

Appendix 1 – Key Deliverables

Vision

Tower Hamlets is an anti-racist borough where organisations work together to make radical changes that close inequality gaps by advancing opportunities and ensure the experience of racism within structures and institutions is eradicated

Anti-Racist Borough

Outcome

Race inequality is discussed and addressed at all levels of the organisation and with our partners;

Action

The council will deliver a range of initiatives to transform and strengthen the organisational culture around race inequality including: an anti-racism education programme for all staff, a cultural leadership programme for managers, and a leadership development programme for Black, Asian and Minority Ethnic staff.

Community Leadership

Outcome

More residents from Black Asian and Minority Ethnic backgrounds are in community leadership roles.

Action

Deliver a tailored leadership programme for Black, Asian and Minority Ethnic residents which will consist of training, mentoring and shadowing, and provide them with the skills to influence local policy and service delivery.

Health

Outcome

Improved access to health and care services for Black, Asian and Minority Ethnic residents.

Action

Improve access to service provision through delivering initiatives to address digital exclusion, undertaking a lessons learned exercise on COVID-19 approaches, and developing anti-racist practice to meet the nuanced cultural needs of patients.

Education

Outcome

Black, Asian and Minority Ethnic children and young people are more confident going into the job market and access jobs that meet their educational attainment

Action

Raise the aspirations of Black, Asian and Minority Ethnic young people and increase their employability skills and social capital through delivering a two-year mentoring programme, summer school programme, and targeted interventions to 800 children and young people at risk of being NEET

Employment

Outcome

Increase in number of Black, Asian and Minority Ethnic staff in senior roles in organisations in Tower Hamlets

Action

Create a Leaders Forum which will harness the opportunities of Canary Wharf and City of London and work across to partnership to develop a leadership programme which supports Black, Asian and Minority Ethnic residents to move into senior positions across different sectors.