

## Appendix 3

### GENDER EQUALITY SCHEME 2007 – 10

<b>Theme 1: Crime, Violence and Anti-Social Behaviour</b>						
<b>Objective</b>	<b>Date</b>	<b>Responsibility</b>	<b>Action</b>	<b>Monitoring 2008/09</b>	<b>End of Year Monitoring 2009/10</b>	<b>Status (Red, amber, green)</b>
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>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>		
Enhance services to reduce the number of female offenders	Apr-09	Head of Community Safety - Andy Bamber (CLC)	To maintain and develop initiatives to reduce the incidence of prostitution in the borough including the Safe Exit programme	This quarters figures indicate 28 cases this month with a 58% success rate. Down on previous quarters but still within target.	Completed April 09 - no further update.	
Reduce the incidence of re-offending by	Apr-09	Head of Community Safety - Andy Bamber (CLC)	Support and develop the Looking Out	The service has worked with 55 cases from 75 referrals to	Completed April 09 - no further update.	

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%		
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## 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.	EqIA 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>outreach service.</p> <p>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.</p>		
<p>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 <b>(AHWB)</b></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>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>	

			smoking and diabetes		screening in different settings  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: 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 Close monitoring (weekly) of number of Hba1c blood tests taken and results achieved was undertaken DIU, commissioning and public health met fortnightly to review achievement CEG provided weekly LDP data specific to this target Care Package Dashboard data was crosschecked with LDP data to ensure	
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					<p>consistency Hba1c data and performance was shared with practices</p> <p>A diabetes's Performance dashboard has been developed that reports monthly, and shared with the networks and Commissioners.</p> <p>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.</p> <p>In collaboration with other NEL PCTs, we commissioned research using validated tools (the Cancer Awareness Measure and the Breast</p>	
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				<p>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.</p> <p>As at quarter 3 of 2009/10, 2050 people had quit smoking (1033 standardised figure), which is close to the 2009/10</p>	
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					<p>annual target of 1043. This measure defines quitters as those who have stopped smoking for a period of at least 4 weeks.</p> <p>There has been good progress against each of the five major workstreams included within the Delivery Plan.</p>	
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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%) Project is continuing working with Bangladeshi small businesses. 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>	

					Activities Network (CSPAN) with the development of an action plan that includes input from a wide range of services.	
Improve economic inactivity rates across the borough and monitor to ensure these are reflective of the local population	Apr-08	Director of Public Health Tower Hamlets PCT - Ian Basnett (PCT)	<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&amp;R.</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>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>Specification for the research has been produced and funding decisions are awaited.</p>	<p>construction/security have also helped to achieve these results. 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>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>To review and improve benefit advice for older men and women</p>	<p>Review completed as part of the Best Value Review of Older People's Services</p>	<p>This initiative continues to offer support to older men within the community. The 'Geezers Club' meets weekly, attracting attendance from men who are widowed or otherwise at risk of isolation via a number of social activities.</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.		
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#### 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	
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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	
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			gender biased.  Following implementation of new job evaluation scheme, undertake an Equality Impact Audit across the Council			
Open up traditionally male / female occupations	Apr-08	Head of Accountability and External Funding - Dave Clark (D&R)  Service Head Commissioning and Strategy - Barbara Disney (AHWB)	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	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.	Completed in April 2008	

<p>Improve educational outcomes and address under-achievement of boys</p>	<p>Apr-08</p>	<p>Directors of Human Resources - Steve James <b>(HR)</b></p> <p>Service Head Early Years, Children and Learning - Monica Forty <b>(CS)</b></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.</p> <p>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 <b>(HR)</b></p> <p>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 Chrisp 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 <b>(HR)</b></p>	<p>To offer programmes of activities more appealing to young women in all youth centres</p> <p>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>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, Swanlea Youth Project and George Greens School since April 2008.</p> <p>The Young Women's Development Worker has been supporting youth work managers</p>		
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			<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.</p> <p>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.</p> <p>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>		
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				<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>		
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**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>	
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				<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>		
Improve the representation	April 2008	Service Head Young People and Learning /	Sustain and extend the	Website refreshed. Women Councillor	Completed in April 2008	

of women in democratic processes and positions of influence	and annually	Service Head Early Years, Children and Learning - Carmel Littleton / Monica Forty <b>(CS)</b>	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 <b>(CS)</b>	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 <b>(CS)</b>	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	

			and Staff Forums and other relevant organisations to identify key barriers and issues	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.		
Increase the involvement of fathers / male carers and LGBT parents in their children's education and wellbeing	Apr-08	Head of Youth and Community Learning - Mary Durkin (CS)	<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>	Complete in April 2009	

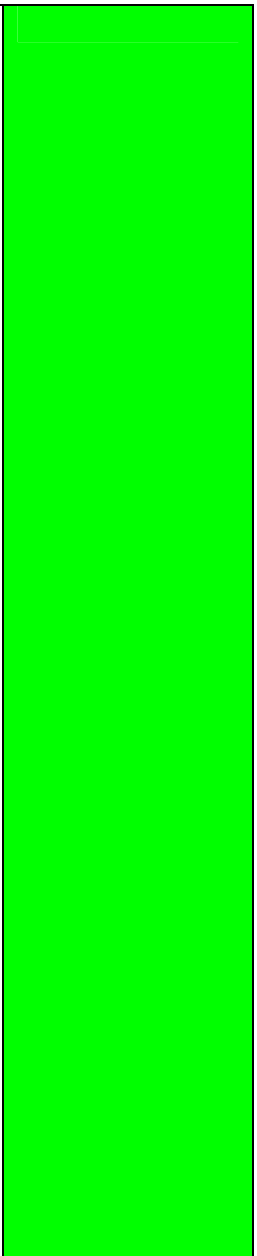
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**Theme 6: Participation in Public Life**

Review our monitoring arrangements and existing policies for compliance with the Gender Duty	Apr-08	Consultation and Involvement Manager - Shanara Matin <b>(CEX)</b>	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	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	Completed.  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.	
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			<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>		
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<p>Improve consultation and engagement with women, men and transgender people</p>	<p>Apr-08</p>	<p>Consultation and Involvement Manager - Shanara Matin <b>(CEX)</b></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>	
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Provide support to Councillors to promote gender equality	Apr-08	Service Head Scrutiny and Equalities - Michael Keating <b>(CEX)</b>	Provide support to councillors including information and a training session so they can promote gender equality with their constituents	A Member Learning and Development Seminar on Diversity and Equalities was held in March 2008 which covered the issue of gender equality.	Completed in April 2008	
Promote the Council's commitment to gender equality and promote positive images of women, men and transgender people	Apr-08	Service Head Scrutiny and Equalities - Michael Keating <b>(CEX)</b>	<p>To promote the Gender Equality Scheme with residents, partners and local voluntary and community groups</p> <p>To review the images the Council uses in its publications to avoid gender stereotyping</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.	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.</p>		
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