

Single Equality Framework 2017/18

Delivery Plan

This delivery plan sets out the list of equality related outcomes, activities and key deliverable, at both a Strategic Plan and Directorate Plan level that form the Single Equality Framework Delivery Plan for 2017/18.

Priority Outcome 1: Creating opportunity by supporting aspiration and tackling poverty

1.1 A dynamic local economy, with high levels of growth that is shared by residents

Linked to equality outcomes: Address high levels of pensioner poverty; increase employment rates for people aged 50+; increase employment levels amongst residents with disabilities; increase employment levels amongst working age women; increase employment levels amongst Somali and Bangladeshi residents; increase employment levels amongst Muslim residents;

Activity	Lead Member	Deadline
1. Improve our ability to secure local employment through S106 agreements with developers building in our borough	Cabinet Member for Work and Economic Growth, Cabinet Member for Strategic Development	31 March 2018
Our key deliverables	Lead Member	Deadline
Deliver construction training provision in site and trades areas; to match demand for skills from construction supply chain contractors.	Andy Scott (PLACE)	31 March 2018

1.2 Residents in good-quality, wellpaid jobs

Linked to equality outcomes: Address high levels of pensioner poverty; increase employment rates for people aged 50+; increase employment levels amongst residents with disabilities; increase employment levels amongst working age women; increase employment levels amongst Somali and Bangladeshi residents; increase employment levels amongst Muslim residents; Reduce number of NEET (Compared to London / England) – Including unknown cohort; reduce the number of Looked After Children who are NEET;

Activity	Lead Member	Deadline
1. Develop an Integrated Employment Service to support higher volumes of local people into work, including graduates into higher skilled jobs	Cabinet Member for Work and Economic Growth	31 March 2018

Our key deliverables	Lead Member	Deadline
Launch Mayor's apprenticeship fund	Andy Scott (PLACE)	31 May 2017
Help young people gain work experience by disseminating labour market information to pupils, parents and school staff	Christine McInnes (CS)	30 September 2017
Support 4000 residents to upskill including basic skills, in order to access the pathway to work	Andy Scott (PLACE)	31 March 2018
Support 1000 job starts through IES 'WORKPATH'	Andy Scott (PLACE)	31 March 2018
Agree action plan to identify and secure proposed shop front delivery sites to increase resident access to employment and training provisions	Andy Scott (PLACE)	31 December 2018
Develop an enhanced offer of support that will enable more young people leaving care into education and employment. Explore the possibility of establishing a Leaving Care Employment Panel to plan and coordinate our offer	Nasima Patel (CS) / Andy Scott (PLACE)	31 December 2017

Activity	Lead Member	Deadline
2. Improve the quality and availability of skills training and ESOL provision, and better co-ordinate the provision of both third-sector and private sector employment support, including by moving from grant giving to commissioning for employment services	Cabinet Member for Culture & Cabinet Member for Work and Economic Growth	31 March 2018

Our key deliverables	Lead Member	Deadline
Provide a construction based ESOL programme to 30 - 50 trainees in partnership with Integrated Employment Service	Judith St John (CS)	31 March 2018
Deliver a targeted ESOL programme for 50 women not currently engaged in learning or training in partnership with the London North and East ESF Consortium	Judith St John (CS)	31 March 2018
Implement ESOL and basic skills provision in partnership with Ideas Store Learning, tailored to residents wishing to achieve employment	Andy Scott (PLACE)	30 September 2017

1.3. Children get the best start in life and young people realise their potential

Linked to equality outcomes: Reduce number of NEET (Compared to London / England) – Including unknown cohort; reduce the number of Looked After Children who are NEET; improve attainment for boys at GCSE (reduce attainment gap between girls and boys); reduce number of White British NEET (Compared to London / England); improve White British attainment at GCSE

Activity	Lead Member	Deadline
1. Provide adequate early help for the most vulnerable children and families, with a strong focus on safeguarding	Deputy Mayor Education and Children's Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Improve participation and attendance at children centres, especially amongst hard to reach parents and their families, by utilising live birth registry data and setting up local data sharing protocols.	Christine McInnes (CS) / Esther Trenchard Mabere (HAC)	30 September 2017
Deliver a programme of universal family support for families with children under the age of 5, that targets those that are identified as in priority need, piloted in at least 2 children's centres	Christine McInnes (CS) Esther Trenchard Mabere (HAC)	30 September 2017
Improve social care front door that has a clear early help offer for those families below the statutory threshold. Ensure families are signposted, through increased referral, to the early help hub and children centres	Nasima Patel, Christine McInnes (CS)	30 September 2017
Develop an 'Early Help' offer of support and interventions by bringing together a range of services for families most in need e.g. domestic abuse, early neglect etc.	Christine McInnes (CS)	31 December 2018
Develop a Social Impact Bond that will deliver therapeutic interventions and support adolescents on the edge of the care to remain with their families	Nasima Patel (CS)	31 December 2017
Activity	Lead Member	Deadline
2. Develop a sustainable offer of support to children with special educational needs	Deputy Mayor Education and Children's Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Implement recommendations arising from SEND review to develop a sustainable and high quality SEND provision within a context of rising demand.	Christine McInnes (CS)	31 March 2018
Activity	Lead Member	Deadline
3. Improve educational aspiration and attainment	Deputy Mayor Education and Children's Services	31 March 2018

Our key deliverables	Lead Member	Deadline
Through the Tower Hamlets Education Partnership provide targeted support/intervention to schools based on high quality data and good practice.	Christine McInnes (CS)	30 September 2017
Deliver a range of activities to support all children and young people to reach their full potential and overcome specific barriers to achieve their aspirations e.g. introducing a post-16 progression award, improving white UK male GCSE achievement, and reducing the number of young people who are NEET.	Christine McInnes (CS)	31 March 2018
Activity	Lead Member	Deadline
4. Ensure better outcomes for looked after children and young people	Deputy Mayor Education and Children's Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Redevelop the Norman Grove site in order to re-provide the existing children's home and deliver new housing	Ann Sutcliffe (PLACE)	TBC
Support more Looked After Children and foster carers through individual bespoke packages and CAMHS interventions	Nasima Patel (CS)	30 September 2017
Health care plans and passports are in place for all Care Leavers	Nasima Patel (CS)	31 December 2017
Review commissioning arrangements for children and young people in out of borough residential care to ensure that they receive the same service as young people placed locally. Improve access to health services, education, advocacy and therapeutic service.	Nasima Patel (CS)	31 March 2018
Improve educational attainment of Looked After Children through better joint working with partners, improving communications channels and changing systems and processes.	Christine McInnes (CS)	31 March 2018
Activity	Lead Member	Deadline
5. Promote post-16 provision so that it is appropriate and inclusive for all students	Deputy Mayor Education and Children's Services	31 March 2018

Our key deliverables	Lead Member	Deadline
Provide parents with information about aspirational progression routes for young people leaving school, college or university including vocational routes	Christine McInnes (CS)	30 September 2017
Support schools to develop academic literacy, by providing one to one tuition for students and support teachers which schools can access	Christine McInnes (CS)	31 December 2017
Support schools to ensure our most able students have an appropriate range of options when leaving school or college. Disseminate floor targets for 18 year olds widely	Christine McInnes (CS)	31 December 2017
Support vulnerable young people to move into education, training and work so they can reach their full potential and become active and responsible citizens.	Debbie Jones (CS)	31 March 2018
Utilise local mapping of Post-16 education to inform future development of post-16 provision*	Christine McInnes (CS)	31 March 2018
Launch a 14-19 Partnership to help address unevenness of post-16 provision by developing clear alternatives in line with Level 2 and Level 3 vocational courses that are being introduced as part of the post-Wolf review.	Christine McInnes (CS)	31 March 2018

Activity	Lead Member	Deadline
6. Support all young people to access enrichment and social activities	Deputy Mayor Education and Children's Services	31 March 2018

Our key deliverables	Lead Member	Deadline
Transform and redesign the youth service to support the desired outcomes and create a responsive service. Undertake annual consultation in the Summer with young people about the youth service offer.	Debbie Jones (CS)	30 June 2017
Support young people aged 12-19 (and up to 25 if they have a learning disability) to access centre based, universal and targeted youth activities focusing on their learning, personal and social development and ensuring equality of access and safety and wellbeing of young people.	Debbie Jones (CS)	31 March 2018
Develop an outcomes framework that measures young people's progress, evaluates services and benchmarks LBTH performance against other London boroughs demonstrating achievement of the vision to be the best youth service in London.	Debbie Jones (CS)	31 March 2018

1.4 People are healthy and independent for longer

Linked to equality outcomes: Reduce childhood obesity; improve access to health services for people with a learning disability; improve healthy life expectancy amongst men; reduce childhood obesity amongst BME children; improve BME health outcomes as they are worse than the rest of the population; improve Muslim health outcomes as they worse than their peers; support more pregnant women and new mothers to quit smoking; improve the trans community's access to primary health care services; Improve access for trans people in need of mental health services; Improve access for LGB people in need of mental health services; tackle the growth in 'chemsex' amongst the gay community; improve access to domestic violence service for same sex victims

Activity	Lead Member	Deadline
1. Create a healthier place	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Expand the Food for Health Award Scheme - ensuring that food business operators offer a broad range on healthier options	Roy Ormsby (Place)	31 March 2018
Identify three areas in the borough where there is particular need to improve the physical environment (e.g. lack of green space, population growth) and engage with residents and local organisations on priorities for improvement to benefit health and wellbeing	Somen Banerjee (HAC) / Judith St. John (HAC)	31 March 2018
Integrate health impact assessment into planning and policy	Somen Banerjee (HAC) / Owen Whalley (PLACE)	31 March 2018
Activity	Lead Member	Deadline
2. Develop an integrated health and social care system	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Develop a plan for a fully integrated system by 2020	Denise Radley (HAC)	31 March 2018
Develop stronger partnership and planning arrangements, centred on Tower Hamlets Together and the Joint Commissioning Executive	Denise Radley (HAC)	31 March 2018

Activity	Lead Member	Deadline
3. Support communities to drive change in health and wellbeing	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Develop and Implement a 'Health Creation' programme with residents to identify issues impacting on health and wellbeing, and develop and lead new ways to improve health and wellbeing locally	Somen Banerjee (HAC)	31 March 2018
Develop and Implement a 'Health Creation' programme across the partnership to promote a culture in organisations that empowers people to be in control and informed about how to improve their health	Somen Banerjee (HAC)	31 March 2018
Connect the residents with the priorities of the Health and Wellbeing Board by holding four engagement events undertaking a social media campaign	Somen Banerjee (HAC)	31 March 2018
Increase co-production of strategies, plans and services with residents, service users and carers, in particular the Ageing Well, Learning Disability strategies and the carers' charter and services being commissioned in 2017	Denise Radley (HAC)	31 March 2018
Activity	Lead Member	Deadline
4. Increase the independence and resilience of our communities	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Increase the proportion of adult social care users receiving community-based support by implementing the Practice Framework, Transforming Care Programme, Ageing Well Strategy and Learning Disability Strategy	Luke Addams (HAC)	31 March 2018
Implement the Carers Dignity Charter and increase public and professional awareness of carers through training and awareness-raising activity	Luke Addams (HAC)	31 March 2018
Increase levels of control over care and support by promoting direct payments to adult social care users	Luke Addams (HAC)	31 March 2018
Integrate equipment, adaptations, Telecare and assistive technology into a holistic single approach	Luke Addams (HAC)	30 September 2017

Reduce the proportion of the population who need a long term care package from adult social care through commissioning preventative services and embedding the Practice Framework	Karen Sugars (HAC)	31 March 2018
Activity	Lead Member	Deadline
5. Tackle health-related employment issues	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Strengthen the integration between health and employment services by using 'social prescribing' as a lever to improve links and shape an effective local delivery of DWP's Work and Health programme.	Somen Banerjee (HAC) / Andy Scott (Place)	31 March 2018
Deliver on a set of project actions to achieve the London Healthy Workplace Charter 'Achievement' Status that will have positive health & work benefits for staff	Somen Banerjee (HAC) / Gill Forward (RES)	
Increase the proportion of adults with a learning disability or mental health issue in employment by delivering a pre-apprenticeship programme of paid work experience	Luke Addams (HAC) / Karen Sugars (HAC) / Stuart Young (RES)	31 March 2018
Tackle mental health stigma by increasing the number of employers taking up the Time to Change pledge	Somen Banerjee (HAC)	31 March 2018
Activity	Lead Member	Deadline
6. Keep vulnerable adults safe, minimising harm and neglect	Cabinet Member for Health and Adult Services	31 March 2018
Our key deliverables	Lead Member	Deadline
Deliver a minimum of 4 LGBT focused domestic violence outreach activities in collaboration with local LGBT community organisations.	Denise Radley (HAC)	31 March 2018
Develop, promote and monitor a same sex DV caseworker ensuring specialist support and protection for the LGBT community.	Denise Radley (HAC)	31 March 2018
Increase the participation of local communities and adult social care users in all aspects of safeguarding*	Luke Addams (HAC)	31 March 2018

Improve access to safeguarding awareness training for voluntary sector and Directorate staff*	Luke Addams (HAC)	31 March 2018
Implement action plans arising from Safeguarding Adult Reviews*	Luke Addams (HAC)	31 March 2018
Activity	Lead Member	Deadline
7. Improve participation in sport, and other health promoting activities, at a community level*	Cabinet Member for Environment	31 March 2018
Our key deliverables	Lead Member	Deadline
Deliver a summer programme of events for young people	Judith St John (CS)	31 August 2017
Introduce at least 3 new Duke of Edinburgh Award centres in the borough with at least 20 young people starting a programme at each centre.	Judith St John (CS)	31 March 2018

1.5 Gaps in inequality have reduced and diversity is embraced

Linked to equality outcomes: Address high levels of pensioner poverty; increase employment levels amongst residents with disabilities; increase employment levels amongst working age women; increase employment levels amongst working age women; increase employment levels amongst Somali and Bangladeshi residents; increase employment levels amongst Muslim residents; reduce transphobia in schools and promote understanding; reduce homophobia in schools and promote understanding; reduce childhood obesity; reduce childhood obesity amongst BME children; Improve hate crime reporting amongst trans community and ensure they feel safe and reduce trans hate crime; Improve hate crime reporting amongst LGBT community and ensure they feel safe and reduce Homophobic abuse and ensure the LGBT community feel safe

Activity	Lead Member	Deadline
1. Mitigate the impact of welfare reform on our most vulnerable residents	Statutory Deputy Mayor and Cabinet Member for Housing Management and Performance, Cabinet Member for Work and Economic Growth	31 March 2018

Our key deliverables	Lead Member	Deadline
Develop and publish a local offer for care leavers which complements existing information about their legal entitlement, non-statutory services and mitigating the impact of welfare reform.	Nasima Patel (CS)	31 March 2018
Deliver targeted outreach and support programme for residents affected by Overall Benefit Cap using skills support, benefits maximisation and housing options	Steve Hill (RES)	30 September 2017
Develop and implement the Tackling Poverty Strategy	Steve Hill (RES)	30 April 2017
Complete review of Local Welfare Provision including reviewing alternative arrangements to cash payments	Steve Hill (RES)	30 June 2017
Launch a local welfare and support scheme involving work with partners	Sharon Godman (GOV) / Steve Hill (RES)	31 March 2018
Monitor the impact of LCTRS changes to the 2017/18 scheme to inform the Mayor and Members consideration whether changes to LCTRS are to be considered for 2018/19	Steve Hill (RES)	31 July 2017
Monitor the impact of Universal Credit on residents, ensure escalation routes with DWP are utilised, ensure provision of effective advice and support is in place	Steve Hill (RES)	30 April 2017

Activity	Lead Member	Deadline
2. Support more women and black and minority ethnic and disabled residents into employment*	Cabinet Member for Work and Economic Growth	31 March 2018

Our key deliverables	Lead Member	Deadline
Extend Women in Health Working Start Programme to include childcare and construction industries	Andy Scott (PLACE)	30 June 2017
Finalise current Working Start Women in health programme of 100 women into placements	Andy Scott (PLACE)	30 September 2017
Deliver priorities on children leaving care - extending the volume of recipients from 10 per annum to 10 per quarter	Andy Scott (PLACE)	30 September 2017

Deliver opportunity for people with disabilities - minimum 20 pre-apprenticeship placements	Andy Scott (PLACE)	30 September 2017
Recruit staff resources to promote ESOL across Somali resident group	Andy Scott (PLACE) / Judith St John (CS)	30 September 2017
Deliver Leadership Training to Somali Resident groups, panels and forums	Andy Scott (PLACE)	30 September 2017
Deliver 15 Somali residents work experience / internship placements aligned to local commercial organisations	Andy Scott (PLACE)	31 March 2018
Support a minimum of 50 older residents returning to work with advice and refreshed sector based and basic skills, including ICT	Andy Scott (PLACE)	31 March 2018
Marketing and client engagement to deliver 800 new apprenticeship opportunities	Andy Scott (PLACE)	31 March 2018

Activity	Lead Member	Deadline
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3. Improve children's weight and nutrition	Deputy Mayor Education and Children's Services	31 March 2018
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Our key deliverables	Lead Member	Deadline
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Identify and support health representatives on school governing bodies to raise the profile of health issues and improving health of school children at the school governing bodies meetings	Somen Banerjee (HAC)	31 March 2018
Provide better information to parents on how schools support health and wellbeing so that parents are better equipped to contribute to improving the health of their child	Somen Banerjee (HAC)	30 September 2017
Implement the 'Healthy Mile' programme in schools, to tackle obesity in school children to at least 16 schools by March 2018	Somen Banerjee (HAC)	30 September 2017
Develop and implement a community engagement and communications strategy around healthy weight and nutrition in children, with particular emphasis on high risk groups	Somen Banerjee (HAC)	30 September 2017
Through better joint working with our partners, identify families with children that are not registered with a GP deliver a programme of work to increase GP & dentistry registration and access to services	Somen Banerjee (HAC)	30 September 2017

Activity	Lead Member	Deadline
4. Respect, value and celebrate our cultural history and diversity *	Cabinet Member for Culture, Statutory Deputy Mayor (Lead for Faith Communities)	31 March 2018
Our key deliverables	Lead Member	Deadline
Deliver a series of community events which commemorate key cultural dates and activities, including St George's Day, Chinese New Year, Holocaust Memorial Day, Martyrs Day, Black History Month, Diwali, Christmas and Eid	Judith St John (CS)	31 March 2018
Promote awareness and understanding of different faiths, and interfaith activities by delivering a range of related community events, including Interfaith Week	Sharon Godman (GOV)	31 December 2017
Help break down disability barriers and celebrate abilities, by delivering a series of related community events including marking International Day of People with a Disability	Sharon Godman (GOV)	31 December 2017
Deliver a series of community events that increase visibility, raise awareness and advance education about the LGBT community, including marking LGBT History Month, and International Day against Homophobia, Transphobia and Biphobia	Sharon Godman (GOV)	28 February 2018
Celebrate the social, economic, cultural and political achievements of women, by delivering International Women's Day and other related events.	Sharon Godman (GOV)	31 March 2018



Priority Outcome 2: Creating and maintaining a vibrant and successful place

2.2 Better quality homes for all

Linked to equality outcomes: Address homelessness amongst younger age groups; increase access to housing for disabled residents (P120 – demand still outstripping supply); address the high levels of lone parent women in temporary accommodation; fewer BME families live in overcrowded housing; fewer Muslim families live in overcrowded housing; fewer trans young people become homeless; fewer LGB young people become homeless

Activity	Lead Member	Deadline
1. Increase the availability of good quality housing, including family-sized homes, across all tenures	Statutory Deputy Mayor and Cabinet Member for Housing Management and Performance, Cabinet Member for Strategic Development	31 March 2018
Our key deliverables	Lead Member	Deadline
An enhanced offer of support to young people leaving care that reduces the dependency on private landlords. Commission an enhanced offer of supported accommodation.	Nasima Patel (CS)	31 March 2018
Deliver the 148-home Watts Grove scheme and make available for letting	Ann Sutcliffe (PLACE)	30 June 2017
Start on site with 125-140 new homes on infill schemes and identify sites for an additional 500 units	Ann Sutcliffe (PLACE)	31 December 2017
Start on site with the Arnold Road and Tent Street Council housing schemes	Ann Sutcliffe (PLACE)	31 December 2017
Reduce numbers on the accessible housing register matching clients with new bespoke adapted affordable homes for disabled people on P120	Mark Baigent (PLACE)	31 March 2018
Progress recommendations of the Housing Affordability Commission, and work with Registered Providers and Planning to deliver 'affordable' housing that is affordable to local people	Mark Baigent (PLACE)	31 March 2018
Blackwall Reach Regeneration Project - Start on site for development Phase 2, 268 new homes (including 114 of affordable tenure, 50% affordable by habitable room).	Mark Baigent (PLACE)	31 March 2018

Ocean (Site H), Completion to 'wind/weather tight', 225 new homes (including 50% affordable)	Mark Baigent (PLACE)	31 March 2018
Spend £Xm in right to buy receipts on purchasing former council homes	Ann Sutcliffe (PLACE)	31 March 2018
Activity	Lead Member	Deadline
2. Maintain and improve the quality of Council housing stock and housing management services	Statutory Deputy Mayor and Cabinet Member for Housing Management and Performance	31 March 2018
Our key deliverables	Lead Member	Deadline
Continue to build 1,000 new Council homes	Mark Baigent (PLACE)	31 March 2018
Activity	Lead Member	Deadline
1. Tackle homelessness, including through improved prevention and a reduction in families in temporary accommodation	Statutory Deputy Mayor and Cabinet Member for Housing Management and Performance	31 March 2018
Our key deliverables	Lead Member	Deadline
Develop new Council owned temporary accommodation portfolio - 100 out of borough units by 2019	Mark Baigent (PLACE)	31 March 2018
Achieve a reduction in the number of single adult households accommodated in B&B compared to 31/3/16 (112) & 31/3/17	Mark Baigent (PLACE)	31 March 2018
Implement blue light project to engage a minimum cohort of 20 treatment resistant individuals, to prevent homelessness related to substance misuse.	Rachael Sadegh (HAC)	31 March 2018

2.3 People feel safe and places have less crime and anti-social behaviour

Linked to equality outcomes: Reduce violence against women and girls; improve hate crime reporting amongst the trans community and ensure they feel safe and reduce trans hate crime; improve hate crime reporting amongst the LGBT community and ensure they feel safe and reduce homophobic abuse and ensure the LGBT community feel safe;

Activity	Lead Member	Deadline
1. Work with our partners to target resources to reduce crime	Deputy Mayor and Cabinet Member for Community Safety	31 March 2018

Our key deliverables	Lead Member	Deadline
Support joint operations with partners such as Police and THH to tackle hot spot areas, identified at weekly partnership meetings	Denise Radley (HAC)	31 March 2018

2.4 Communities are engaged, resilient and cohesive

Linked to equality outcomes: Reduce isolation and loneliness amongst people aged 65+; give disabled people a voice in decision making; address increasing hate crime and negative stereotyping of disabled people; tackle isolation as a result of the built environment; address the vulnerability and increase in intolerance and abuse faced by new residents and migrants; improve hate crime reporting amongst the trans community and ensure they feel safe and reduce trans hate crime; improve hate crime reporting amongst the LGBT community and ensure they feel safe and reduce homophobic abuse and ensure the LGBT community feel safe

Activity	Lead Member	Deadline
1. Engage and communicate effectively with local people	Executive Mayor	31 March 2018

Our key deliverables	Lead Member	Deadline
Provide support and capacity building to empower the community to come together to take action to improve their local neighbourhoods	Sharon Godman (GOV)	31 March 2018

Children and young people are fully involved in their care planning through LAC review process and participation work. Ensure the rights of children looked after are respected and their views and wishes are heard and acted upon by decision-makers	Nasima Patel (CS)	31 March 2018
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Activity	Lead Member	Deadline
2. Co-produce services with local residents	Executive Mayor	31 March 2018

Our key deliverables	Lead Member	Deadline
Enable more co-production of Council services in appropriate areas	Zena Cooke (RES)	31 March 2018

Co-produce a Council wide commissioning framework that is focussed on improving outcomes and embeds best practice. Working in partnership with local residents, voluntary and community sector and other local providers	Sharon Godman (GOV)	31 March 2018
Activity	Lead Member	Deadline
3. Promote community cohesion, bringing different parts of the community together, tackling divisions and encouraging positive relationships	Deputy Mayor and Cabinet Member for Community Safety, Cabinet Member for Resources	31 March 2018
Our key deliverables	Lead Member	Deadline
Utilise developer contribution to deliver community cohesion projects, including in Mile End and Aldgate East with activities that are determined by the community in those areas	Sharon Godman (GOV)	31 March 2018
Through the delivery of the local equality engagement forums and wider work programme support local community groups to work with partners to address inequalities faced by their communities, including refugees, LGBT+ people and those with disabilities	Sharon Godman (GOV)	31 March 2018
Working closely with the community review and develop the Council's approach to community cohesion and integration	Sharon Godman (GOV)	31 March 2018
Ensure the Christian Street community hub is open and operational	Ann Sutcliffe (PLACE)	30 June 2017
Deliver a second community hub in the borough	Ann Sutcliffe (PLACE)	30 September 2017
Develop and deliver a programme of activities within schools which raises awareness of community cohesion and helps foster the principles of One Tower Hamlets.	Christine McInnes (CS)	30 September 2017
Activity	Lead Member	Deadline
4. Deliver an effective and broad leisure, cultural and learning offer that reaches people living and working in the borough.	Cabinet Member for Culture	31 March 2018
Our key deliverables	Lead Member	Deadline
Contribute to early literacy by delivering 2,100 Story time sessions for children under five across all Idea Stores and libraries	Judith St John (CS)	31 March 2018

Promote enjoyment of reading and contribute to the achievement of KS2 pupils by delivering the Summer Reading Challenge to schools	Judith St John (CS)	30 September 2017
Combat social isolation by delivering the Friends & Carers scheme to people who are not able to visit Idea Stores regularly (housebound)	Judith St John (CS)	30 June 2017
Combat social isolation by delivering 300 Prime Time sessions for residents aged 50+	Judith St John (CS)	31 March 2018
Promote enjoyment of reading by delivering 350 Book Break reader development sessions	Judith St John (CS)	31 March 2018

Priority three: Working smarter together as one team with our partners and community

Linked to outcomes:

Ensure that there is adequate representation of disabled staff at the senior manager level; ensure that there is adequate representation of women at the senior manager level; ensure that there is adequate representation of BME staff at the senior manager level; support staff who are transitioning in the workplace; ensure that the council is an inclusive environment for LGB staff

Activity	Lead Member	Deadline
4. Deliver the One HR Plan	Cabinet Member for Resources	31 March 2018
Our key deliverables	Lead Member	Deadline
Revise employment policies & practice	Stuart Young (RES)	1 September 2017

