

MAYOR'S EQUAL LIFE CHANCES FOR ALL - MEASURING SUCCESS¹

Vision aim 1 - implement actions that will benefit all London's communities, and set the highest standards in our policies and practices

AT THE END OF THIS MAYORAL TERM...

...the Greater London Authority (GLA) will have

- implemented its equality schemes
- equality schemes which are up to date following annual reviews and three yearly revisions
- best practice equalities policies and practices in place
- implemented its best practice equalities policies and practices
- no employees earning less than the London Living wage.

...from working with our partners

- more of our partners will have adopted the London Living wage.

...for people who live and work in London

- race, gender, disability, faith, sexual orientation and age equality will have been promoted
- relatively fewer people will be earning less than the London living wage.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA	The GLA's equality schemes will have been implemented.	Annual review of the equality schemes.	
GLA	The GLA has up to date equality schemes.	Number of equality schemes that are up to date.	
GLA	The GLA has best practice equalities policies and practices in place.	Equalities policies and practices in place.	
GLA group	All employees paid above London Living Wage.	Employees pay.	•Equality groups

¹ The Mayor and the GLA will seek to deliver those things that they have direct responsibility for. Where deliverables are for partners, the Mayor and GLA will seek to work with these partners to achieve the desired outcomes

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
Partners	More employers will have adopted the London Living wage.	Number of employers who have adopted the London Living wage.	
Partners	Relatively fewer people will be earning less than the London living wage.	Percentage of people earning less than the London Living wage.	

Vision aim 2 - deliver inclusive services that benefit all London’s communities and are provided by workforces that reflect and understand these communities

AT THE END OF THIS MAYORAL TERM...

...the GLA will have

- a more diverse workforce in all occupations and at all levels.

...from working with our partners

- workforces, including those in the GLA group, will be more diverse in all occupations and at all levels
- travelling in London will be more accessible, affordable and safer
- there will be more affordable housing, more family size housing, more Lifetime homes and more authorised Gypsy and Traveller sites
- the gap in life expectancy between different Boroughs will have decreased
- more buildings that are accessible to the public will be physically accessible.

...for people who live and work in London

- more people from disadvantaged groups will be in employment
- more people from disadvantaged groups will be employed at the highest levels
- more people from disadvantaged groups will have benefited from learning and development opportunities
- travelling in London will be more accessible, affordable and safer
- there will be less homelessness and more housing for families, Gypsies and Travellers, people on low incomes and disabled people
- less people will experience health inequalities

- more people will have a similar life expectancy wherever they live in London
- more people will be able to access public buildings.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA group/ Londoners	More diverse workforce in all occupations and at all levels.	Workforce profile at all levels.	•Equality groups
Partners/ Londoners	Increase in the employment of disadvantaged groups.	Employment rate.	•Bangladeshi and Pakistani women •Disabled women
GLA group/ Londoners	Increase in the employment of disadvantaged groups at top levels.	Percentage of people from each of the equality groups employed at top levels within the GLA group.	•Equality groups
Partners/ Londoners	More disadvantaged groups employed at top levels.	Equalities profile of people employed at top levels.	•Equality groups
Partners/ Londoners	Increase in the amount of people from disadvantaged groups will have benefited from learning and development opportunities.	The number of people from disadvantaged groups will have benefited from learning and development opportunities.	•Equality groups
GLA group partner - TfL	Improvements in the accessibility of travelling.	Number of step-free underground stations and number of accessible overground stations and bus stops.	•Disabled people •Older people •Young children
GLA group partner - TfL	Travelling in London affordable.	Cost of fares.	
GLA group partner - TfL	Travelling in London safer.	Percentage who feel personal safety on buses, the tube and trains has improved.	•Women
GLA group partner - TfL	Travelling in London safer	Percentage who feel safe using local bus, tube, local train, black cabs, mini cabs at night, alone.	•Women
Partners	Increase in the amount of affordable housing.	Amount of affordable housing.	•Equality groups

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
Partners	Increase in the amount of family size housing.	Amount of family size housing.	•Asian families
Partners	Increase in the amount of Lifetime homes.	Amount of Lifetime homes.	•Older people •Disabled people
Partners	Decrease in the levels of homelessness.	Homeless acceptances.	•Black people (esp African)
Partners	Decrease in health inequalities.	London Health Commission indicators.	
Partners	Decrease in the life expectancy gap between different Boroughs.	Life expectancy in different Boroughs.	

Vision aim 3 - share London's success with all Londoners by ensuring our capital's diverse communities are celebrated

AT THE END OF THIS MAYORAL TERM...

...the GLA will have

- annually put on series of festivals, events and other activities that involve and celebrate diverse communities in London.

...from working with our partners

- there will be fewer areas in Greater London where out of work benefits are the only source of income
- there will be less of an underachievement gap between disabled children, Gypsy and Traveller children and black Caribbean boys and average pupils
- there will be relatively fewer young people not in education, employment or training at 16
- there will be less of a pay gap between different communities
- relatively fewer people, especially those living in households with children and people of pensionable age, will be living in poverty
- there will be an increase in the detection² rate following reports of domestic violence, rape and sexual assault

² a detection is defined as having been achieved by a charge, summons, caution or an offence (previously recorded by the police) taken into consideration at court when a separate offence is being considered.

- there will be an increase in the detection rate following reports of homophobic, racial and faith hate crimes.

...for people who live and work in London

- fewer children, especially disabled children, Gypsy and Traveller children and black Caribbean boys will be underachieving at school
- fewer young people will not be in education, employment or training at 16
- fewer people, especially Bangladeshi and Pakistani people, will be earning less than average pay
- relatively fewer people, especially those living in households with children and people of pensionable age, will be living in poverty
- relatively fewer people will have out of work benefits as their only source of income
- there will be fewer incidents of domestic violence, rape and sexual assault
- there will be fewer incidents of homophobic, racial and faith hate crimes.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA	London will be seen as a vibrant, fun and tolerant place to work or visit as a result of the festivals, events and other activities that have been held.	Number and type of events held.	•Equality groups
Partners	Decrease in the education underachievement gap between the equalities groups and the wider community.	GCSE results.	<ul style="list-style-type: none"> •Disabled children •Gypsy and Traveller children •Black Caribbean boys •White working class boys
Partners/ Londoners	Relatively fewer young people not in education, employment or training at 16.	Percentage of young people not in education, employment or training at 16.	•Young people
Partners	Decrease in the pay gap between equalities groups and the wider community.	Average hourly rate.	•Bangladeshi and Pakistani people

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
Partners	Decrease in the levels of poverty.	Poverty rate.	<ul style="list-style-type: none"> ●Households with children ●People of pensionable age
Partners	Relatively fewer people with out of work benefits as their only source of income.	Areas where out of work benefits are the only source of income across Greater London.	<ul style="list-style-type: none"> ●People on low incomes
GLA group Partner - MPS	Increase in the detection rate following reports of homophobic, racial and faith hate crimes.	Homophobic, racial and faith hate crimes detection rate.	<ul style="list-style-type: none"> ●BAME people ●Faith groups ●LGB people
GLA group Partner - MPS	Increase in the percentage of arrests following domestic violence incidents.	Percentage of arrests following domestic violence incidents.	<ul style="list-style-type: none"> ●Women
GLA group Partner - MPS	Increase in the detection rate following reports of domestic violence, rape and sexual assault.	Domestic violence, rape and sexual assault detection rate.	<ul style="list-style-type: none"> ● Women

Vision aim 4 - support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA group³ Diversity Works for London and Responsible Procurement programmes

AT THE END OF THIS MAYORAL TERM...

...the GLA will have

- procured its goods and services from a diversity of suppliers.

...from working with our partners

- the GLA group will have procured its good and services from a diversity of suppliers
- more businesses will have signed up to the Diversity Works for London programme
- more London boroughs will be implementing the Responsible Procurement programme
- more (equality group led) London businesses will have registered with CompeteFor
- there will be more businesses run by disadvantaged groups

³ The GLA group is made up of the GLA itself, the London Development Agency, the London Fire and Emergency Planning Authority, the Metropolitan Police Authority and Service, and Transport for London.

- childcare will be more affordable
- more childcare places will be available.

...for Londoners

- there will be more businesses run by disadvantaged groups
- more London businesses run by disadvantaged groups will provide goods and services to the GLA group, London's local authorities and other partners
- more childcare places will be available and childcare will be more affordable.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA group	A significant percentage of goods and services procured from equality group led businesses.	Percentage of goods and services procured from equality group led businesses.	•All equality groups
Partners	More businesses signed up to the Diversity Works for London programme.	Number of businesses signed up to the Diversity Works for London programme.	
Partners	More London Councils signed up to the Responsible Procurement programme.	Number of London Councils signed up to the Responsible Procurement programme.	
Partners/ Londoners	More (equality group led) London businesses registered with CompeteFor.	Number of London businesses registered with CompeteFor.	•Women's businesses •BAME businesses •Disabled people led businesses
Partners/ Londoners	More businesses run by disadvantaged groups.	Number of businesses run by disadvantaged groups.	•Women's businesses •BAME businesses •Disabled people led businesses
GLA group partner - LDA/Partners	Childcare will be more affordable.	Childcare costs.	•Parents

Partners	More childcare places will be available.	Number of childcare places.	<ul style="list-style-type: none"> •Parents •Children
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Vision aim 5 - ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games

AT THE END OF THIS MAYORAL TERM...

...from working with our partners

- everything will be in place so that London 2012 Olympic and Paralympic Games will be the most accessible and inclusive Olympic and Paralympic Games ever
- a significant number of disadvantaged people from the Olympic boroughs will be/have been employed on Olympic related programmes
- a significant number of businesses run by disadvantaged Londoners will have obtained contracts for Olympic related programmes.

...for people who live and work in London

- a significant number of disadvantaged people from the Olympic boroughs will be/have been employed on Olympic related programmes
- a significant number of disadvantaged Londoners who run businesses will have obtained contracts for Olympic related programmes.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
Partners/ Londoners	A significant number of disadvantaged people from the Olympic boroughs employed on Olympic related programmes.	<ul style="list-style-type: none"> • Percentage of people employed on Olympic related programmes from the Olympic boroughs. 	<ul style="list-style-type: none"> •Equality groups
		<ul style="list-style-type: none"> • Percentage of previously unemployed people from the Olympic boroughs employed on Olympic related programmes. 	<ul style="list-style-type: none"> •Unemployed people
Partners/ Londoners	A significant number of businesses run by	Percentage of London businesses	<ul style="list-style-type: none"> •Equality group led businesses

	disadvantaged Londoners obtaining contracts for Olympic related programmes.	obtaining contracts.	
Partners	Everything will be in place so that London 2012 Olympic and Paralympic Games will be the most accessible and inclusive Olympic and Paralympic Games ever.	Routes to and areas of the Olympic park which are not accessible.	<ul style="list-style-type: none"> ● Disabled people ● Young children ● Older people

Vision aim 6 - encourage London's communities to work together to foster community cohesion

AT THE END OF THIS MAYORAL TERM...

...the Mayor

- will have ensured that in making appointments, he sought to reflect of the diversity of London's communities.

...from working with our partners

- incidents of knife and gun crime will have dropped
- serious youth violence will have gone down
- the number of teenage murders will have gone down
- the difference between the extent to which white and BAME victims are satisfied with the Metropolitan Police Services overall service will have dropped
- more people will feel safe whenever and wherever they are in London
- London's leaders and decision makers (e.g. MPs, councillors, people in public office, chief executives, leaders of London councils) will be more reflective of London's population.

...for Londoners

- fewer people will be involved in knife or gun crime
- there will be less serious youth violence
- fewer teenagers will be murdered
- more people will feel safe whenever and wherever they are in London

- all groups of victims satisfaction with the Metropolitan Police Services overall service will have improved
- more people from diverse communities will have put themselves forward for and been appointed as leaders and decision makers
- most will consider London’s diversity as one of the best things about living in the capital
- more will consider London is a city with good relations between ethnic groups
- more will feel that there is less discrimination on the basis of race or ethnic origin in London than 3 years ago.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA	Mayoral appointments more reflective of the diversity of London’s communities.	Diversity of Mayoral appointees.	
GLA group partners	Board appointments more reflective of the diversity of London’s communities.	Diversity of Board appointees.	
GLA group partner -MPS/ Londoners	Reduction in the number of knife crimes.	Number of reported knife crimes.	<ul style="list-style-type: none"> •Black Caribbean Boys •Young people
GLA group partner -MPS/ Londoners	Reduction in the number of gun crimes.	Number of reported gun crimes.	<ul style="list-style-type: none"> •Black Caribbean Boys •Young people
Partners / Londoners	Reduction in the extent of serious youth violence.	Number of reported youth violence incidents.	<ul style="list-style-type: none"> •Black Caribbean Boys •Young people
GLA group Partner - MPS	Reduction in the number of teenage murders.	Number of murders of those aged 10-19.	<ul style="list-style-type: none"> •Black Caribbean Boys •Young people
GLA group Partner - MPS	All groups of victims are more satisfied with the Metropolitan Police Services overall services.	Satisfaction levels of white and BAME victims with respect to the MPS’s overall service.	<ul style="list-style-type: none"> •BAME communities
Partners	Increase in the percentage of people who feel safe whenever and wherever they are in London.	Percentage of people who feel safe whenever and wherever they are in London.	
Londoners	Londoners consider the capital’s diversity is one of the best things about living here.	Percentage of people who consider the capital’s diversity one of the best things	

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
		about living here.	
Londoners	Most Londoners consider their neighbourhood to have good relations between different ethnic and religious communities.	Percentage of people who consider London a city with good relations between ethnic groups.	
Partners/ Londoners	More Londoners feel that there is less discrimination on the basis of race or ethnic origin in their neighbourhood than 3 years ago.	Percentage of people who feel that there is less discrimination on the basis of race or ethnic origin in their neighbourhood than 3 years ago.	

Vision aim 7 - encourage the GLA group, local authorities, the public, voluntary and community sectors to adopt and work towards an equalities framework that delivers equal life chances for all

AT THE END OF THIS MAYORAL TERM...

...the GLA

- will still be assessed as having reached the Excellence level of the Equality Framework for Local Government.

...from working with our partners

- those functional bodies and London councils which have not reached the Excellence level of the Equality Framework for Local Government will have made progress towards it from their current (2008) level.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA	GLA will still be assessed as having reached the Excellence level of the Equality Framework for Local Government.	EFLG level attained.	
Partners	Those functional bodies and London councils which have not reached the Excellence level of the Equality Framework for Local Government will have	EFLG level attained by FBs and London councils.	

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
	made progress towards it from their current (2008) level.		

Vision aim 8 - identify and share learning about communities' lived experience of London life and what works best to promote a better quality of life for all Londoners

AT THE END OF THIS MAYORAL TERM...

..the GLA will have

- regularly published and updated data on life experiences for London's communities.

..from working with our partners

- relatively fewer traffic accident casualties
- the quality of life in London will have improved.

..for Londoners

- relatively fewer traffic accident casualties
- the quality of life in London will have improved.

WHO DELIVERS	DESIRED OUTCOME	MEASURE TO MONITOR	PRIORITY GROUPS
GLA group	Regular reports and updates published on life experience for London communities.	Reports and updates published on life experience for London communities.	
Partners	Relatively fewer traffic accidents casualties.	Traffic accidents casualties.	•BAME young people
Partners	Improved quality of life for Londoners.	London Sustainable Development Commission Quality of Life indicators.	