated in 2009/10.</p>	
		<p>Jacinta Gasson</p>	<p>On-going</p>	<p>This activity has not met its deadline of March 2010, however, will be delivered in September 2010.</p>	<p>The parent community governor training sessions, which took place in October were publicised to local LGBT groups</p>		
<p>Encourage school engagement with LGB parents and encourage LGB parents to become school governors.</p>		<p>Lisa Zychowicz</p>	<p>Publicise the Parent and Community governor partnership training for LGB parents interested in becoming governors.</p>	<p>On-going</p>	<p>The parent community governor training sessions, which took place in October were publicised to local LGBT groups</p>		
<p>Provide LGB inclusive youth provision</p>	<p>March 2010</p>	<p>Service Head, Scrutiny and Equalities</p>	<p>Further develop links with Step Forward LGBT Youth Group</p>	<p>A DVD has been produced.</p>	<p>DVD was funded and produced by Tower Hamlets. The DVD was promoted to CESG and the Children's Schools and families DMT.</p>		

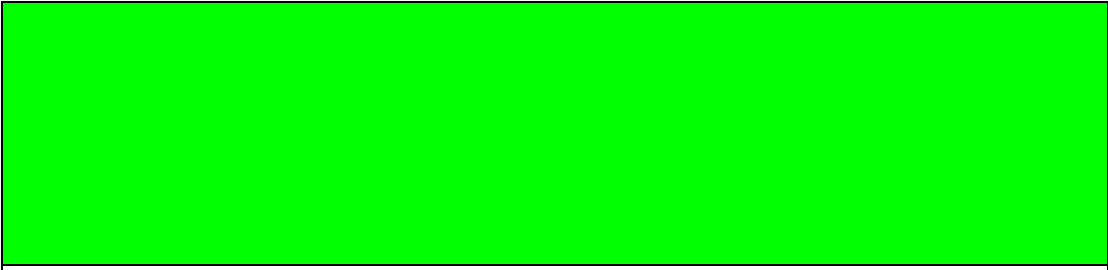
A GREAT PLACE TO LIVE ACTIONS

Priority	Objectives	By when	By whom	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
To enjoy a comfortable standard of living, with independence and security	Ensure that housing providers engage with LGB residents.	Sept 2010	D&R Housing Strategy	Progress through the TH Housing Forum to promote clarity within all providers policies with regard to homophobia	No Progress	Completed as part of Older Peoples Housing Strategy	
	Ensure that Anti Social Behaviour procedures are clear about how to deal with homophobia and enable LGB residents to report homophobia anonymously.				No Progress	THH have taken ASB in house to review this issue.	
	Ensure that housing allocations policies and succession policies are compliant with the law on sexual orientation	March 2010	Strategic Housing Manager	Include as part of Lettings Review to be completed 2009/10	This will be implemented within the Lettings Review.	EqlA has now been produced	
	Develop understanding of homelessness amongst LGB young people as a	March 2010	Service Head	Work with homelessness services and housing providers to explore experiences of homelessness	No Progress	EqlA completed on Housing Strategy.	

A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

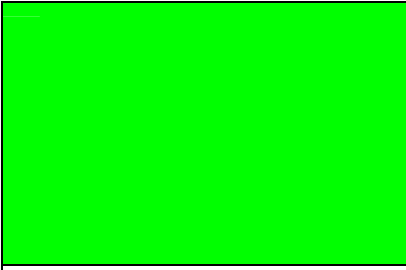
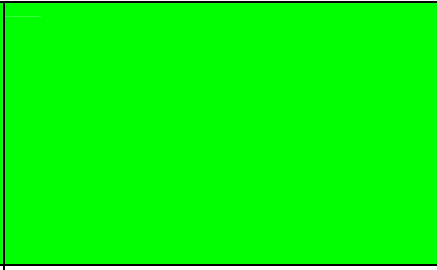
Priority	Objectives	By whom	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)	
Capability to live in physical security	Encourage LGB people to report hate incidents and tailor work to engage different sections of the community such as lesbians, families of LGB people, BME and young LGB people	LBTH CSS Hate Crime Policy & Partnership Team	March 2010	Race and Hate Interagency Forum (RHIAF) Action Plan sets out how the partnership will tackle homophobia. Key actions for the Hate Crime Policy and Partnership Team are as follows:	On Target	Completed.		
	Encourage heterosexuals to report homophobic hate crimes and incidents				On Target	Completed.		
	Educate and inform lesbian and gay people about homophobic hate incidents			Maintain and develop the Third Party Reporting Project to increase reporting of hate incidents and foster effective joint working amongst partner agencies involved where 100% of Third Party Reports are monitored and actioned (baseline of	On Target	Completed.		
	Strengthen recording mechanisms				On Target	Completed.		
	Provide support and information to victims of hate crime and incidents				On Target	Completed.		
	Work with employers to tackle hate crime				On Target	Completed.		
	Work with the wider community to raise				On Target	Completed.		

<p>awareness and challenge homophobic prejudice</p>				<p>18). If funding is confirmed commission specialist hate crime victim support services where 100% of hate incidents reported to Police are contacted and 50% engaged with service and outreach with LGBT communities, local businesses and families. If funding confirmed maintain and develop the No Place for Hate Champions Project where 3 targeted hate crime training, workshops and outreach activities delivered per Champion. Implement recommendations</p>		<p>Funding secured for one worker who will be working across all strands, including homophobic hate. Service commissioned. Funding not confirmed for Champions Project yet but programme is being delivered with existing resources. Completed.</p>	
---	--	--	--	---	--	---	--

<p>Page 197</p>				<p>from Hate Crime Victim's Needs Research Report for increased satisfaction with services by victims of hate crime measured through satisfaction questionnaires.</p> <p>Continue to deliver the awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Homophobic Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities (including LGBT communities and events) and Evaluation Report.</p> <p>To work with partners to ensure 100% of identified perpetrators</p>		<p>Completed.</p> <p>Action is being taken on cases with identified</p>	
-----------------	--	--	--	---	--	---	--

<p>perpetrated where evidence is available.</p> <p>Target missed marginally but police working to improve sanction detection rate.</p> <p>Monthly HIP are taking place ensuring a coordinated response to homophobic hate.</p> <p>Ongoing and on target.</p>					<p>of homophobic hate incidents reported to the Council are actioned.</p> <p>To work with partners to ensure 42% sanction detection rate for perpetrators of homophobic hate (This target is to be achieved by the Police).</p> <p>Hate Incidents Panel - Coordination of multi-agency panel which ensures a coordinated response to all homophobic hate incidents reported to Council.</p> <p>Work with partners in ensuring homophobic hate incidents are recorded effectively.</p>			
--	--	--	--	--	---	--	--	--

	<p>Ensure that fostering and adoption services are promoted to the LGB community and appropriate support is provided to LGB parents wishing to foster or adopt.</p>	<p>Stakeholders Engagement & Participation Mgr, (CS) Service Manager, Family Support & Protection Service Manager, Resources (CS)</p>	<p>Ongoing</p>	<p>The Stakeholder Engagement and Participation Team have close links with the Fostering and Adoption Service and will actively promote these services through the Family Information Service and Children's Centres</p>	<p>Will be delivered in 2010</p>	<p>Links with Rainbow Parents continue and this has been a significant activity in the parental engagement programme.</p>	
	<p>Support LGB Parents and make available appropriate information, advice and support for LGB people thinking about becoming parents.</p>		<p>Ongoing</p>	<p>The Stakeholder Engagement and Participation Team have close links with the Fostering and Adoption Service and will actively promote these services through the Family Information Service and Children's Centres</p>	<p>Will be delivered in 2010</p>	<p>See above</p>	

<p>Page 200</p>	<p>Support LGB young people discovering or coming to terms with their sexuality</p>	<p>Service Head, Scrutiny and Equalities</p>	<p>Sept 2010</p>	<p>Work with LGBT Community Forum and Step Forward LGBT Youth Group to ensure that information is available.</p>	<p>Step Forward attended the LGBT Forum to present on the difficulties for young LGBT people</p>	<p>Presentation to Rainbow Hamlets from Children, Schools and Families Services on LGBT development in Schools.</p>	
	<p>Support parents and families of LGB people</p>	<p>Head of Equalities & Parental Engagement</p>	<p>Ongoing</p>	<p>Provide support to Rainbow Parents – LGBT Parent Support Group</p>	<p>Rainbow parents are working within the parental engagement programme</p>	<p>Rainbow parents continue to work with positive east and the parental engagement team on family and educational issues.</p>	

A HEALTHY COMMUNITY ACTIONS

Priority	Objectives	Actions	Six Monthly Monitoring	End of Year Monitoring	By whom	By when	Status (Red, amber, green)
Equal access to health and social care	<p>Improve understanding of LGB specific health and social care needs, including those of older LGB people in Tower Hamlets and ensure they better inform the design and delivery of health and social services. This work should include attention in the following areas:</p> <ul style="list-style-type: none"> • The needs of older LGB people • Mental health • HIV • Access and inclusiveness of primary care services 	<p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including a specific focus on under-represented groups</p>	No progress	<p>The JSNA highlights the need for disease prevention interventions to be targeted towards particular LGB groups, where they are at high risk of contracting particular diseases e.g. HIV. For example, 71.4% of HIV cases were accounted for by sex between men, and a recommendation is to provide HIV risk reduction</p>	Service Head Commissioning & Strategy	July 2010	

<p>Page 202</p>	<p>Recognise the barriers that older LGB people face in accessing social care services and provide sensitive and appropriate care to LGB adults and older people.</p>	<p>Deliver a conference based on the findings of the Older LGB Needs Research Report and work with services to explore the issues raised. Support the work of Age Concern LGB Group.</p>	<p>Discussions are in train</p>	<p>messages in gay bars. The next iteration of the JSNA will continue to focus on the health and wellbeing needs of particular LGB groups.</p>	<p>Service Head Scrutiny & Equalities</p> <p>Service Head Older People & Homelessness</p>	<p>March 2010</p>	
	<p>Provide LGB awareness training to care staff.</p>	<p>Develop safeguarding training programme with learning and development.</p>	<p>No Progress</p>	<p>The development of the group continues to be funded from Beacon monies via the Older People's Reference Group.</p> <p>Development of this training programme is subject to funding and is likely to be fully developed following</p>	<p>Service Head Older People & Homelessness</p>	<p>March 2010</p>	

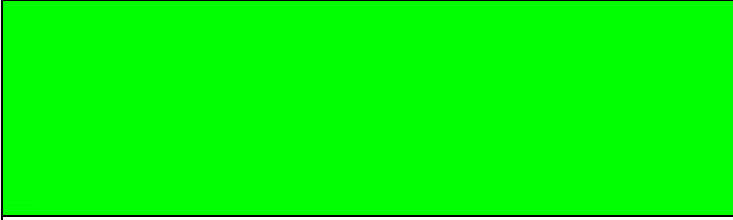
PROMOTING AGE EQUALITY AS AN EMPLOYER ACTIONS

Priority	Objectives	Actions	Progress	End of Year Monitoring	By whom	By when	Status (Red, amber, green)
Promote LGB equality as an employer	Continue to train staff and managers to keep them up-to-date with employment legislation and terms and conditions as they apply to LGB staff and to improve their confidence to promote sexual orientation equality in the workplace and in the delivery of services.	<p>Include appropriate training content as part of the Council's Learning and Development Programme.</p> <p>Ensure new managers induction includes briefings on key HR policies and good practice</p>	On-going	Sexuality Awareness training and equalities training is provided to all staff through the Corporate L&D programme	Joint Assistant Director Organisational Development, Workforce Strategy & Equalities	On-going	
	Continue to impact assess all new and existing policies to ensure they are inclusive and when reviewing policies, ensure the language used explicitly communicates our commitment to equality and diversity and policies are inclusive of LGB staff.	<p>Carry out a 3 year programme of Equality Impact Assessments in HR.</p> <p>Consult with staff forum and inform group of any findings and recommendations as appropriate</p>	On going – A number of HR Policies have been revised, these will impact assessed as part of the HRIP	HR programme of EQIAs has continued to assess all strands of equality, including sexual orientation	Head of Corporate Human Resources	On-going	

	<p>Continue to monitor, analyse and report on sexual orientation in staff attitude surveys and at all stages of the employment cycle from recruitment through to exit.</p>	<p>Review bullying and harassment policies and promote them to all staff, ensuring they communicate a zero tolerance stance to homophobic bullying.</p>
<p>Include LGB data in annual Equality Schemes Employment Monitoring Report and analysis of findings and recommendations presented to CESG.</p>	<p>On-going Annually – Employees LGB status will be incorporated into the Council's Equality Schemes monitoring report annually.</p>	<p>Report was presented to CESG in April 2010</p>
<p>Undertake a comparison of responses from LGB staff in 2009 staff survey compared to 2007 and report to staff forum.</p>	<p>December 2009 – these policies are being reviewed. Once completed, Staff will be informed of Council's</p>	<p>Completed</p>
<p>Produce Fair Employment Policy, publicise its implementation and brief managers</p>	<p>December 2009 – these policies are being reviewed. Once completed, Staff will be informed of Council's</p>	<p>New policy currently being drafted as part of HRIP. The need for content on homophobic bullying has been</p>
	<p>Head of Corporate Human Resources</p>	<p>Head of Corporate Human Resources</p>
	<p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p>	<p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p>
	<p>On-going Annually</p>	<p>On-going Annually</p>
	<p>March 2010</p>	<p>March 2010</p>
	<p>December 2009</p>	<p>December 2009</p>

				zero tolerance to bullying and harassment. This will be done through publicity via all user e-mail, pulling together and managers briefing.	disagreed with the LGBT staff forum.		
				On-going	Terms of reference and work programme have been drafted which will be progressed in 2010/11	Service Head, Scrutiny and Equalities	On-going
				On going – HR work in collaboration with Corporate Equalities team to	Two events were held during LGBT month, the films 'Milk' and 'Homoworld'	Service Head, Scrutiny and Equalities Head of	On-going
				Increase awareness of LGB issues by organising events for staff and including appropriate content in Managers Briefing and Pulling Together			
				Organise events and activities to and promote LGB awareness amongst non-LGB staff and to challenge prejudice and homophobia			
				Coordinate and support quarterly LGBT Staff Forum meetings			
				Continue to support the Council's LGBT Staff Forum to provide LGB staff with a safe place to raise staff issues.			

			<p>promote LGB and other equality awareness amongst non-LGB staff.</p>	<p>were shown as a part of this week, and an event was held focusing on homophobic bullying by Children's Services. For IDAHO 2009 the Council circulated all user emails marking the day and put up a screen saver to challenge homophobia. A panel discussion was held (for the second year now) to discuss faith and sexual</p>	<p>Corporate Human Resources</p>		
--	--	--	--	--	--	--	--

<p>Ensure that the Council's counselling service provides LGB sensitive counselling offering LGB counsellors or LGB trained counsellors.</p>	<p>Provision to continue to be included in future Employee Assistance Programme contracts and the trained counsellors Occupational Health refer employees to</p>	<p>On-going</p>	<p>Counselling provision is still being provided. Occupational Health are currently reviewing most effective way to provide a counseling service to staff given current low levels of take up through Employee Assistance Programme.</p>	<p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p>	<p>On-going</p>	
--	--	-----------------	--	---	-----------------	--

This page is intentionally left blank