

<b>Overview and Scrutiny Committee</b>  <b>21st February 2022</b>	 <b>TOWER HAMLETS</b>
<b>Report of:</b> Ali Littlewood, Interim Director of HR & Workforce Development	<b>Classification:</b> Unrestricted
<b>Black, Asian and Minority Ethnic Inequalities Commission Action Plan</b>	

<b>Originating Officer(s)</b>	Ali Littlewood, Interim Director of HR & Workforce Development
<b>Wards affected</b>	All wards

### Summary

The Tower Hamlets Black, Asian and Minority Ethnic Inequalities Commission action plan sets an ambitious programme of activities which will have a real impact on outcomes for our residents and provides the step change for addressing longer term systemic challenges highlighted by the Commission. The action plan is supported by funding of over £1.5m by the council which is one of the biggest investments and intervention by a local authority to address race inequality and the first borough in London to commit to such a comprehensive programme.

This plan enhances existing work the council and its partners have been undertaking to address inequality facing our Black, Asian and Minority Ethnic residents. The action plan has been developed through significant engagement with the thematic partnership boards. In addition to setting out the steps the council will take to achieve its commitment to be an anti-racist organisation, it details the actions the council and partners will deliver to improve outcomes for Black, Asian and Ethnic Minority residents in areas of community leadership, health, education and employment.

The report provides a specific focus on the progress to address race inequality within the council and transform the organisational culture. There will be an investment of £334,191 on organisational development and culture which aims to achieve the following outcomes:

- Race inequality is discussed and addressed at all levels of the organisation and with our partners.
- There is good understanding of what it means to be an anti-racist organisation at all levels of the council.
- The council has more senior leaders from Black, Asian and Minority Ethnic backgrounds.
- Partners delivering services for the council are addressing race inequality in

their organisation and service delivery.

**Recommendations:**

The Overview and Scrutiny Committee is recommended to:

1. Review and note the progress of the Black, Asian and Minority Ethnic Inequalities Commission action plan, and specifically consider the impact of the actions in addressing race inequality within the council's workforce.