

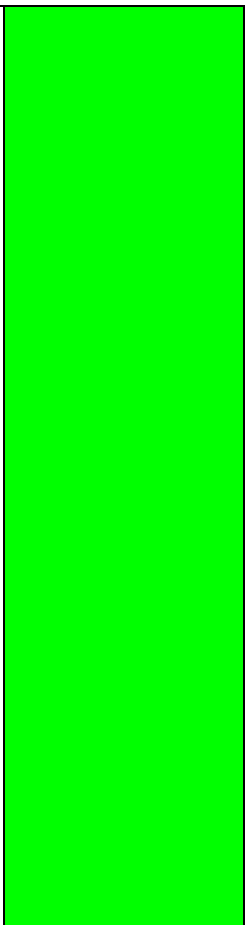
Appendix 4

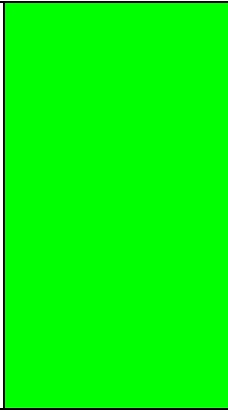
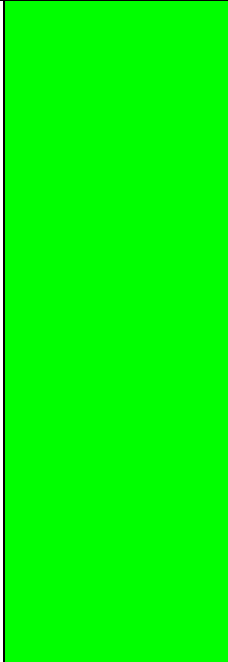
Race Equality Scheme

ONE TOWER HAMLETS ACTIONS

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

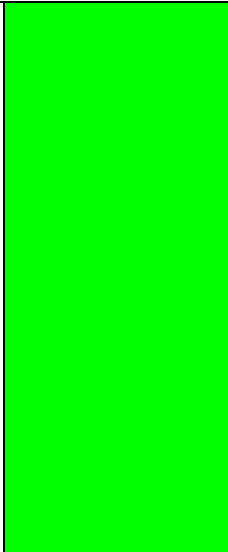
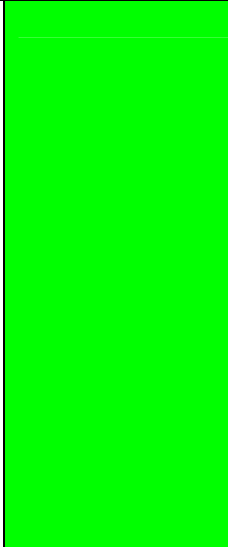
<p>Service Head Cultural Services</p>		<p>(CLC) Field Day / Underage Event August 2009 (CLC)</p> <p>Personal Best Programme and recruiting - Apr 09 Nick Smales (D&R) Delivery Arrangements and SLAs agreed with partner delivery agencies- Apr 09 Nick Smales (D&R)</p>		<p>under five. Travel costs and refreshment costs are reimbursed to enable people on benefits and/or low incomes to access the course. Programme Evaluation is due to take place in Nov 2010.</p>	
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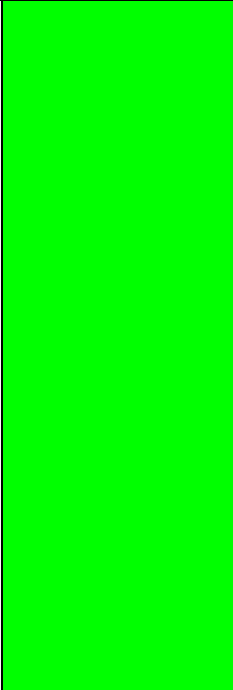
<p>Promote understanding and awareness of different ways of life in the borough and continue to challenge prejudice and discrimination.</p> <p>Service Head, Scrutiny and Equalities</p> <p>Head of Communications</p> <p>Head of Arts</p>	<p>Ongoing</p>	<p>Continue to promote understanding and awareness of different ways of life in the borough and continue to challenge prejudice and discrimination through East End Life. Continue to deliver a programme of arts and events that celebrates the diversity of Tower Hamlets</p>	<p>Black History Month brochure produced and launch planned at Brady Centre 3rd October. Programme of supported events agreed with Equalities. Six month evaluation of monitoring to be completed by Nov 09.</p>	<p>Black History Month events were delivered in October 2010</p> <p>LGBT History Month delivered in February 2010. Joint working in Shoreditch, Hackney.</p> <p>Currently planning for International Day against Homophobia (IDAHO).</p> <p>St George's day events planned and delivered.</p> <p>41 community events/festivals supported through events fund. SLA's with Spitalfields and Greenwich and Docklands Festivals. Delivery of Mela, Paradise Gardens, Create and East End Film Festivals.</p>	
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<p>Improve communication and transparency of process to address perceptions of unfairness and competition for resources between communities.</p> <p>Head of Communications</p>	<p>Ongoing</p>	<p>Use corporate and service level communication mechanisms to further enhance the way in which decisions about funding and resource allocation is communicated to residents.</p>	<p>On-going</p>	<p>A number of events have taken place with voluntary sector organisations with the theme of participatory budgeting (You Decide!), funding available to agencies being in access of £2 Million</p>	
<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>Head Participation & Engagement Team</p> <p>Service Head, Scrutiny and Equalities</p>	<p>March 2010</p> <p>March 2010</p> <p>March 2010</p>	<p>Adapt participation performance targets to ensure that they identify specific underrepresented ethnic groups rather than 'BME' categories by March 2010</p> <p>Undertake mapping of engagement and consultation with the Somali community across THP by July 09; and implement recommendations by March 2010</p> <p>Establish up-to-date information about third sector BME organisations operating in the borough for</p>	<p>Praxis were commissioned in September to deliver a project which will strengthen the capacity of decision makers and service providers to understand, involve and respond to the needs of new communities in the borough at a strategic and operational level.</p> <p>Strengthen the capacity of new communities to inform and influence local decision making and play an active part in the</p>	<p>New Residents and Refugee Forum continues to meet involving a range of LBTH statutory and non-statutory agencies</p> <p>Migrant Impact Project which provides ESOL and citizenship education is underway (Arbour and Toynbee) and this is with new migrant women.</p> <p>Partnership project with Somali community being planned and to commence in summer of 2010.</p>	

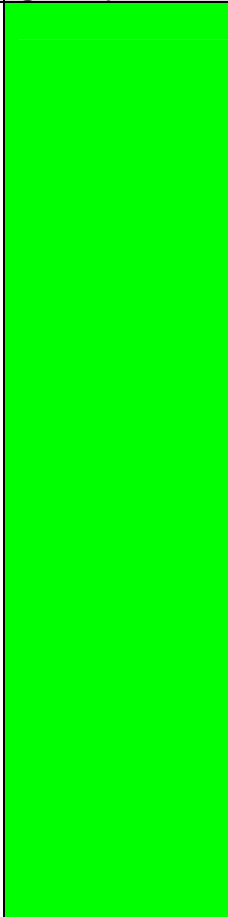
		<p>consultation and involvement activities.</p> <p>Work with Praxis to establish models of engagement with smaller minority communities</p>	community.		
<p>Further support and strengthen the capacity of BME third sector in Tower Hamlets paying particular attention to smaller and more isolated sections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

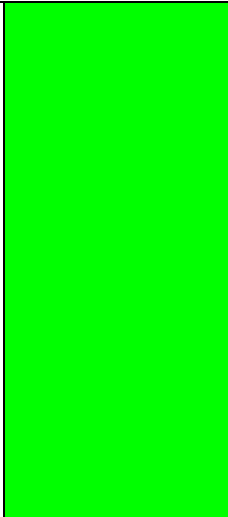
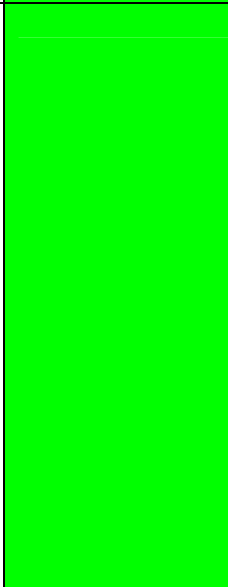
<p>Strengthen the capacity of local councillors to lead all sections of the local community and get them actively involved in their neighbourhoods and local decision making.</p> <p>Service Head- Democratic Services</p>	<p>April 2009 from May 2009 April 2010</p>	<p>Implement Councillor Call for Action Implement programme of Council/Cabinet/Committee meetings in Community Venues and pilot web casting project Develop local response to the 'Communities in Control' White Paper – proposals drafted for April 2009 and action plan delivered throughout 09/10</p>	<p>Proposal for local CCfA model has been developed and agreed by Overview and Scrutiny Committee this is currently being tested through the Scrutiny Review of Community Leadership.</p> <p>Discussions have been held with Partnership Executive around external scrutiny this will be further developed within the next few months with CPDGs. Consultation held on the new decision making model.</p>	<p>Proposals for developing external scrutiny will be discussed by the CPDGs and proposals were presented to the Executive in April 2010.</p> <p>Consultation held on the new decision making model undertaken in October 2009.</p>	
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<p>Improve understanding of current language needs and tailor the way in which we communicate with people who cannot speak English to ensure that interpreting and translation is able to improve access to services.</p> <p>Service Head, Scrutiny and Equalities</p>	<p>March 2010</p>	<p>Review the effectiveness of the Council's interpreting and translation provision to improve access to services and communication with residents who face language barriers.</p> <p>Explore the potential for joint interpreting and translation arrangements with partners.</p>	<p>The Interpretation and Translation Policy has been reviewed, with draft policy is now in place. The scope of the review has been broadened to meet all communication needs i.e. British Sign Languages / Makaton.</p>	<p>Translation and Interpreting EqIA completed. The review report was presented to CESG in April 2010.</p> <p>The re-launch of Translation and Interpreting services planned for September / October 2010.</p>	
<p>Improve customer access for smaller minority communities</p> <p>Service Head, Scrutiny and Equalities/ Service Head, Customer Access</p>	<p>March 2010</p>	<p>Work with Praxis to better understand the barriers to access for smaller minority communities and develop a model for improving access to services.</p>	<p>Praxis are currently working with the New Residents and Refugee Forum to obtain a better understanding of our smaller minority communities and to strengthen the role of the minority communities in the Borough. A number of consultation events have been completed to discuss issues that minority communities are facing.</p>	<p>New Residents and Refugee Forum continues to meet involving a range of LBTH statutory and non-statutory agencies.</p> <p>The Forum has met to consider key themes which were, Education, Young people, Health, Housing and Homelessness, and a number of new activities have been initiated.</p>	

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

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

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

			has been agreed within the Prosperous Community Delivery Group.		
<p>Improve the under-representation of BME communities in key employment sectors by promoting the best practice in relation to workforce to reflect the community and encouraging and working with major organisations in the borough to adopt similar initiatives.</p> <p>Access to Employment Manager</p>	March 2010	<p>Promote activities and develop programmes through the Docklands HR Initiative and the Dockland Business Forum</p> <p>Publish more widely the outcomes of Skillsmatch/JCP and 3rd sector employment schemes</p>	Roadshow career fairs (One per paired LAP area) by October 2009.	All scheduled activities completed.	
<p>Maximise employment, placement, apprenticeship and training opportunities amongst workless people in the public sector, building on existing good practice</p>	<p>March 2011</p> <p>March 2010</p> <p>March 2010</p>	<p>Expanding apprentice scheme to 200 local young people by 2011 (HR)</p> <p>Increase the number of public sector apprenticeships by 50</p> <p>Hold joint event with JCP to increase employment in the Public Sector.</p>	<p>'You're Hired' public sector jobs fair took place on 13th October 2009 at East Winter Gardens, Canary Wharf.</p> <p>The event was for local people to meet local employers and talk to</p>	Completed at six months	

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

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

white and Somali communities across all Key Stages.		evidence based intervention and extended school support appropriately, and rigorously track them.	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 complied and feeding into evidence-based intervention and personalised learning programmes	groups but closing the gap. Better data now available about distribution of these students and schools putting in place more personalised learning programmes in 2010. Caribbean and Bangladeshi boys also underperforming still but closing gap. – personalisation programmes put in place	
Address the under-achievement of white, Caribbean and Bangladeshi boys particularly at Key Stage 4.			-Assessing Pupils' Progress (APP) to be embedded across secondary school departments and year groups at Key Stage 3 on track for completion in March 2010 - Audits of Assessment for Learning (AfL) practice in schools supported and action plans developed	APP training rolled out for all secondary schools and 90% implementing AfL monitored through SIP visits and to be reported end of March 2010	
Continue to improve the representation of BME teachers in local schools paying particular attention to	Feb 2010	To increase the percentage of BME teachers to 30% (currently 29.2%).	The autumn term Staff Equality Audit due to be completed by the end of Nov09 is currently underway and once	Joint Graduate Teachers Programme continues to recruit a significant number of BME candidates this year	

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

A GREAT PLACE TO LIVE ACTIONS

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

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

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

<p>communities to improve the representation of smaller BME communities working in leisure services and address difficulties in recruiting BME female leisure staff.</p> <p>Leisure Contracts & Partnership Manager/ Joint Head of Sports & Physical Activities</p> <p>Head Strategy and Resources, CLC</p>	<p>April 2009</p> <p>Mar 2010</p> <p>Mar 2010</p>	<p>of Healthy Towns to provide women & girls swimming programme commencing April 2009 - 2011, aimed at those individuals who are interested in further development.</p> <p>Approach to be reviewed based on feedback from focus/local groups</p> <p>Working with Muslim Women's Collective to encourage employment of Muslim women in frontline leisure services.</p>	<p>Swimming programme has been implemented and is ongoing. Popularity of the sessions has seen over-subscribed classes, emphasising the need for more session with women lifeguards.</p> <p>On target, to be reviewed at the end of the year.</p> <p>Funding for training additional lifeguards has been secured through the Participatory Budgeting initiative. So far, The Limehouse Project (lead agent for the Muslim Women's Collective, who are delivering the project) have been successful in recruiting and engaging 30</p>	<p>Pool programme reviewed and additional sessions implemented.</p> <p>Completed in previous quarter – no further update.</p>	
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			women to the first workshop, with swimming assessments taken by these women to identify skill levels. Further engagement work is being undertaken to expand the core training group.		
<p>The PCT and Leisure services to work in partnership to promote health lifestyles and encourage physical activity amongst BME groups who suffer the highest preventable health risks.</p> <p>Service Head Commissioning & Strategy</p>	July 2010	Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.	No progress.	<p>The JSNA highlights health inequalities impacting disproportionately on particular ethnic groups. For example, the results indicated significantly higher rates in the white population for all age all cause mortality, cardiovascular disease and cancer. Also, prevalence of diabetes in Bangladeshis is higher than in other groups, but prevalence within this group varies considerably across the Borough. This detailed information will have implications for how services are targeted in the next year. The Older People with Mental Health problems JSNA has</p>	

				been completed, and the other 5 focused JSNA projects will be completed by end March 2010.	
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A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

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

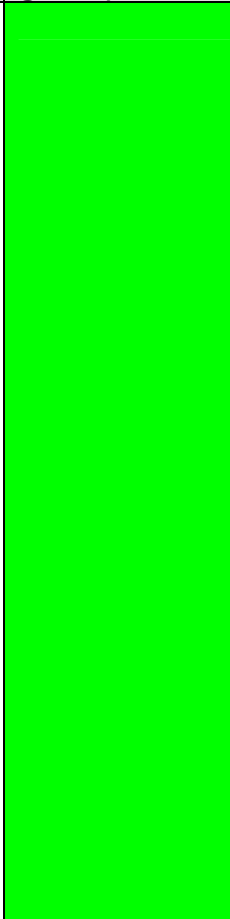
<p>process in the application of stop and search in Tower Hamlets.</p> <p>Service Head, Scrutiny and Equalities</p>		<p>equality impact assess the application of stop and search in Tower Hamlets to demonstrate fairness and transparency and improve public confidence.</p>	<p>agreed to undertake a strategic level EqIA on the Stop and Search laws; however, due to lack of resources the assessment has been delayed.</p>		
<p>Ensure that victims of race hate crime have access to appropriate protection and support and prevent race hate through promoting awareness, encouraging reporting and building community cohesion across all communities.</p> <p>LBTH CSS Hate Crime Policy & Partnership Team</p>	<p>March 2010</p>	<p>Race and Hate Interagency Forum (RHIAF) Action Plan sets out how the partnership will tackle Race Hate Incidents. Key actions for the Hate Crime Policy and Partnership Team are as follows:</p> <p>Maintain and develop the Third Party Reporting Project to increase reporting of hate incidents and foster effective joint working amongst partner agencies involved where 100% of Third Party Reports monitored and actioned (baseline of 18).</p> <p>If funding is confirmed, commission specialist hate</p>	<p>Rollin out of the Race Hate Interagency Forum Action Plan with key agencies working in partnership in a person centred way.</p>	<p>Partnerhsip working continues with developing operation delivery systems that support victims of crime</p> <p>Completed</p> <p>Funding secured for one</p>	

		<p>crime victim support services where 100% of hate incidents reported to Police are contacted and 50% engaged with service.</p> <p>Implement recommendations from Hate Crime Victim's Needs Research Report for increased satisfaction with services by victims of hate crime measured through satisfaction questionnaires.</p> <p>Work with partners in ensuring race hate incidents are recorded effectively.</p> <p>Work with partners to ensure 100% of identified perpetrators of race hate incidents reported to the Council are actioned.</p> <p>Work with partners to ensure 38% sanction detection rate for perpetrators of race hate</p>		<p>worker who will be working across all strands, including race hate. Service commissioned.</p> <p>Completed</p> <p>Ongoing and on target.</p> <p>Action is being taken on cases with identified perpetrated where evidence is available.</p> <p>Completed and target achieved.</p>	
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	<p>(This target is to be achieved by the Police).</p> <p>Coordinate Hate Incidents Panel - multi-agency panel which ensures a coordinated response to all race hate incidents reported to Council.</p> <p>If funding confirmed maintain and develop the No Place for Hate Champions Project where 3 targeted hate crime training, workshops and outreach activities delivered per Champion.</p> <p>Deliver awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Race Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities (including BME, refugee, newcomer communities and events)</p>		<p>Monthly HIP are taking place ensuring a coordinated response to race hate.</p> <p>Funding not confirmed for Champions Project yet but reduced programme is being delivered with existing resources.</p> <p>Completed.</p>	
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		and Evaluation Report.			
<p>Continue to deliver and further develop culturally appropriate responses to domestic violence.</p> <p>Maryam Rouf, Domestic Violence Team, Community Safety Service, CLC</p>	Sept 2010	<p>Update public information leaflet on Forced Marriage to reflect new legislation.</p> <p>Ensure that Warrior Women programmes continue to reach target communities including new migrant communities and Somali women</p>	On Target	<p>Completed - Forced Marriage leaflet updated and distributed as part of annual campaign - Domestic Abuse No Excuse. Additional forced marriage seminar has also been held and an event with young people on forced marriage is being delivered in partnership with TH college.</p> <p>Completed - Warrior Women course has been run with new migrant communities. The WW course is currently fully booked until September 2010.</p>	

A HEALTHY COMMUNITY ACTIONS

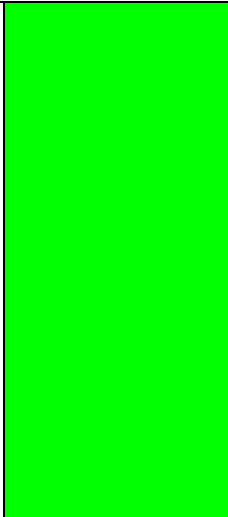
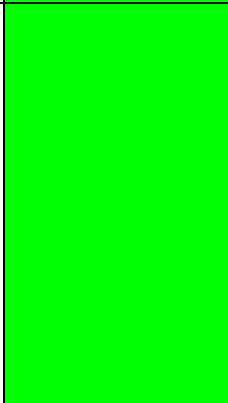
Objectives	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
<p>Healthy lifestyles and smoking cessation: Further tailor specifically targeted culturally appropriate health campaigns to improve awareness of specific health risks and promote healthy lifestyles among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

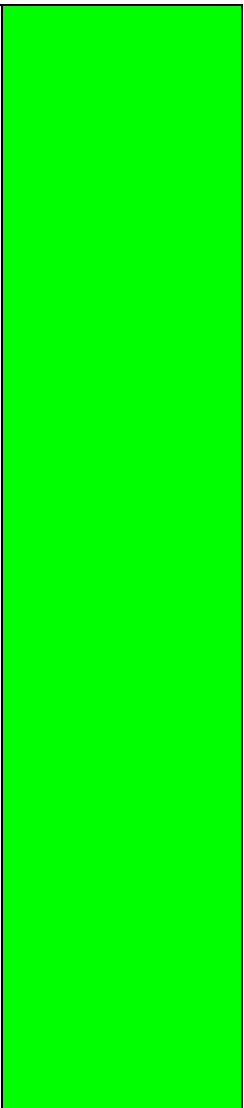
		represented groups.			
<p>Continue to improve access to treatment services amongst different BME communities and develop initiatives to reach out to under-represented groups and BME women</p> <p>Drug & Alcohol Action Team, Community Safety Service, CLC</p>	Mar 2010	Evaluate treatment system to ensure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

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

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

<p>Mental health: Improve the understanding of mental health needs of BME communities and strengthen the accessibility and delivery of mental health services to the BME community.</p> <p>Children's Centres Strategic Manager</p> <p>Service Head Commissioning & Strategy (AHWB)</p>	<p>Ongoing</p> <p>July 2010</p> <p>Ongoing</p>	<p>Deliver services in more accessible settings in the community such as Children's centres, schools and GP surgeries</p> <p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.</p> <p>Implement Somali Needs Assessment Action Plan completed in March 2009</p>		<p>On-going</p> <p>The JSNA highlights health inequalities impacting disproportionately on particular ethnic groups. For example, the results indicated significantly higher rates in the white population for all age all cause mortality, cardiovascular disease and cancer. Also, prevalence of diabetes in Bangladeshis is higher than in other groups, but prevalence within this group varies considerably across the Borough. This detailed information will have implications for how services are targeted in the next year. The Older People with Mental Health problems JSNA has been completed, and the other 5 focused JSNA projects will be completed by end March 2010.</p>	
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<p>Continue to develop a fuller understanding of the picture of learning disabilities at a local level within the Bangladeshi and smaller BME communities to better inform future commissioning plans. Katharine Marks, Cheryl Spencer AHWB</p>	<p>March 2011</p>	<p>Through JSNA establish systematic approach to needs assessment for learning disabilities including both:</p> <ul style="list-style-type: none"> ▪ Borough / community level, public health information ▪ Aggregation of information from individual person-centred plans. 	<p>The JSNA for people with learning disabilities is on target and will be complete by March 2010. The aggregation of individual person centred plans will take longer and but will be complete for March 2011.</p>	<p>The JSNA for people with learning disabilities will be complete by March 2010. This will include a detailed focus on the needs of people from particular BME groups who have learning disabilities.</p>	
<p>Develop a fuller understanding of the implications of a growing older Bangladeshi population on health and adult social care</p> <p>Service Head Older People & Homelessness</p>	<p>July 2010</p>	<p>Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including specific focus on under-represented groups.</p>	<p>No Progress</p>	<p>The current JSNA is now complete, although it should be emphasised that the JSNA is a process not a document, and so the work is already under way to update this resource and ensure that next year's iteration of the JSNA has a more integrated, whole system focus. Health inequalities, and the impact of these on particular ethnic groups, will continue to be a pre-eminent issue within the JSNA.</p>	

<p>Improve understanding of the barriers that BME carers face and increase their access to support.</p> <p>Service Head Older People & Homelessness</p>	<p>March 2011</p>	<p>Ensure that the understanding of carers needs within BME communities informs the Carers Strategy 2008-11 Action Plan.</p>	<p>BME Carers were consulted during the development of the carers strategy. Issues were raised about assumptions that are made about some communities that they will be prepared to continue caring.</p> <p>Idea stores are going to set up Networks for Carers. These could be BME specific if required.</p>	<p>Good practice training for front line staff about working with carers is being commissioned from Carers UK. This training will include culturally specific elements and the provider is being asked to cover issues around assumptions made about people's willingness to continue in their caring role. The training will target 135 staff through a total of 7 sessions.</p> <p>Carers support sessions are being delivered at the ideas stores, 4 have been completed. These 4 surgeries at have meant that 8 carers have accessed the sessions. The Crisp Street IDEA store is thought to be a good site for further sessions and more surgeries are being planned for Friday mornings. The Ethnic breakdown of participating carers to date is as follows: 1 black carer, 2 Bangladeshi carers and 5 white carers.</p> <p>Carers health checks have also started the ethnic breakdown of those who have had a carers health check is as follows:</p>	
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				22 British White 4 Black Caribbean. 9 Bangladeshi 4 Black African 1 Pakistani 1 Mixed White/Asian	
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PROMOTING EQUALITY AS AN EMPLOYER ACTIONS

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

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

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

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