

## Equalities Action Plan 2006/07 Monitoring Report

Key Activity	Dir	Key Milestone and Completion Date	Success Criteria	Lead Officer	Update	Traffic Light	Progress To 31 Dec 06	Explanation Of Slippage/Failure To Meet Target	Remedial Action Including New Deadlines
Integrate management of mental health services for older people with other adult mental health services.	AS	Revised Section 31 agreement in place to include mental health services for older people (June 06)	Older people with mental health problems and their carers assured of same standards of service as all adult mental health service users.	John Goldup	Following Cabinet consideration, timescale revised to January 2007	AMBER	Section 31 agreement terminated at end December 2006 and alternative plan to make joint appointment of a service manager responsible to both LBTH and ELCMHT to be put in place from January 2007.	Strategy for management of mental health service changed.	Interim service manager will be in post from January 2007, while recruitment for a permanent post holder is carried out.
Progress development of integrated learning disabilities resource centre, due to open 2009	AS	Outline Business Case to DoH submitted in March 06 Decision on PFI credits - September 06 Detailed specification prepared by end of November 06	Beacon development of inclusive, integrated, empowering services for people with physical disabilities and sensory Impairment  Effective use of capital and other resources	Clive Turner / John Bevertton	Business case submitted in June 2006 by agreement with DoH. Decision on PFI credits by DoH delayed until late Autumn 2006. This will delay development of detailed specification since no work can commence on it until funding has been agreed. Still anticipated to be completed by April 2007.	AMBER	The DoH has approved the Outline Business Case subject to a Quality Review. Officers continue to work with key stakeholders to progress this work	Delay in decision on PFI credits from DoH	Continued close working with key stakeholders is envisaged to enable overall target to be met.
Progress development of Centre for Independent Living for people with physical disabilities, due to open 2008	AS	Outline Business Case to DoH submitted in March 06 Decision on PFI credits - September 06 Detailed specification prepared by end of November 06	Beacon development of inclusive, integrated, empowering services for people with physical disabilities and sensory Impairment  Effective use of capital and other resources	Barbara Disney	There was an unforeseeable delay in submitting the business case, which was submitted in June 2006 with consent from DoH. The decision on PFI credits is not expected until late Autumn. This will necessarily delay detailed specification being developed until funding agreed. However, some work has already been done which is anticipated to be completed by April 2007.	AMBER	Officers continue to work with key stakeholders to progress this work.	Final decision on PFI credits from DoH is outstanding which has caused slippage.	Continued close working with key stakeholders is envisaged to enable overall target to be met.
Monitor exclusions of mixed heritage pupils very closely and refocus the work of Caribbean and African Students Project to prioritise work with mixed (Caribbean/African and White) students	CHS	Report on 05/06 exclusions, October 06	Proportionally high statistics for excluded mixed heritage pupils are reduced to expected levels	Liz Vickerie	Full report not due to Oct 06 and fixed term statistics not yet available but 05/06 permanent exclusion statistics show there is still an over-representation of mixed heritage White/Caribbean pupils who account for 1.5% of school population but 7.5% of permanent exclusions - however this figure relates to 5 individual pupils. There were no permanent exclusions of mixed heritage White/African pupils or any other mixed heritage pupils. The re-alignment of the Caribbean African Students Project (CASP) to focus on mixed heritage pupils has only been running one term so too early to identify any impact.	AMBER	Pupils of mixed heritage backgrounds are now either under-represented in exclusions or are excluded at a rate that is similar to their representation in the school population	Fixed term statistics were not available	Target has been met
Develop Diversity and Equality Policy with guidelines which include all 6 equality strands to promote equality and diversity across youth work providers	CHS	All policies developed and implemented by youth work providers (June 06)	Providers are aware of their duty to eliminate all forms of discrimination and to promote good relations	Steve Sipple	work in progress. Will be finalised for new contracts in Jan. 07	AMBER	Initial draft produced in consultation with original contracted youth work providers.	Original schedule did not account for ongoing development of work in some equality strand areas which are feeding into development of policy. New youth work contractors agreed in December 2006, currently beginning consultation with	End of consultation with new contractors - end February 2007. Diversity and Equality Policy finalised by 31 March 2007.

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								new contractors to ensure all are included in policy development.	
Letting of contracts - review and update standard terms to incorporate a requirement to ensure contractors are aware of their obligations to provide services in compliance with the council's equality policy and plan, and the importance of their contribution towards achieving the council's equality performance targets.	CE	Standard ITT clauses reviewed and updated as necessary by September 2006	Up to date ITT clauses on equalities included in standard terms for all appropriate contracts	Nick Walker,	A more fundamental review of procurement clauses is in progress and is not yet complete	AMBER	The PQQ and ITT includes Equalities requirements. These refer to what is required under the law and do not include information that we require as reporting data from our contractors	It is believed that this has been an issue of ensuring statute compliance rather than informing on Council policy and using suppliers for reporting.	Procurement is to undertake an Equalities Impact Assessment that will identify what should be done and at what level reporting is required. The EIA will be completed by March 07.
Improve procurement equalities practice building on the procurement strategy and manual	CE	Procurement Guide for staff in place by June 06  Procurement Advocacy Team in place working jointly with the corporate Project Management and Risk Management Teams by December 06	The Central Procurement Unit provides a more proactive and strategic service	Nick Walker	Procurement guide has been produced and is currently being reviewed prior to launch. Some procurement advocacy work has been undertaken, but the structure has not yet been revised	AMBER	Equalities clauses are included within all contracts	It is believed that that this has been an issue of ensuring statute compliance rather than informing on Council policy and using suppliers for reporting.	Procurement is to undertake an Equalities Impact Assessment that will identify what should be done and at what level reporting is required, this will be completed by March 07.
Develop an Action Plan for more co-ordinated services for Lesbian, Gay, Bisexual and Transgender (LGBT) young people	CHS	Strategy produced, distributed to and explained to key stakeholders (August 06)	Number of young disabled people, young women and LGBT young people reached increased from 2004-5 baseline	Steve Sipple	1st draft developed and currently being consulted on.	AMBER	1st draft developed and currently being consulted on.	Not enough time scheduled for adequate consultation with all partners. Based on feedback from stakeholders we planned a more inclusive but slower development process.	Further consultation with young people and providers planned for an event during LGBT History Month in February 2007. Strategy to be distributed by 31 March 2007.
Increase Direct payments to Disabled Children	CHS	Staff trained by January 07 User information on direct payments distributed by September 2006	More children and families have access to Direct payments to enable them to have more direct control of the services they receive	Ann Goldsmith	Referral for Direct payments under consideration	AMBER	Training of staff completed. Leaflet produced and ready for distribution	Eligibility criteria have excluded some families. Have also identified that eligible families require considerable support through application process	Plan in place to fast-track existing referrals
Establish website language button link to translated service information	AS	Existing service information translated December 06 Upload and link the language button February 07 New service information translated and uploaded March 07	Monitoring of the number of hits on the website evidence an increase in usage	Margot Fonseca	Provision will be made available to translate existing/new relevant service information by March 07	AMBER	Some existing service information has been translated, but could not sensibly be finalised until it is known exactly when the Directorate will change its name and what it will change to.	Much existing information needs updating, and an action plan to remedy this is being considered by the Adult Services DMT in January. Once this is actioned, the material will be translated.	As in previous column. Date for upload to website remains as March 2007.
Ensure that information regarding accessing social care is readily available to users, carers, children and families	CHS /AS	Information materials printed and distributed by October 2006	Information readily available to users, carers, children and families from disadvantaged communities	Ann Goldsmith John Goldup	Publication now scheduled for end of March 07	AMBER	Training of staff completed. Leaflet produced and ready for distribution	Eligibility criteria have excluded some families. Have also identified that eligible families require considerable support through application process	Plan in place to fast-track existing referrals
Pilot presentation of website information	AS	Launch pilot site June 06	Information readily available to users and	John Beverton	Some delay in obtaining a domain name for the website.	AMBER	Now Achieved. Website was up and running in	Delay in obtaining domain name for website.	N/A - now achieved.

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in formats accessible to people with learning disabilities			carers		This appears to have been resolved and the website should be up and running by December 06.		December 06. The website is picture supported, colour coded, has options on text size etc. so the website is fully accessible.		
Review all leaflets and publicity to ensure information available is complete and accessible	AS	Clear standards, catalogue system, and publication process – August 06 Collect, audit and catalogue all existing information – September 06 Identify gaps and updates / need for translations & schedule work – October 06 Publications complete – March 07	Comprehensive, up to date, accessible service information leaflets available to staff and service users	Margot Fonseca	Standards, publication process and catalogue system completed. Existing information collected. Gaps to be identified and translations /publications completed by March 07.	AMBER	Gaps in information and updates were identified in December 2006.	Much existing information needs updating, and an action plan to remedy this is being considered by Adult Services DMT in January. Once this is actioned, the material will be translated. Slippage is due to the split between Children's and Adult Services, moves, and uncertainty about when the name of the new Adults Directorate will change.	Deadline for completion of publications remains as March 2007.
Review Adults Services information on website to ensure information is complete and accessible	AS	Review accuracy and completeness of existing information – August 06 Draft/collect updates – October 06 Upload to website – December 06	Comprehensive, up to date service information available electronically.	Margot Fonseca	Reviewed plus updated website (A-Z). Review of accuracy of the website information to be completed by end of November for update in December '06	AMBER	Review of accuracy of information on the website completed in December. Request made to corporate web team to update information on website where this was not done as part of the A-Z update exercise in summer 2006.	Much of the information on the website was updated following the A-Z exercise in summer 2006, but some was not updated accurately. The corporate improving communications group planned to update the website as a whole in January 2007, and it was decided to amend our timescales to fit with this plan.	All website entries will be updated in January 2007. All leaflets as in line 77 above will be uploaded to the website as pdf files as soon as completed and in any case by March 2007.
Work with community and local media to increase access to older people's services from minority ethnic communities	AS	Campaign launched June 06 Percentage of BME older people assessed for services to reflect population profile by December 06	The percentage of BME older people (65+) who receive an assessment is the same as that of the white community. The percentage of older people who receive services as a result of an assessment is the same as the white community.	Ian Queenan	Contact has been made with BME organisations to identify individual workers to those organisations. A broader advertising campaign has not been launched. PAF is currently on target.	AMBER	Ensure Link Age Plus, a new initiative targeting mainly the 50+ age group from all sectors of the community is reaching out to all BME groups. A lot of joint collaborative work has been undertaken with private and voluntary sectors including various day centres such as Sonali Garden, Sundial, Poplar Day Centre and St Hilda's. In conjunction with the council they have taken the lead role to publicise this project and address low level needs (as determined by Local Authority eligibility criteria/FACS) . Also within Older Persons Teams all members are now all trained to ensure a holistic approach is undertaken in their assessment process. In terms direct payments there has been wide publicity in various languages in order to target the BME groups. Carers assessments, to address carers specific needs & supporting carers/crisis intervention have led to services	No slippage. The percentage of BME older people receiving assessments and services as a result are both slightly higher than the percentage of the white community receiving these.	N/A

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							provided via LA funded voluntary organisations such as Age Concern, Princess Trust, St. Hilda's etc. These include culturally specific projects.		
Facilitate access to Child and Adolescent Mental Health Services (CAMHS) by providing services in schools, extended schools and children's centres.	CHS	Through joint planning and reviewing between CAMHS and education and other appropriate services, Ensure adequate access for Looked After Children to CAMHS services Ensure access to CAMHS advice for children with a learning disability by March 07 225 days CAMHS input into children's centres and the same into other education settings by June 06 450 days CAMHS input into children's centres by March 07	Improved access is demonstrated	Kamini Rambellas	Access to CAMHS for LAC fully achieved. Inter-agency care pathways for children & young people with a learning disability are currently being developed which will highlight level of CAMHS input required. CAMHS targets for input to Childrens Centres and school based settings are being worked towards but require further strategic discussion to agree priorities	AMBER	Now on target to achieve March 07 deadline(450 days)	Slippage in achieving March 06 deadline due to need to reallocate resources	Resources now reallocated to achieve target for March 07
Improve accessible formats for the Council's weekly newspapers East End Life and encourage uptake of EEL on tape and complete proposal for costings on uptake of Bengali tapes for the visually impaired residents	ALL	Redesign of East End Life to incorporate accessible fonts to improve readability March 07	Demonstrate increased awareness of council services through the annual residents survey and bi annual readership ( ICMI survey)	Laraine Clay	The redesign of East End Life has been put on hold awaiting an EEL report which is up before LAB on 22/11/06	AMBER	The report went to Cabinet in January as it involved the possible partnership with a private publishing company	The report was considered by Cabinet on January 10 but called-in to February OSC.	In the meantime we are discussing ideas for the re-design and looking at a deadline of June.
Ensure council publications promoting customer access reflect accessibility guidelines	CE	Updated section in the Council's communications manual by September 06	Communications audit reflects increased adherence to DDA guidelines in Council publications	Chris Payne	The Council's Communications Manual is being updated. Corporate ID guidelines are being distributed to staff involved in production and key suppliers on CD Roms. Equalities section is being updated to reflect new DDA	AMBER	Now Complete	Delays happened in production and at sign up stage	Will be rolled out in February and March 07 to staff and suppliers including training sessions
Promote the usage of the Borough's Sports and Art facilities and Libraries and Idea Stores to the refugee community	EC	Develop and provide promotional literature of these facilities to key agencies	Literature distributed to key agencies by Sept 06	Paul Martindill	Information to be delivered to key agencies by November 06	AMBER	Cultural services promotional literature will be delivered to Praxis in March 07, This will contain details of new cultural services programmes for sports, arts and lifelong learning courses.		
Make sure that all school staff and pupils are aware of procedures for reporting racist incidents	CHS	Distribute summary guidelines on procedures to all schools and settings (September 06)	Increase in the number of racist incidents reported by schools previously making nil or low returns	Sarah Gale	The report on racist incidents in schools for the academic year 05/06 showed an increase in the number of schools making a nil return	AMBER	N/A	A possible explanation is that as a result of successful school strategies to tackle racism, fewer incidents are now occurring and that in a growing number of schools there have been no incidents at all.	Schools with nil returns have been contacted and offered training to ensure that all staff know the procedures for recording and reporting racist incidents. A report will be prepared at the end of March 07.

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Improve support available to older people within the Somali community through reconfiguration of Mayfield House Day Centre	AS	Following consultation with Somali service users and community organisation proposals to Cabinet September 06	More effective and cost effective support to older people within the Somali community	David Cowell	Consultation completed. Cabinet report produced on time, but presentation delayed due to Housing Choice	AMBER	Meeting continuing with local Somali organisations with whom a provisional service model has been agreed.	Date for conclusion of Housing Choice process not yet know. However, advice received from the relevant RSL indicates that the reprovion need not await outcome of Housing Choice.	Report to LAB May 2007 outlining Commissioning and reprovion options.
Increase staff understanding of refugees physical and mental health care needs through training and information	AS	Training Plan in place September 06 Training provided for representatives from Adult services teams	Training impact evaluation shows 90% approval rating for impact of training on services provided. Refugees accessing services survey shows significantly greater satisfaction with service use	Jan Hill	Training pack is now ready and will be delivered to staff over next 2 months	AMBER	Information been compiled which staff will have later in the year regarding the physical & emotional needs of refugees and asylum seekers.  Training pack is now ready and will be delivered to staff January 07	The target was set up to be achieved in 2006-07 as part of the ongoing training and development initiatives intended to support achievement of equality standard level 5. The delay in delivering the action is due to the additional time taken by consultation with staff.	No remedial action necessary at this stage. However, the training will be an integral part of the ongoing equalities training for staff in the directorate.
Increase number of people able to live independently in the community with appropriate support	AS	Contract for training and service provision let June 2006 20 telecare assessors trained by October 2006 150 users by March 07	Most vulnerable service users, and their carers, more effectively supported	John Goldup	Delivery strategy has been revised with alternative milestones. On course with all milestones in Project Plan.	AMBER	Telecare project board has been established. A project plan has been set out and proposals to enhance the existing care alarm service have been agreed.	Revision of delivery strategy.	Telecare Project will deliver assistive technology to support older people to live at home on a pilot basis from May 2007 and with a full service operating by March 2008.
Improve the training and job opportunities to care leavers	CHS	Develop scheme to support care leavers accessing work experience and job opportunities  Scheme drafted by June 2006 and in operation by September 2006	Increase the percentage of care leavers in employment, education and training at 19 to 70% by March 2007 (BVPI161)	Jenny Boyd	Joint NRF bid achieved. Delay in funding. Youth Engagement appointment likely on Oct 06	AMBER	The decision was taken to incorporate the proposed care leaver scheme within a wider NRF bid targeting youth employment. NRF funding has now been agreed. Youth engagement worker appointed.	Slippage due in part to recognition of need to widen remit of scheme. NRF funding not confirmed until July 06. First recruitment attempt unsuccessful.	The programme will be in place by March 07. Targets to be set for 07/08
Extend employment opportunities for people with mental health problems and learning disabilities by:  -expanding range of employers committing to provide employment to people with learning disabilities.  -developing vocational support services within the borough for people with mental health needs.  - increasing the number of people with physical disabilities accessing employment or training opportunities via the Day Opportunities Resource Centre	AS	4 significant employers signed up by September 06. 5% increase (March 06 baseline) on numbers of people employed with mental health problems and / or disabilities known to the Council by September 06, and 15% increase by March 07	More people with learning disabilities, mental health needs and physical disabilities in employment	John Goldup	Sept 06 data not yet available	AMBER	It has not been possible to establish a baseline from which to determine the percentage rise in numbers of disabled people and people with mental health problems helped in to employment. However, in the disabilities area a number of disabled people have been helped by the various projects as follows: DITO has helped 32 people including 11 volunteers. NRF-Next Steps-'Way Ahead': 1 person already in work placement. NRF-Next Steps-'Life Begins At' 1 person in employment and 1 expected to start in mid Feb 07. Positive East: Employment: 25 Tower Hamlets residents have been given an Action Plan. Education / Training: 7 Tower Hamlets residents have been enrolled on external Education or Training programmes. Volunteering: 14 Tower Hamlets residents have	Extended time period to secure NRF funding caused slippage in recruitment of key staff.	Key staff now in place. Revised target to sign up 4 significant employers is December 2007.

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							been provided with volunteering opportunities. In the mental health area a team of employment advisors and 1 placement officer whose role is to establish work experience and volunteering opportunities with local employers is now in place. Initial contacts have been made with local employers.		
Commission new women's drug treatment service	CE	Service established and receiving clients by July 06	Increase the number of female problematic drug users engaged and retained in treatment to 27% of all users (20% currently)	Gilly Cottew	Although there has been a delay with the opening of the service the recruitment of the staff has taken place with CRB checks currently underway.	RED	The women's drug service opened to service users in November 2006	Service opening was originally planned for July 2006. The service is housed in Hopetown Hostel (a new build site) and due to delays in construction the service was unable to open	A separate entrance to the Hopetown hostel is planned for the women's service which is currently subject to planning permission. The DAT has negotiated use of the main hostel entrance with the Salvation Army (the hostel provider) for clients of the women's drug service
Improve access to play for disabled children	EC	4 new inclusive play sessions by March 07	Improve Play facilities for disabled children in Mile End Park	Paul Martindill	Slippage has occurred to the provision of play equipment, however, alternative funding is available to still achieve this target by March 07. 3 play sessions completed by September 06 awaiting outcome	AMBER	A series of new play sessions for deaf children are being delivered at Mile End Park between January and March 07.		
Pilot extension of the old age pensioners & disabled tenants decorating scheme to tenants of registered social landlords	H	Start Pilot in April 06 Equality impact assessment of the pilot completed by August 06 Evaluation of the pilot and decision to extend the programme taken by December 06	Joint partnership working ensures comparable service standards and care for vulnerable tenants across social housing providers	Sue Lawrence	Green for pilot but amber on EIA - diversity data has been assessed but not yet formally written up. New target date for completion is November	AMBER	The EIA has now been completed	Workload	The EIA was completed by the end of November 06
Market houseproud grants and the Houseproud Scheme to leaseholders and freeholders who are over 60 and/or disabled	H	25 Houseproud grants and referrals to Houseproud private loan scheme by March 06	25 eligible homeowners have received grant assistance to help them access a Houseproud loan to make repairs and adaptations to their property	Alison Thomas	Nine completed so far but have until March 07 to hit target for year end	AMBER	16 grants and 30 referrals were completed by Dec 31st	Target set for March 2007	Target was set for March 2007
Young People's Advisory Group Drugs and Alcohol to be formed to identify issues and needs of young people as well as review existing service provision and make recommendations to the Young Persons Substance Misuse Joint Commissioning Group	CE	Young People's Advisory Group convened June 06	Increased number of young people engaged in young people's advisory group	John Currie	Establishment of this group continues to be a problem. Training and other incentives have been offered with no uptake. Lifeline and Youth Service facing difficulty in engaging young people to participate on substance misuse advisory group. Existing young people's groups to be explored to make substance misuse a standing agenda item to establish young people's interest in the area.	AMBER	Substance Misuse is an agenda item on the Tower Hamlets Youth Partnership Group to generate interest in the area. Promotion also being undertaken through the Local Youth Partnership. Lifeline Substance Misuse Project for young people is continuing to explore models of engagement for young people that have went through a treatment journey.	Lifeline and Youth Service facing difficulty in engaging young people to participate on substance misuse advisory group.  Young people have expressed the view that they do not want to be part of drug specific regularly meeting group and would be interested in giving their views in other ways such as one to one contacts.	DAT officers will be engaging with young people to explore these views further and construct a model of User Involvement for young people that is inclusive and functional.  Existing young people's groups to be explored to make substance misuse a standing agenda item to establish young people's interest in the area
Introduce equalities monitoring for elected members	CE	Completion of monitoring & analysis of results by March 07	Monitoring shows evidence that make up of Council reflects local	Tim Revell	Information available on age & gender; consideration currently being given to means of obtaining	AMBER	It is scheduled to collect the information by the end of March deadline.	n/a	The best means of collecting the information will be discussed and agreed at the

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consistent with the approach used for staff			community		information on other 4 strands				Member Learning and Development Group in February 07.
Review sample of PDRs to ensure that managers are being appraised against equality targets	CE/HR	Review PDRs of 30 Senior Managers and report findings to CCT October 06	100% of managers are appraised against equality targets relevant to their service	Devora Wolfson	To progress through PDG group	AMBER	The PDG review has been completed and the progress has been reported to PDG.		
Provide community groups and those working with Asylum Seekers and Refugees with contact details of the Council's schemes and those of other public sector employers	CE/HR	Provide community groups with contact details for each scheme by September 06	Increased awareness of career paths and opportunities with the Council	Busola Osibogun	Sifting through list of community groups with a view to sending out the information in November 06	AMBER	Sifting through the list of community groups has been completed	There was a delay in sifting through the list of community groups	Recruitment team will start sending the vacancy list last week in January 07
Provide community groups with details of vacancies and opportunities available and offer advice on the Council's application procedure	CE/HR	Contact community groups and offer advice by September 06	Asylum seekers and Refugees are aware of the opportunities available with the Council	Busola Osibogun	Sifting through list of community groups with a view to sending out the information in November 06	AMBER	Sifting through the list of community groups has been completed	There was a delay in sifting through the list of community groups	We will send out advice sheets on recruitment with all applications for posts within the Council. All members of the HR team provide advice to perspective applicants should they call to request it.
Encourage teaching as a career option for Somali school-leavers and undergraduates	CHS	5 Somali young people are funded to train as teachers (September 06)	Teaching becomes a more attractive career option for Somali school-leavers and undergraduates, resulting in a 100% increase in the number of applications for initial teacher training from Somali students	Sarah Gale	So far 2 Somali young people are being funded to train as teachers. 7 who trained to work in schools (April - July 06) are being followed up with support on routes into teaching	AMBER	N/A	Shortage of suitably qualified Somali young people interested in teaching as a career. It is reported that teaching is not seen as an attractive profession.	Campaign to publicise financial support available to train to teach.
Support the progression of BME teachers into management roles.	CHS	Complete consultation with schools July 06 Publicise opportunities September 06 March 07 20 BME teachers access programmes	10 more BME teachers move into management roles	Sarah Gale	Consultation delayed until outcomes of BME management training programme run by Institute of Education are known	AMBER	N/A	Consultation delayed until outcomes of BME management training programme run by Institute of Education are known.	External consultant commissioned to consult with staff in schools and produce a report with recommendations.
Investigate and share good practice in recruiting and retaining a diverse workforce with public sector partners in the borough, including RSLs	CE/HR	Arrange information sharing event and identify good practices that can be adopted by partners (December 06)	All public sector employers in LBTH are aware of good practices that can increase the diversity of their workforce profiles	Busola Osibogun	arrangements in hand for meeting with local public sector partners in January 07	AMBER	A half day seminar has been arranged for the end of January ( JIP Welfare to work for disabled people) to explore the employment services currently offered to local disabled people and to share good practice in recruiting and retaining disabled people in the workforce. With regard to ethnicity, we are reviewing our Workforce to reflect the Community offerings and report, once this has been done, we will then be able to arrange the information sharing event as agreed. In the meantime, we are continuing to gather information from other London Authorities regarding	Slippage on this target has been down to getting a date in diaries in respect of the disability diversity meeting. As regards ethnicity, the delay in meeting this target has mainly been due to the review of the WTRC and time constraints, we are now however moving forward swiftly with this.	

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							the recruitment and retention on BME staff into the top 5% of earners group, it is expected that this will also contribute to the good practice to be disseminated.		
Provide advice, training and support to prepare managers for age discrimination legislation	CE/HR	Deliver training through Corporate Learning and Development Programme (on-going) Provide briefings to managers and publicise guidance on age discrimination from July 06	Minimum attendance level of 75% achieved Managers are fully aware of the implications of age legislation when managing staff	Devora Wolfson  Busola Osibogun	Attendance at 69% to be raised at CHRG to improve attendance	AMBER	Two of three sessions delivered. This was raised at CHRG and the HR leads agreed to raise the profile with managers.  Guidance to be considered by CESH in February 2007		Guidance to be considered by CESH at February meeting. It will then be distributed through the Intranet and promoted through the Manager Briefing.
Prepare for and implement employment aspects of Disability Equality Legislation	CE/HR	Implement human resources requirements of positive duty to promote disability equality by October 06	LBTH complies with employment requirements of the duty to promote disability equality	Busola Osibogun	Draft action plan going to Cabinet for approval in November 06. Positive duty guidance, January 2007	AMBER	Disability Equality Scheme has been approved by Cabinet and the Positive Duty Guidance was published in December 06.		Disability Equality Scheme has been approved by Cabinet and the Positive Duty Guidance was published in December 06.
Prepare for and implement employment aspects of Gender Equality Legislation	CE/HR	Implement human resources requirements of duty to promote gender equality by March 07	LBTH complies with employment requirements of the duty to promote gender equality	Busola Osibogun	Equalities policies and schemes to be reviewed with the view to bring these under one umbrella. Issue guidance on gender equality end Jan 07	AMBER	HR requirements of the duty on course to be published with the general duty in March 07. Review of Equality policies still on going.		HR requirements of the duty on course to be published with the general duty in March 07. Review of Equality policies still on going.
Conduct a bi-annual staff survey to measure communication of key priorities to staff	CE/HR	Second staff survey to be undertaken by December 06 and results published by March 07 Implementation of existing staff survey action plan, providing progress reports to CCT in June 06 and October 06	Survey undertaken and rate of participation increased from 04  The Council can demonstrate that it has acted on the findings of the 04 staff survey	Devora Wolfson	Survey planned for April 2007	AMBER	The staff survey has been commissioned for April 2007.	The staff survey report went to CCT, and all the actions have been completed. However, it was agreed by the leads on the staff survey that spring would be a more appropriate time to hold the staff survey sessions, because of the festive period at the end of the year and a lot of people are usually on holiday.	
Deliver a programme agreed between the Partnership support team and the CEN (Community Empowerment Network) to increase engagement of targeted groups	CE	Programme agreed by June 06, reviews October 06 and April 07	Increased attendance for targeted groups	Margaret Libreri	PST and CEN programme planned. BME overall and Bangladeshi attendance above target, Somali attendance one percentage point below (Sep 06) Action being planned to increase engagement with Somali community	AMBER	Somali attendance at LAP events is currently at 3% of those attending, indicating that we are attracting the Somali community to events, although attendance is below the target of 5%.	We do not have reliable statistics on the Somali population as a proportion of the Tower Hamlets population, and no baseline for Somali attendance at LAP events. The 2001 census data shows that 3% of the population are 'Black African'. School registration data shows that 2% of the student population in the borough is Somali. The 5% target is an estimate based on data from different sources. The estimate, and therefore the target, may be set too high.	The baseline we establish for Somali attendance in 2006-07 will be used to set the 2007-08 target. Publicity for LAP events is targeted at the Somali community through Somali radio and publications. We also commission work through the Community Empowerment Network to engage hard to reach groups, including Somali groups. For 2007-08 we will work directly with the Somali network to target information about events and increase engagement.
Develop the Children and Young People's Participation Strategy	CHS	8 "Hear By Right" assessments undertaken in youth projects in each LAP area with staff and young people by October 06. Children and Young People's Participation Strategy developed by March 07.	Benchmarks established for more advanced levels of participation to be achieved.	Blossom Young	Hear By Right assessments have not yet taken place and are being booked currently. They will be carried out with other services as well as youth projects. The 1st draft of the participation strategy was produced in Sept 06 and is currently out for consultation	AMBER	Hear By Right assessments booked with 5 service areas as a sample of different services across the Partnership rather than just focusing on youth services. First draft of participation strategy currently being consulted on.	Original schedule did not allow for adequate time for development of borough-specific Hear By Right assessment tools which have now been completed. Assessments are being undertaken for the first time in the borough and are taking longer to complete in full than	Hear By Right assessments completed by end March 2007. Strategy finalised by end March 2007 as in original schedule.



Key Activity	Dir	Key Milestone and Completion Date	Success Criteria	Lead Officer	Update	Traffic Light	Progress To 31 Dec 06	Explanation Of Slippage/Failure To Meet Target	Remedial Action Including New Deadlines
								originally anticipated.	
Increase the capacity of the third sector to participate in the planning and delivery of excellent public services	CE	Review the roll out of the Third Sector Strategy by commissioning code of practice across the Partnership by September 06	Evidence of commissioning of Third Sector by Directorates	Sharon McGilchrist	Outcome of review with treasury delayed until end of 2006	AMBER	Review with treasury was completed by 31st Dec 06	Outcome of review with treasury delayed until end of 2006	Revised strategy presented to LAB, CMT and joint PCT Council Management Team
Develop a Parks and Open Spaces Disability Consultation Group	EC	Group formed by October 06	Improved access arrangements and facilities in line with requirements of the DDA	Paul Martindill	Staff resources have not been available to complete the required work due to vacancy of key positions. This will now be completed in January 07	AMBER	A parks survey completed in February 07 identified 9% of users possessing a disability. These users are being invited to formulate the Disability Consultation Group with first meeting scheduled for June 07.	Staff resources have not been available to complete the required work due to vacancy of key positions.	The users identified in the survey are being invited to formulate the Disability Consultation Group with a first meeting scheduled for June 07.
Review and relaunch consultation framework to ensure compliance and that all consultation activity is shared via the corporate consultation calendar	AS	Review framework by September 06 Amend toolkit into fact sheets for intranet by August 06 Advertise framework. Processes and toolkit November 06	Increased impact of involvement information and communication strategies	Margot Fonseca	Consultation framework reviewed and toolkit amended. To be tailored to Adult service prior to re-launch	AMBER	Consultation framework, processes and toolkit were amended, placed on intranet, and cascade briefing produced in December 2006.	Slippage due to split of Social Services into Adult and Children's Services.	Actions now complete.
Implement and monitor the agreed procedure for capturing and meeting the ICT enrolment and support needs of disabled staff	CE	Procedure agreed with all internal parties including HR & Disabled staff forum by July 06 Report to ICT DMT November 06 provides monitoring information on numbers of users enrolled/supported and turnaround times Survey of disabled ICT users conducted January 06	ICT service evaluation shows needs of disabled staff are being significantly met	Jim Roberts	Progress made on devising & agreeing procedure for capturing needs. Implementation delayed due to slippage of dependent activities (implementation of new enrolment system and implementation of new service desk tool).	AMBER	Looking at the procedures that need to be put in place to support this project	Due to slippage of dependent activities such as the new enrolment system and implementation of new service desk tool	New target date is December 07
Participate & develop work of Peer Support Project focusing on disseminating effective impact assessment practice with Gravesham & Bristol	CE	Project mapping meeting June 06, launch event September 06	Support provided to 30 local authorities who evaluate support as good or better.	Michael Keating	This project has been delayed due to Gravesham who is the leading authority- Training should start in Jan 07.	AMBER	New meeting dates have been set up and officers identified	This project has been delayed by the lead authority- Training should start in Jan 2007.	New meeting dates have been set up and officers identified
Improve recording and monitoring of equalities data about service users and ensure equalities profiling of all people calling the customer contact centre	AS	All services to achieve 90% ethnicity coding of their service users and monitor service usage or uptake to the Tower Hamlets estimated ethnic populations Profiling fully completed by September 06	Services planned and designed to fully reflect the needs and aspirations of a diverse community	John Goldup	a) Ian Queenan to discuss recording ethnicity with the call centre b) Service managers to ensure that team managers robustly pursue correct recording on SWIFT by workers.	AMBER	Recording of ethnicity coding on SWIFT now stands at 98.5% of all service users. Profile reports are available for monitoring purposes but need to be broken down into age groups as the ethnic profile of the borough is radically different across different age groups and the majority of services are needed by older people. This means that current reports show over representation of White British, all Black categories	Staff shortage in information team and conflicting priorities delayed profiling.	Facility to record 'refused to say' to be added to SWIFT code list by April 2007. Profiling to be available on a team by team basis and age group by April 2007.

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							and Chinese, and under-representation of all other groups (in most cases marginal), but this would not be the case if broken down by age group. Recording ethnicity has been discussed with the call centre and they routinely record ethnicity of all callers that result in a referral to Adult Services. However, the Siebal system does not allow them to record ethnicity of other callers.		
Develop joint systems for Health and Social care EIAs and diversity monitoring	AS	Agree approach to EIAs of integrated services with the PCT January 07 Map existing systems of diversity monitoring February 07 Progress report to CESG - March 07	Joint approach to EIAs  Diversity monitoring processes mapped as basis for developing joint protocols	Margot Fonseca	Approach to EIA of integrated services will be agreed by March 07.	AMBER	This has not been included in the Integration Project for this year. As identified in the Business Plan monitoring report, unless a 'support services' workstream is included, this will not be a priority for this year.	This action depended on the Integration Project in line with the Health and Wellbeing Strategy including a workstream to look at integration of support services other than HR, e.g. including EIAs and Interpreting / Translation. It has not been possible to prioritise this area of work, as the post of Integration and Partnerships Programme Manager (NRF funded) has not yet been recruited to. It is not now likely to be addressed until 2007-8.	To be addressed by the Integration Programme Board and Integration and Partnerships Programme Manager when in post - postponed until 2007-8.
Integrate home care contracts and older people's private and voluntary sector administration functions within commissioning activity	AS	Proposals produced for consultation June 06 Implementation achieved by September 06	More efficient commissioning and monitoring of services	Ian Queenan / David Cowell	Proposals produced. Consultation slipped by 1 month	AMBER	Restructuring proposals completed	Delay in consultation due to loss of key staff	Launch formal consultation on 1/2/07. Complete restructuring by 1/4/07