

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	<p>Create the space and opportunity for residents from different backgrounds to come together.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	Review community cohesion principles to embed One Tower Hamlets in service delivery and development.	<p>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.</p> <p>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.</p>	<p>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.</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</p>	Green

					<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.</p> <p>PVE projects have ensured involvement and community cohesion from a range of Tower Hamlets residents.</p>	
AES RES COCO	Age Race	<p>Explore barriers preventing diverse communities mixing in youth clubs and day centres.</p> <p>Contact Officer:</p> <p>Mary Durkin, Service Head Youth and Community Learning, Children, Schools and Families</p> <p>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.</p> <p>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.</p> <p>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>	Complete.	Green

RES RBES GES DES SOES AES COCO	All strands	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. Contact Officer: Heather Bonfield, Service Head, Culture, Communities, Localities and Culture Lead Member: Cllr. Rofique Uddin Ahmed	Use the Olympic and Paralympic Games to engage communities in cultural, sporting and celebratory events.	Completed. 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.	Completed at six months	Green
RES RBES GES DES SOES AES	All strands	Promote understanding and awareness of different ways of life in the borough and challenge prejudice and discrimination. Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's Lead Member: Cllr. Joshua Peck Contact Officer: Heather Bonfield, Service Head, Culture, Communities, Localities and Culture Lead Member:	Continue to promote understanding and awareness of different ways of life in the borough and challenge prejudice and discrimination through East End Life. Continue to deliver a programme of arts and events that celebrates the diversity of Tower Hamlets.	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.	LGBT History Month delivered in February 2010. Joint working Hackney Council focusing on Shoreditch neighbourhood. Delivered International Day against Homophobia (IDAHO) on 17.5.10. St George's day events planned and delivered. Forty-one community events/festivals supported through arts & events fund. SLAs with Spitalfields and Greenwich and	Green

		Cllr. Rofique Uddin Ahmed			Docklands Festivals. Mela, Paradise Gardens, Create and East End Film Festivals were also delivered.	
RES	Race	<p>Strengthen the capacity of local councilors' 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>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>	Green

					agreed revised proposals for managing and responding to petitions including the introduction of e-petitions.	
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>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>	Green

			Work with Praxis to establish a model of engagement for smaller minority communities		community reps to facilitate a renewed focus on priority equality issues for the Somali community. 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.	
RES	Race	<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>	Future Women Councillors training was delivered.	<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>	Green

					<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>	
RBES	Religion/Belief	<p>Recognise major religious festivals of the boroughs faith communities and ensure publicity enhances interfaith understanding.</p> <p>Contact Officer:</p>	Produce a corporate calendar of major religious festivals and ensure that these are recognised both in the Council's internal communication	<p>A Faith Calendar has been designed for the last 5 years.</p> <p>We are currently designing the 2010 Calendar and</p>	<p>A Faith Calendar was produced in January 2010.</p> <p>Around 500 calendars were distributed across the country.</p>	Green

		<p>Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	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	<p>Tackle negative portrayal of faith communities and interfaith relations in the media to reduce the potential for such coverage to increase community tension.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</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 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.</p>	<p>A Comms Officer continues to attend regular tension monitoring meetings. They provide two-way dialogue between the Comms Team and the CCCPTMG, 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.</p>	Green
RBES SOES RES DES GES AES	All strands	<p>Ensure victims of all reported hate crime are supported and increase awareness of reporting mechanisms.</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>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).</p> <p>Implement</p>	On target.	<p>Joint working with Hackney Council on homophobic hate crime commenced in February 2010.</p> <p>Completed.</p> <p>Completed</p>	Green

			<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>	
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			response to all faith hate incidents reported to Council.			
RBES SOES RES DES GES AES	All strands	<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>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>	On target	Completed.	Green
SOES	Sexual Orientation	<p>Work with employers to tackle hate crime.</p> <p>Contact Officer: Michael Keating, Service Head, Scrutiny and</p>	Promote good LGB employment practice amongst local partners and encourage them to join the Stonewall	Conference to promote good practice across London local authorities and local partners scheduled	Completed.	Green
					<p>Funding not confirmed for Champions Project yet but reduced programme is being delivered with existing resources.</p> <p>Follow up event in January 2010 with partners will explicitly champion the Tower</p>	

		<p>Equalities, Chief Executive's</p> <p>Lead Member: Cllr. Joshua Peck</p>	WEI.	for 10th December 2009 to be delivered in partnership with Stonewall and Idea.	<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>	
SOES	Sexual Orientation	<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) Further event scheduled for 2010. 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				
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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 CYPP 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>	Complete.	
RES	Race	<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>	Review the Adult Learning Strategy and work with other partners to revise and publish a unified Adult Learning and Skills Strategy.	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.	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	Green

					constant.	
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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
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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

				Communities CPDG.		
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>	Road show career fairs (one per paired LAP area) from October 2009.	Jobs Fair held in Canary Wharf attracted 5000+ attendees.	<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>	Hold joint event with Job Centre Plus to increase employment in the Public Sector.	'Your 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 them about future job opportunities.	<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>	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.	Delivery Plan agreed. Monitoring Framework being discussed with appropriate managers.	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	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>	Review the Lettings Policy with particular reference to the current/ future needs of the BME communities.	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.	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.	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>	Undertake Equality Impact Assessment (EQIA) of Choice Based Lettings.	EqIA to be completed for presentation with report for January 2010 Cabinet.	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.	Green

RBES	Religion/Belief	<p>Address the shortage of social housing suitable for families.</p> <p>Contact Officer: John Coker, Strategic Housing Manager, Development and Renewal</p> <p>Lead Member: Cllr. Marc Francis</p>	<p>Raise issue with RSLs through the Housing Forum and review as part of Housing Strategy and Lettings Policy and Service review.</p> <p>Visit 200 overcrowded households to advise them about the bidding process and housing options available to them. Monitor outcomes by equality strands.</p>	<p>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).</p>	<p>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.</p>	Green
RBES	Religion/Belief Gender	<p>Increase availability of women-only activities at local sport and leisure centres.</p> <p>Contact Officer: Sports Development Team, Cultural Services, Communities, Localities and Culture</p> <p>Lead Member: Cllr. Rofique Uddin Ahmed</p>	<p>Programme as part of Healthy Towns to provide women and girls swimming programme commencing April 2009 -2011.</p>	<p>Implemented.</p>	<p>Completed – annual target exceeded.</p>	Green
RBES	Religion/Belief	<p>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.</p> <p>Contact Officer:</p>	<p>Production of Guidance on Reasonable Adjustments in relation to Religion and Belief to include information on considerations</p>	<p>Proposed guidelines have been created but evaluation of outcomes is now scheduled for March 2010.</p>	<p>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.</p>	Red

		<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>	relating to timing of activities.		This activity has now changed the reasonable adjustments guidelines will consider all equality strands.	
THH Service Plan	All strands	<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>	<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. 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>	<p>Green</p>

					customer needs on computer system.	
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>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

<p>THH Service Plan</p>	<p>All strands</p>	<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>	<p>Green</p>
<p>THH Service Plan</p>	<p>All strands</p>	<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>	<p>Green</p>

				neighbourhoods in development and will be in place by the end of the year.		
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A Healthy Community: Improve health and wellbeing and tackle inequalities in health

RES AES	Race Age	<p>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>Contact Officer: Shah Muhmud, Peer Work Development Worker, Children, Schools and Families</p> <p>Lead Member: Cllr. Abdul Asad</p> <p>Helen Taylor, Service Head Commissioning & Strategy, Adult's Health and Wellbeing</p> <p>Lead Member: Cllr. Anwara Ali</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>BME health priorities to be picked working in partnership with PCT and refresh of Joint Strategic</p>	<p>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.</p>	<p>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</p>	Green
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			Needs Analysis, including specific focus on under-represented groups.		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.	
AES	Age	<p>Tackle Childhood Obesity.</p> <p>Contact Officer: Claire Hatton, Joint Head Extended Services, Children, Schools and Families</p> <p>Lead Member: Cllr. Abdul Asad</p>	<p>Provide increased and improved walking and cycling routes and more support for walking and cycling through Healthy Schools and community initiatives.</p> <p>Development and progression of PCT-funded 'Bike It' project to encourage cycling to school, currently in Year 1 of 3 year programme.</p> <p>Cycle training programme rolled out to numerous schools each year in the Borough (approximately 1,500 pupils per year).</p>	Pilot projects underway with schools.	Complete.	Green
AES	Age	Expand targeted and specialist provision to support children	Expand and build on our targeted and	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>	
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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>	Publish “worklessness assessment” as part of the preparation of the Economic Assessment evidence base.	<p>Monthly monitoring return being produced as apart of combined analysis. The Government has delayed the publishing of draft guidance. However the Local.</p> <p>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>	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	Red
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Promoting Equality As An Employer						
RES AES WFRC	All	<p>Address the under-representation of equality target groups in the organisation across the Directorates.</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development</p> <p>Lead Member: Cllr. Joshua Peck</p>	Undertake strategic level EqIA of recruitment and selection to investigate the causes.	Planning of the strategic EQIA on recruitment and selection is underway.	<p>Project Initiation Document has been approved by CESG. 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>	Red
RES	Race	<p>Examine and address the differential progression rates of different groups of staff in the organisation.</p> <p>Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development</p> <p>Lead Member: Cllr. Joshua Peck</p>	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.	<p>Progression EQUI issues have been included in PID for Recruitment and Selection EQIA.</p> <p>New Vacancy Assurance process 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</p>	Green

					develop staff whilst reducing reliance on agency staff.	
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>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>	
RBES	Religion / Belief	<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>	Red

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 EqlAs 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

					<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>	
SOES	Sexual Orientation	<p>Ensure that the Council's counselling service provides LGB sensitive counselling offering LGB counsellors or LGB trained counsellors.</p> <p>Contact Officer:</p>	<p>Provision to continue to be included in future Employee Assistance Programme contracts and trained counsellors</p>	On-going	<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

		Steve James, Interim Head of Human Resources and Organisational Development Lead Member: Cllr. Joshua Peck	Occupational Health refer employees to		current low levels of take up through Employee Assistance Programme.	
AES	Age	Ensure employees and managers are aware of the Council's policy on retention of staff beyond the age of 65. Contact Officer: Catriona Hunt, HR Manager, Operations, Resources Lead Member: Cllr. Joshua Peck	Include item in Managers Briefing to remind managers and staff of content of the Council's Age Discrimination policy.	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.	Awareness of facilities raised through internal communications as planned. No issues emerged from 2009 Staff Survey in relation to age.	Green
AES	Age	Further develop the representation of diverse ages in the Council. Contact Officer: Steve James, Interim Head of Human Resources and Organisational Development Lead Member: Cllr. Joshua Peck	Outline proposals in Workforce to Reflect the Community report to Cabinet.	The WFTRC implementation plan addresses these areas specifically and has been approved by Cabinet.	The number of apprenticeship and graduate scheme places have been increased during 2009/10 to ensure opportunities are available to younger people.	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>	Publicise opportunities through regular emails to staff on course availability and including items in Pulling Together and Managers Briefing.	Corporate learning and development programme available on internet, regular global email circulated to publicise Corporate L & D course.	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.	Green
WFRC	All strands	Organise careers fairs with partner organisations across the LAPs (Local Area Partnership).	Organise one road show career fair per paired LAP area by October 2009.	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	Complete.	Green

				<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>Complete.</p> <p>Complete.</p>	
WFRC	All strands	Local on-line recruitment implementation with targeted campaign to encourage local candidates.	Evaluation of current talent pool approach.	In April 2009 LBTH launched its online application form using the JGP platform. This is an improvement on our previous form as it	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	Green

				<p>allows candidates to create a profile and register for alerts for vacancies as they arise.</p> <p>LBTH continues to advertise all external vacancies n 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 then for future contact. The database is now owned and belongs to TH where as before</p>	
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					the candidates were registered in the JGP system.	
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.	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	Green

					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 were 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

				testing, application, career coaching and interview skills.		
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.	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 CESG.	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 been 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
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