

Appendix 5

Religion and Belief Scheme

ONE TOWER HAMLETS ACTIONS

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

A PROSPEROUS COMMUNITY ACTIONS

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

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

A GREAT PLACE TO LIVE ACTIONS

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

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

A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

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

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

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A HEALTHY COMMUNITY ACTIONS

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

AS AN EMPLOYER ACTIONS

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

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

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