

Appendix 2

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	<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>	Youth Offending Team continue to work with a young person centre approach and have continued to extend prevention of crime schemes.	
	By July 2011	Head of Tower Hamlets Arts and Music Education Service, Children's Services	Enhance activities that bring people of different backgrounds together	<p>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</p> <p>Offer five hours of cultural activity every week to all of our children and young people through the</p>	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	

					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.	
	March 2010 September 2009	Director of the Tower Hamlets Partnership, Communities, Localities and Culture	Further enhance the engagement of young people in local democracy	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 Enhance the involvement of young people in THP decision making structures: <ul style="list-style-type: none"> • Support young mayors and 	Young Mayor and Deputy Mayor elected in February 2010. Activities involving shadowing of senior officers and Members are in place.	

				<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	<p>Stakeholders Engagement and Participation Manager, Children's Services</p> <p>Head of Equalities and Parental Engagement, Children's Services</p>	<p>Improve consultation with young people</p>	<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 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	
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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</p> <p>Access to Employment Manager, D&R</p>		<p>programmes leading to employment</p> <p>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.</p> <p>City Strategy Pathfinder funding for strategic development reduced 31st March 2009 and only a quarter of the original budget was left for</p>	
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					operational delivery. The CSP approach to worklessness and child poverty was used in Working Neighbourhood Fund commissioning managed by third sector.	
	March 2011	Director of Education Improvement Partnership, Children's Services	Support young people from workless families to improve employability	Deliver programmes that ensure young people from workless families understand and can meet the demands of the workplace	On –going.	
	March 2010	Access to Employment Manager, D&R		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	

					and the interventions required to support them. The LEA will be completed by July 2010.	
Improve Educational Outcomes	March 2012	Service Head Young People and Learning, Children's Services	Improve the educational outcomes of young people	<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>	
	March 2010	Service Manager Looked After Children, Children's Service	Enhance support of young people in their transition from compulsory education into adulthood	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	Every young person has a Pathway Plan completed at the age of 16, which addresses ETE options. Each young person	

					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		Facilitate person centred planning for all young people with disabilities in schools	Person centred approach adopted in targeted schools informed by a pilot of person centred transition reviews	
	September 2010	Manager, Children's Services Disabilities Team Manager, Children's Services		Establish a cross directorate transitions team to ensure a seamless transition for young people with disabilities	Planning on course. Model approved by strategic group.	
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	This has been undertaken as part of the LEA process.	
	March 2010	Diversity and Equality	Enhance the opportunities for young people to get	Work through THP Diversity and Equality Network to extend work	The DEN is going through	

		Coordinator, Chief Executive's	quality work experience in the borough	experience opportunities in local public sector	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.	
	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	Vocational curriculum in secondary schools has been increased and made more accessible to young people. Modern Apprenticeship	

					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.	

					<p>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</p>	
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					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.	
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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	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.	
	October 2009	Service Head Older People and Homelessness, Adults Health and Wellbeing		Develop Re-enablement Service	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	

					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.	
	March 2010	Commissioning Manager, Older People Adults Health and Wellbeing		Further development of extra care shelter housing	Two further extra care shelter housing projects are being developed, including provision at the Peabody	

					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	

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

					<p>being developed. This strategy is accross all client groups and does not simply focus on the needs of older people.</p> <p>In addition to the advocacy strategy, we are undertaking a needs analysis for information and advice across client groups.</p> <p>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>	
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					are: Needs analysis conducted - April 2010 Analysis of current provision - May 2010 Identify best practice - June 2010 Strategy developed - July 2010	
	March 2010	Travel Awareness Officer, Communities, Localities and Culture	Improve the accessibility of public transportation, particularly in the run up to the 2012 Olympic Games	Deliver accessibility-driven 'Getting Around' day which seeks to improve disabled users' knowledge of the transport options in the Borough.	Completed.	
Out and about	March 2010	Service Head, Environmental Control, Communities, Localities and Culture	Enhance the provision of free accessible public toilets in the borough	Complete a feasibility study for the introduction of a Community Toilets scheme.	Preparatory work has continued throughout the year and preliminary research into potential sites within the borough's markets has been	

					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).	
	March 2010	Strategic Planning, D&R	Ensure redevelopment creates 'safe' environments particularly at night	Prepare and publish Night Time Economy Strategy	Directorate does not currently have a night time economy strategy and there are no plans to undertake one at this time.	

A SAFE AND SUPPORTIVE COMMUNITY

Priority	By when	By whom	Objective	Action	End of Year Monitoring	Status (Red/Amber/Green)
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Reducing Fear of Crime	March 2010	Community Safety Service CCTV & Operations Team, Communities, Localities and Culture	Increase older and young people's confidence to go out after dark	Conduct feasibility study on visible enforcement options for out-of-office hours at problem areas.	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.	
	March 2010		Reduce older and young people's fear of crime	As above, including communication strategy to ensure these groups are targeted	The Metropolitan Police has now recruited a new communications manager who has commenced work in the borough. From April	

					2010 there will be a formalised partnership process that includes Police, LBTH Corporate, and CLC communication to address these issues.	
Tackling Anti-Social Behaviour	March 2011	Stakeholder Engagement and Participation Manager, Children's Services	Tackle negative perceptions of young people, particularly their association with anti-social behaviour	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	The Behaviour Improvement Team in CSF continues to address these issues, working progressively with schools.	
	March 2010	CCTV & Operations Team, Community Safety Service, Communities, Localities and Culture	Monitor impact of anti-social behaviour measures on young men, particularly those from minority ethnic backgrounds	Generate baseline data for equalities profile of victims and perpetrators of anti-social behaviour	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	

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

					assessments than previously expected.	
	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	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 Psych, CAMHS & Ed Psych	
	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		

					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.	
March 2010	Service Head, Older People and Homelessness, Adults Health and Wellbeing Diversity and Equality Team, Chief	Enhance measures to tackle the social isolation of older people with particular focus on LGBT older people	Work with the Older People's Partnership Board and LGBT Community Forum to support the Older People's LGBT Group	The AHWB Transformation Board has agreed on a RAS methodology, and as at December 2009, the RAS calculation is being further		

		Executive's			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.	
	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	Joint Head Extended Services, Children's Services	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 EqlA which included information on the increasing number of participants in the	
	March 2010	Travel Awareness Officer, Communities,				

	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	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 Cycle training programme rolled out to numerous schools each year in the Borough (approximately 1,500 pupils per year)	Completed. 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	

					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.	
	March 2011	Head of Equalities and Parental Engagement / Project Manager, Children's Services	Enhance the skills, knowledge and confidence of families to live healthily	Build health into existing and new parenting programmes to boost skills, knowledge and confidence and influence home environments	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,	

					Schools & Families Directorate, 3rd sector voluntary organisations. Further developments to include training for SFSC facilitators in Healthy living & SRE.	
	March 2010	Skills for Families Coordinator, Children's Services	Expand targeted and specialist provision to support children and families with identified weight management needs	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	The Parental Engagement programme and Healthy Schools initiative have shown positive results in supporting children and families to manage diet and weight reduction.	

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 communications 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.	