

C.C
Rokha



**LONDON BOROUGH OF TOWER HAMLETS
DIRECTORATE OF COMMUNITY SERVICES
CHEVIOT HOUSE - 227/233 COMMERCIAL ROAD
LONDON E1 2BU**

980-4366

Telephone enquiries to 01-790-1818

Ian Orton ext 31

My Ref ADCS(LAE)/JG

Your Ref RA/REU/BB

16 December 1985

790-1818.
Cheviot Hse
Commercial
Rd.

Dear Parminder

I write further to my letter of 9th December 1985 in which I stated that I would get back to you once I had received comments from my Assistant Directors on the implications of your letter of 20th November 1985.

A copy of your letter has been sent to the Chief Executive for his observations on the Council-wide aspects of your recommendations. The majority of my comments will have to be relevant to my own Directorate which, as you know, includes all aspects of recreation, and for that reason I have considered your recommendations to be a strategy for anti-racism in recreation and not simply in the arts.

The general objectives of your paper I must constructively support; the challenge is the best way of implementing these objectives. Within the Tower Hamlets context, some of your solutions need critical analysis. I noted the three main areas of the work of the Race Equality Unit and possibly I could deal with them section by section:

Grant Aid Programme

You did not include the full information about Black Arts projects, but regardless of the level of subsidy there will be problems with funding after the abolition of the GLC. Through our Arts Committee, representatives of black recreation projects share in the decision-making process. Our newly-appointed Ethnic Arts Officer will be able to assist many of these groups with future grant applications. She will certainly need support and she has the resources of the Arts team and the LAE Admin. Support unit to assist.

conditions
of grant aid
monitor

Your Conditions of Grant Aid were included in the first report presented by the Ethnic Arts Officer to the Arts Committee. The conditions were not wholeheartedly welcomed but will still form the basis of discussion for future grant applications. From an administrative viewpoint, the additional work associated with 6(b) in your letter speaks for itself. Given the present staffing of the Arts and Secretariat departments, they could not effectively monitor grants.

Ms Parminder Vir
Head of Race Equality Unit
Room 673
Department for Recreation & the Arts
The County Hall
LONDON SE1 7PB



K.IVORY Director

Working for London
archive.parmindervir.com

Race Equality Programme

Tower Hamlets has been an equal opportunities employer for some years. Ethnic monitoring has recently been set up in our Social Services and Housing departments. It was introduced at the same time as ethnic monitoring in the ILEA. However, the Council has recently set up a Race Relations Working Party (consisting of senior officers from all Directorates and the Senior Race Relations Adviser) which has drafted out a Race Equality Strategy which aims to correct any imbalances that may exist.

No // I am sorry you were appalled by the lack of black representation in senior management positions in Tower Hamlets. I felt the same way during our visit to the Department for Recreation and the Arts back in October. And you have the Race Equality Unit! Only joking, but you take my meaning.

Not enough Anti-Racist Education Programmes for Council staff is a decision to be made by the Chief Executive, but you may be pleased to hear that all new entrants will meet the Senior Race Relations Adviser very early in their service. My Assistant Director (LAE) is still trying to contact you about anti-racism courses within his units.

X A positive programme for ethnic staff is a decision for the Council but I personally favour the best candidate for the post regardless of his or her background. Adopting this policy in my LAE units has seen the number of ethnic staff increase from ½% to 9% in one year, and within my Action Sports Teams 50% of appointments are black. Advertisements wherever possible are placed in the ethnic press.

Black Arts Initiatives

My Recreation staff, who deal with all aspects of sport as well as libraries, arts and entertainments, aim to meet the recreation needs of everyone in the Borough, with groups not over- or under-represented. Thank you for details of the arts initiatives that could be promoted - most are either operational or at the planning stage.

Your letter has given me food for thought, and I would hope that my comments relating either to existing practices or the near future will let you know that Tower Hamlets is tackling problems as constructively as possible. Should you require any more information, please contact either myself or my Assistant Director (LAE). You have his number from my letter of 9th December 1985.

Yours sincerely

Keith Ivory

Director of Community Services

copies:
Principal Arts Officer
Ethnic Arts Officer
Senior Race Relations Adviser