

# AGENDA

<b>Meeting</b>	<b>GLA Oversight Committee</b>
<b>Date</b>	<b>Thursday 16 October 2014</b>
<b>Time</b>	<b>10.00 am</b>
<b>Place</b>	<b>Committee Room 4, City Hall, The Queen's Walk, London, SE1 2AA</b>

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## Members of the Committee

Len Duvall AM (Chair)

Tony Arbour AM (Deputy Chairman)

Jennette Arnold OBE AM

Andrew Boff AM

Roger Evans AM

Darren Johnson AM

Joanne McCartney AM

Caroline Pidgeon MBE AM

Valerie Shawcross CBE AM

A meeting of the Committee has been called by the Chair of the Committee to deal with the business listed below.

Mark Roberts, Executive Director of Secretariat  
Wednesday 8 October 2014

## Further Information

If you have questions, would like further information about the meeting or require special facilities please contact: John Barry, Principal Committee Manager; Telephone: 020 7983 4425; Email: [john.barry@london.gov.uk](mailto:john.barry@london.gov.uk); Minicom: 020 7983 4458

For media enquiries please contact Mark Demery; Telephone: 020 7983 5769; Email: [mark.demery@london.gov.uk](mailto:mark.demery@london.gov.uk). If you have any questions about individual items please contact the author whose details are at the end of the report.

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Certificate Number: FS 80233

**Agenda  
GLA Oversight Committee  
Thursday 16 October 2014**

**1 Apologies for Absence and Chair's Announcements**

To receive any apologies for absence and any announcements from the Chair.

**2 Declarations of Interests** (Pages 1 - 4)

**The Committee is recommended to:**

- (a) Note the offices held by Assembly Members, as set out in the table at Agenda Item 2, as disclosable pecuniary interests;**
- (b) Note the declaration by any Member(s) of any disclosable pecuniary interests in specific items listed on the agenda and the necessary action taken by the Member(s) regarding withdrawal following such declaration(s); and**
- (c) Note the declaration by any Member(s) of any other interests deemed to be relevant (including any interests arising from gifts and hospitality received which are not at the time of the meeting reflected on the Authority's register of gifts and hospitality, and noting also the advice from the GLA's Monitoring Officer set out at Agenda Item 2) and to note any necessary action taken by the Member(s) following such declaration(s).**

**3 Minutes** (Pages 5 - 10)

**The Committee is recommended to confirm the minutes of the meeting of the GLA Oversight Committee held on 11 September 2014 to be signed by the Chair as a correct record.**

**4 Summary List of Actions** (Pages 11 - 14)

Report of the Executive Director of Secretariat  
Contact: John Barry; [john.barry@london.gov.uk](mailto:john.barry@london.gov.uk); 020 7983 4425

**The Committee is recommended to note the completed and outstanding actions arising from previous meetings of the GLA Oversight Committee.**

## **5 Action Taken Under Delegated Authority** (Pages 15 - 22)

Report of the Executive Director of Secretariat

Contact: John Barry; [john.barry@london.gov.uk](mailto:john.barry@london.gov.uk); 020 7983 4425

**The Committee is recommended to note the action taken by the Chair of the Committee and the Chairman of the London Assembly under delegated authority.**

## **6 Head of Paid Service Oral Update**

The Head of Paid Service to provide any service updates not covered in the rest of the agenda.

## **7 Resilience - Policy Proposal** (Pages 23 - 28)

Report of the Head of Paid Service

Contact: Tom Middleton; [tom.middleton@london.gov.uk](mailto:tom.middleton@london.gov.uk); 020 7983 4257

**The Committee is recommended to respond to the Mayor's consultation on his proposal to transfer the London Resilience Team from the Greater London Authority to the London Fire Brigade.**

## **8 Resilience - Staffing Proposal** (Pages 29 - 34)

Report of the Head of Paid Service

Contact: Tom Middleton; [tom.middleton@london.gov.uk](mailto:tom.middleton@london.gov.uk); 020 7983 4257

**The Committee is recommended to respond to the the Head of Paid Service's consultation on the proposed deletion of four resilience posts at the Greater London Authority arising from the Mayor's proposal to transfer the London Resilience Team from the Greater London Authority to the London Fire Brigade.**

## **9 Police and Crime Committee - Proposal for Online Crime Victimization Survey** (Pages 35 - 42)

Report of the Executive Director of Secretariat

Contact: Dan Maton; dan.maton@london.gov.uk; 020 7983 4681

**The Committee is recommended to:**

- (a) Note the Police and Crime Committee's proposals as set out in Appendix 1 of the report; and**
- (b) Approve expenditure up to a maximum of £15,000 (which will include the £4,000 for the initial scoping research) from the 2014/15 Scrutiny Team's External Services Budget, subject to the evaluation of the results of the initial scoping research by the Chair of the Police and Crime Committee, in consultation with the Deputy Chairs and lead party Group Members.**

## **10 Education Panel** (Pages 43 - 80)

Report of the Executive Director of Secretariat

Contact: David Pealing; [david.pealing@london.gov.uk](mailto:david.pealing@london.gov.uk); 020 7983 5525

**The Committee is recommended to agree the Education Panel's report, *London Learners, London Lives*.**

The appendix to the report, set out on pages 47 to 79, is attached for Members and officers only but is available from the following area of the GLA's website:

<http://www.london.gov.uk/mayor-assembly/london-assembly/oversight>

## **11 Work Programme for the GLA Oversight Committee 2014/15** (Pages 81 - 86)

Report of the Executive Director of Secretariat

Contact: John Barry; [john.barry@london.gov.uk](mailto:john.barry@london.gov.uk); 020 7983 4425

**The Committee is recommended to:**

- (a) Note its work programme for 2014/15, as set out in this report, and identifies any additional issues it wishes to consider at future meetings; and**
- (b) Agree that the GLA Oversight Committee meeting of 13 November 2014 be rescheduled to 20 November 2014 in order to accommodate the attendance of guests.**

## **12 Date of Next Meeting**

Subject to agreement at Item 11, the next meeting of the Committee is scheduled to be held on Thursday 20 November 2014 at 1pm in Committee Room 5.

**13 Any Other Business the Chair Considers Urgent**

# Subject: Declarations of Interests

**Report to: GLA Oversight Committee**

**Report of: Executive Director of Secretariat**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 This report sets out details of offices held by Assembly Members for noting as disclosable pecuniary interests and requires additional relevant declarations relating to disclosable pecuniary interests, and gifts and hospitality to be made.

## 2. Recommendations

- 2.1 **That the list of offices held by Assembly Members, as set out in the table below, be noted as disclosable pecuniary interests<sup>1</sup>;**
- 2.2 **That the declaration by any Member(s) of any disclosable pecuniary interests in specific items listed on the agenda and the necessary action taken by the Member(s) regarding withdrawal following such declaration(s) be noted; and**
- 2.3 **That the declaration by any Member(s) of any other interests deemed to be relevant (including any interests arising from gifts and hospitality received which are not at the time of the meeting reflected on the Authority's register of gifts and hospitality, and noting also the advice from the GLA's Monitoring Officer set out at below) and any necessary action taken by the Member(s) following such declaration(s) be noted.**

## 3. Issues for Consideration

- 3.1 Relevant offices held by Assembly Members are listed in the table overleaf:

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<sup>1</sup> The Monitoring Officer advises that: Paragraph 10 of the Code of Conduct will only preclude a Member from participating in any matter to be considered or being considered at, for example, a meeting of the Assembly, where the Member has a direct Disclosable Pecuniary Interest in that particular matter. The effect of this is that the 'matter to be considered, or being considered' must be about the Member's interest. So, by way of example, if an Assembly Member is also a councillor of London Borough X, that Assembly Member will be precluded from participating in an Assembly meeting where the Assembly is to consider a matter about the Member's role / employment as a councillor of London Borough X; the Member will not be precluded from participating in a meeting where the Assembly is to consider a matter about an activity or decision of London Borough X.

<b>Member</b>	<b>Interest</b>
Tony Arbour AM	Member, LFEPA; Member, LB Richmond
Jennette Arnold OBE AM	Committee of the Regions
Gareth Bacon AM	Member, LFEPA; Member, LB Bexley
John Biggs AM	
Andrew Boff AM	Congress of Local and Regional Authorities (Council of Europe)
Victoria Borwick AM	Member, Royal Borough of Kensington & Chelsea; Deputy Mayor
James Cleverly AM	Chairman of LFEPA; Chairman of the London Local Resilience Forum; substitute member, Local Government Association Fire Services Management Committee
Tom Copley AM	
Andrew Dismore AM	Member, LFEPA
Len Duvall AM	
Roger Evans AM	Committee of the Regions; Trust for London (Trustee)
Nicky Gavron AM	
Darren Johnson AM	Member, LFEPA
Jenny Jones AM	Member, House of Lords
Stephen Knight AM	Member, LFEPA; Member, LB Richmond
Kit Malthouse AM	Deputy Mayor for Business and Enterprise; Deputy Chair, London Enterprise Panel; Chair, Hydrogen London; Chairman, London & Partners; Board Member, TheCityUK
Joanne McCartney AM	
Steve O'Connell AM	Member, LB Croydon; MOPAC Non-Executive Adviser for Neighbourhoods
Caroline Pidgeon MBE AM	
Murad Qureshi AM	Congress of Local and Regional Authorities (Council of Europe)
Dr Onkar Sahota AM	
Navin Shah AM	
Valerie Shawcross CBE AM	Member, LFEPA
Richard Tracey AM	Chairman of the London Waste and Recycling Board; Mayor's Ambassador for River Transport
Fiona Twycross AM	Member, LFEPA

[Note: LB - London Borough; LFEPA - London Fire and Emergency Planning Authority; MOPAC – Mayor's Office for Policing and Crime]

3.2 Paragraph 10 of the GLA's Code of Conduct, which reflects the relevant provisions of the Localism Act 2011, provides that:

- where an Assembly Member has a Disclosable Pecuniary Interest in any matter to be considered or being considered or at
  - (i) a meeting of the Assembly and any of its committees or sub-committees; or
  - (ii) any formal meeting held by the Mayor in connection with the exercise of the Authority's functions
- they must disclose that interest to the meeting (or, if it is a sensitive interest, disclose the fact that they have a sensitive interest to the meeting); and



- must not (i) participate, or participate any further, in any discussion of the matter at the meeting; or (ii) participate in any vote, or further vote, taken on the matter at the meeting

#### UNLESS

- they have obtained a dispensation from the GLA's Monitoring Officer (in accordance with section 2 of the Procedure for registration and declarations of interests, gifts and hospitality – Appendix 5 to the Code).

- 3.3 Failure to comply with the above requirements, without reasonable excuse, is a criminal offence; as is knowingly or recklessly providing information about your interests that is false or misleading.
- 3.4 In addition, the Monitoring Officer has advised Assembly Members to continue to apply the test that was previously applied to help determine whether a pecuniary / prejudicial interest was arising - namely, that Members rely on a reasonable estimation of whether a member of the public, with knowledge of the relevant facts, could, with justification, regard the matter as so significant that it would be likely to prejudice the Member's judgement of the public interest.
- 3.5 Members should then exercise their judgement as to whether or not, in view of their interests and the interests of others close to them, they should participate in any given discussions and/or decisions business of within and by the GLA. It remains the responsibility of individual Members to make further declarations about their actual or apparent interests at formal meetings noting also that a Member's failure to disclose relevant interest(s) has become a potential criminal offence.
- 3.6 Members are also required, where considering a matter which relates to or is likely to affect a person from whom they have received a gift or hospitality with an estimated value of at least £25 within the previous three years or from the date of election to the London Assembly, whichever is the later, to disclose the existence and nature of that interest at any meeting of the Authority which they attend at which that business is considered.
- 3.7 The obligation to declare any gift or hospitality at a meeting is discharged, subject to the proviso set out below, by registering gifts and hospitality received on the Authority's on-line database. The on-line database may be viewed here:  
<http://www.london.gov.uk/mayor-assembly/gifts-and-hospitality>.
- 3.8 If any gift or hospitality received by a Member is not set out on the on-line database at the time of the meeting, and under consideration is a matter which relates to or is likely to affect a person from whom a Member has received a gift or hospitality with an estimated value of at least £25, Members are asked to disclose these at the meeting, either at the declarations of interest agenda item or when the interest becomes apparent.
- 3.9 It is for Members to decide, in light of the particular circumstances, whether their receipt of a gift or hospitality, could, on a reasonable estimation of a member of the public with knowledge of the relevant facts, with justification, be regarded as so significant that it would be likely to prejudice the Member's judgement of the public interest. Where receipt of a gift or hospitality could be so regarded, the Member must exercise their judgement as to whether or not, they should participate in any given discussions and/or decisions business of within and by the GLA.

## **4. Legal Implications**

- 4.1 The legal implications are as set out in the body of this report.

## 5. Financial Implications

5.1 There are no financial implications arising directly from this report.

<b>Local Government (Access to Information) Act 1985</b>
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List of Background Papers: None
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Contact Officer: John Barry, Principal Committee Manager
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Telephone: 020 7983 4425
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E-mail: John.Barry@london.gov.uk
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# MINUTES

**Meeting: GLA Oversight Committee**  
**Date: Thursday 11 September 2014**  
**Time: 2.00 pm**  
**Place: Committee Room 4, City Hall, The Queen's Walk, London, SE1 2AA**

Copies of the minutes may be found at <http://www.london.gov.uk/mayor-assembly/london-assembly/oversight>

**Present:**

Len Duvall AM (Chair)  
Tony Arbour AM (Deputy Chairman)  
Jennette Arnold OBE AM  
Andrew Boff AM  
Roger Evans AM  
Darren Johnson AM  
Joanne McCartney AM  
Caroline Pidgeon MBE AM  
Valerie Shawcross CBE AM

**1 Apologies for Absence and Chair's Announcements (Item 1)**

1.1 There were no apologies for absence.

**2 Declarations of Interests (Item 2)**

2.1 **Resolved:**

**That the list of Assembly Members' appointments, as set out in the table at Agenda Item 2, be noted as disclosable pecuniary interests.**

### **3 Minutes (Item 3)**

#### **3.1 Resolved:**

**That the minutes of the meeting of the GLA Oversight Committee held on 23 July 2014 be signed by the Chair as a correct record.**

### **4 Summary List of Actions (Item 4)**

4.1 The Committee received the report of the Executive Director of Secretariat.

#### **4.2 Resolved:**

**That the completed and outstanding actions arising from previous meetings of the GLA Oversight Committee be noted.**

### **5 Action Taken Under Delegated Authority (Item 5)**

5.1 The Committee received the report of the Executive Director of Secretariat setting out recent correspondence issued by the Chair of the GLA Oversight Committee under delegated authority.

5.2 The Committee commended the Chair's letter to the Mayor concerning the London Pensions Fund Authority which was considered a comprehensive and accurate summary of its work in this area.

#### **5.3 Resolved:**

**That the recent actions taken by the Chair of the Committee under delegated authority be noted.**

### **6 Shared Services: Consultation on Shared Treasury Management Functions (Item 6)**

6.1 The Committee received the report of the Executive Director of Resources, consulting the Assembly in relation to the proposed shared services arrangement between the Greater London Authority (GLA) and the London Pensions Fund Authority (LPFA) in respect of the GLA discharging certain treasury management functions on behalf of the LPFA. In attendance for this item was the Group Treasury Manager, Luke Webster.

6.2 In response to the Committee's concern that the proposals would prove problematic in the

merging of two funds with distinctly different objectives, it was explained that several organisations had already been incorporated into the shared GLA treasury function (the London Fire and Emergency Planning Authority, the London Legacy Development Corporation and the Mayor's Office for Policing and Crime) and that rather than being disadvantageous, their disparate cashflow profiles had actually provided additional overall efficiencies.

6.3 The Committee considered that there would be strategic advantages of having the same set of personnel overseeing decisions and undertaking treasury work across the GLA Group, but suggested that the Committee reviews the arrangement after it had been in operation for a year.

6.4 **Resolved:**

- (a) That, subject to the comments made in the meeting and recorded above, the report be agreed; and**
- (b) That the GLA Oversight Committee reviews the shared treasury management arrangement between the GLA and the LPFA after a year of operation.**

## **7 Proposed Changes to the GLA Establishment (Item 7)**

7.1 The Committee received the report of the Head of Paid Service. In attendance for this item was the Assistant Director of Human Resources & Organisational Development, Juliette Carter, and the Team London Programme Director, Natalie Cramp.

7.2 The Committee welcomed the proposals in relation to the Regeneration Unit as it was anticipated that the additional posts within that team would facilitate the allocation of regeneration funding across London.

7.3 In respect of the Team London Unit proposals, the Committee requested an update on the information it had sought following previous discussions of the work of that unit with the Mayoral Adviser for Team London, Volunteering, Charities & Sponsorship.

7.4 The Assistant Director of Human Resources & Organisational Development was asked also to utilise any databases held by the Authority in order to encourage applications from the BAME community for the posts proposed in the report.

7.5 **Resolved:**

**That, subject to the comments made in the meeting and recorded above, the report be noted.**

## **8 The GLA's General Power under the 1999 GLA Act (Item 8)**

- 8.1 The Committee received the report of the Executive Director of Secretariat, setting out information in relation to the GLA's general power as set out in Sections 30–34 of the GLA Act 1999 (as amended).
- 8.2 Several Members cautioned against undermining any potential devolution settlement by explicitly focusing attention on the use of the Section 30 general power and suggested that the Assembly should endeavour instead to establish greater scrutiny oversight on all Mayoral decisions, regardless of statutory provenance, including the provision of a forward plan of Mayoral decisions and the statutory authority to call-in any decisions as deemed appropriate.
- 8.3 Noting that a majority of decisions made by the Mayor, Directors and Assistant Directors relied on the general power provided for in Section 30 of the Act, it was also suggested that an appropriate Assembly committee should receive regular reports identifying which decisions had been taken under the general power.
- 8.4 Jennette Arnold OBE AM suggested consideration be given to limiting Mayoral decisions made using the general power to the length of a Mayoral term of office in order to prevent succeeding office holders from being ineluctably committed to a specific decision.
- 8.5 **Resolved:**
- (a) That a relevant Assembly committee receives future reports identifying which decisions had been made using the general power provided for in Section 30 of the GLA Act 1999 (as amended);**
  - (b) That the Head of Scrutiny & Investigations facilitates further discussion with Assembly Members on provisions for effective scrutiny of mayoral decisions; and**
  - (c) That consideration be given to a further report on the matter at a future meeting of the GLA Oversight Committee with guests as appropriate.**

## **9 Secretariat Quarterly Review, Quarter 1, 2014-15 (Item 9)**

- 9.1 The Committee received the report of the Executive Director of Secretariat.
- 9.2 **Resolved:**

**That the core Secretariat quarterly monitoring report for the first quarter of 2014-15 (April - June 2014) be noted.**

## **10 Work Programme for the GLA Oversight Committee (Item 10)**

10.1 The Committee received the report of the Executive Director of Secretariat.

10.2 **Resolved:**

**That the work programme for 2014-15 be noted.**

## **11 Date of Next Meeting (Item 11)**

11.1 The next meeting of the Committee would be held on Thursday 16 October 2014 at 10am in Committee Room 4.

## **12 Any Other Business the Chair Considers Urgent (Item 12)**

12.1 There was no other business the Chair considered urgent.

## **13 Close of Meeting**

13.1 The meeting finished at 2.43pm.

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Chair

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Date

**Contact Officer:** John Barry, Principal Committee Manager; Telephone: 020 7983 4425; Email: john.barry@london.gov.uk; Minicom: 020 7983 4458

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# Subject: Summary List of Actions

**Report to: GLA Oversight Committee**

**Report of: Executive Director of Secretariat**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 This report updates the Committee on the progress made on actions arising from previous meetings of the GLA Oversight Committee.

## 2. Recommendation

- 2.1 **That the Committee notes the completed and outstanding actions arising from previous meetings of the Committee, as listed below.**

### Actions Arising from the Meeting Held on 11 September 2014

Item	Topic	Action	Action By
6	<p><b>Shared Services: Consultation on Shared Treasury Management Functions</b></p> <p>It was agreed that the GLA Oversight Committee reviews the shared treasury management arrangement between the GLA and the LPFA after a year of operation.</p>	<p>A review of the arrangement will be added to the GLA Oversight Committee's work programme for 2015/16.</p>	<p>Committee Officer</p>

Item	Topic	Action	Action By
7	<p><b>Proposed Changes to the GLA Establishment</b></p> <p>In respect of the Team London Unit proposals, the Committee requested an update on the information it had sought following previous discussions of the work of that unit with the Mayoral Adviser for Team London, Volunteering, Charities &amp; Sponsorship.</p>	<p>Previous information from the Mayoral Adviser for Team London, Volunteering, Charities &amp; Sponsorship has been re-circulated to the Committee. A further update may be sought prior to the March 2015 meeting at which the Mayoral Adviser is scheduled to attend.</p>	<p>Committee Officer</p>
8	<p><b>The GLA's General Power under the 1999 GLA Act</b></p> <p>The Head of Scrutiny &amp; Investigations to identify a relevant Assembly committee to receive future reports on decisions made using the general power provided for in Section 30 of the GLA Act 1999 (as amended).</p> <p>The Head of Scrutiny &amp; Investigations to facilitate further discussions with Assembly Members on provisions for effective scrutiny of mayoral decisions and the technical process of how the General Power is used.</p>	<p>In progress.</p> <p>In progress.</p>	<p>Head of Scrutiny &amp; Investigations / Executive Director of Resources.</p> <p>Head of Scrutiny &amp; Investigations</p>

## Actions Arising from the Meeting Held on 25 June 2014

Item	Topic	Action	Action By
18	<p><b>Consultation on Proposed Restructuring of the Committee Services Team</b></p> <p>The Head of Committee and Member Services to further explore the possibility of shared Committee Services arrangements with MOPAC and to provide a note to a future meeting setting out MOPAC's decision-making structure and processes.</p>	<p>A senior MOPAC officer will be attending the GLA Oversight Committee meeting on 11 December 2014 and will, at that meeting, supply a chart setting out details of the decision-making process.</p>	<p>Head of Committee and Member Services</p>

## Actions Arising from the Meeting Held on 25 February 2014

Item	Topic	Action	Action By
9	<p><b>Assembly Events</b></p> <p>That Authority be delegated to the Chair of the Assembly to approve, in consultation with the Deputy Chairman and Group Leaders, the detailed arrangements for the events set out in sections 5 and 7 of the report.</p>	<p>In progress.</p>	<p>Head of Assembly External Relations</p>

## Actions Arising from the Meeting Held on 10 September 2013

Item	Topic	Action	Action By
8.	<p><b>Scrutiny of the Long Term Infrastructure Investment Plan for London</b></p> <p>That the Head of Paid Service provide an Infrastructure Investment Plan update report at a future meeting of the GLA Oversight Committee in order to assist the Committee's approach to scrutinising the Plan.</p>	<p>In progress.</p>	<p>Head of Paid Service</p>

### **3. Legal Implications**

3.1 The Committee has the power to do what is recommended in this report.

### **4. Financial Implications**

4.1 There are no financial implications arising from this report.

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#### **List of appendices to this report:**

None

<b>Local Government (Access to Information) Act 1985</b>
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List of Background Papers:
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None
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# Subject: Action Taken Under Delegated Authority

**Report to: GLA Oversight Committee**

**Report of: Executive Director of Secretariat**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 This report summarises the action taken by the Chair of the GLA Oversight Committee and the Chairman of the London Assembly under delegated authority since the date of the last meeting.

## 2. Recommendation

- 2.1 **That the Committee notes the actions taken by the Chair of the GLA Oversight Committee and the Chairman of the London Assembly under delegated authority.**

## 3. Background

- 3.1 Under the Chair's standing delegation as set out in Standing Orders, the Chair wrote a series of letters in relation to the Committee's work. The Committee had also delegated authority to the former Chair and the current Chairman of the Assembly, to approve Assembly events and the details of the Assembly's Annual Report.

## 4. Issues for Consideration

- 4.1 Under the Chair's standing delegation as set out in Standing Order 10.2, the Chair wrote to the Head of Paid Service in relation to the Committee's discussion on the Workforce Report, discussed at its meeting on 25 June 2014, reiterating points made by Members. The Head of Paid Service's response is attached as **Appendix 1**.
- 4.2 Under the same standing delegation, the Chair also wrote to the Mayor inviting him to attend a meeting of the Oversight Committee in order to discuss GLA remuneration. The letter is attached as **Appendix 2**.

- 4.3 Each year, the Committee delegates authority to the Chair of the Committee to approve the publication of the London Assembly annual report; this year's report was published after consultation with the Deputy Chair and party Group Leaders on 6 October 2014 and can be found here: <http://www.london.gov.uk/mayor-assembly/london-assembly>
- 4.4 At its meeting of 25 February 2014, authority was delegated to the Chair of the Assembly to approve the detailed arrangements for the Armed Forces Day Flag raising and reception, held on 23 June 2014, and the First Term Councillors' reception held on 17 July 2014.

## 5. Legal Implications

- 5.1 Under section 34 of the Greater London Authority Act 1999 (as amended), the Authority, acting under the Mayor or Assembly, may do anything that is considered to facilitate or is conducive or incidental to the exercise of any of the functions of the Assembly.
- 5.2 The Assembly may, under section 54 of the GLA Act 1999 (as amended) delegate relevant functions to individual Members. The decision making function on this matter has, accordingly, been properly delegated by the Assembly, through one of its committees, to the Chair of the Assembly.

## 6. Financial Implications

- 6.1 There are no financial implications arising from this report.

### List of appendices to this report:

- Appendix 1** Letter to the Head of Paid Service on the Workforce Report  
**Appendix 2** Letter to the Mayor on remuneration

<b>Local Government (Access to Information) Act 1985</b>
List of Background Papers: MDAs 466, 501 and 512
Contact Officer: John Barry, Principal Committee Manager Telephone: 020 7983 4425 Email: <a href="mailto:john.barry@london.gov.uk">john.barry@london.gov.uk</a>

GREATER LONDON AUTHORITY

Head of Paid Service

**Len Duvall AM**  
Assembly Member for Greenwich and Lewisham  
City Hall

**Our ref:** duvall0408

**Date:** 4 August 2014

Dear Len

Thank you for forwarding the letter from Jennette Arnold, AM of 14 June 2014 which followed June's Oversight Committee discussion on the workforce report. I am responding below to the points within the letter in the order they are raised.

1. As discussed at the Oversight Committee, the HR team are happy to include all the data requested in future reports. The previous reports had highlighted where there were trends and clearly identifiable issues and where there was sufficient data to analyse. However we are happy to include the data requested in subsequent reports provided that it is not personally identifiable.
2. We are happy to include actual figures in the report as well as percentages. Percentages often provide a clearer comparison: but we can provide both as requested.
3. Breaking BAME staff down into component groups as suggested is very unlikely to provide robust statistical information to analyse, due to the numbers being too small to be of statistical significance. Similarly when looking at individuals that may be in two protected groups, the numbers become too small to identify any meaningful trends. I also think that there is significant work underway in the GLA to address those diversity issues that we are aware of and I think it is important that we prioritise completing the current action plans before widening out further .
4. It will be possible to break down sickness absence by equality group. We are currently looking at how we improve wellbeing right across the GLA workplace through a number of targeted actions and want to continue to do this for all staff.
5. We have recognised the need to improve BAME representation in the GLA and this is reflected in the action plans managed through the Equalities Taskforce. As you will be aware from the workforce report there are some areas of the GLA which are significantly under-represented. The Assembly Secretariat is one of these areas. Jennette correctly identifies the internship programme as one that has been introduced in order to try to provide more work experience to BAME candidates. The overall GLA internship programme has had over 50% BAME representation and 30% of the interns have secured ongoing employment in the GLA.

As outlined in the workforce report the GLA is also working to identify the reasons for the drop off from shortlisting to interview in BAME candidates. The Equalities Taskforce continues to carry out spot checks of shortlists for external recruitment campaigns across the

GLA to review consistency of approach at shortlisting and interview stage. Going forward, the Taskforce will provide more detailed application and interview feedback to candidates from targeted groups. The recruitment and selection training for managers has been recently reviewed to raise awareness of workforce equalities issues and to enforce the benefits of recruiting a diverse workforce and the potential barriers that recruiting managers will need to be aware of.

6. The GLA introduced the Coaching squared positive action scheme as a pilot. The reason it is targeted at only BAME staff is that it is an external scheme for BAME staff only and agreed as a positive action scheme to address under-representation at senior level. As a positive action scheme it is targeted at under-represented staff to provide development and support for BAME employees to progress in the organisation.

There are a number of other career development opportunities open to all staff. As set out in the workforce report the GLA provides the Career Pathways programme which consists of a range of workshops on topics such as effective applications, interview skills, networking, personal impact and provides access to 1:1 career guidance and coaching. In May 2014 I launched Learning at Work week with a Learning Connections event for all staff, with workshops, stalls, roundtable discussions and a diverse panel of GLA staff sharing their career stories. The event was well attended by staff across the organisation as it had been the previous year.

7. The GLA has trialled anonymising applications to see whether there was bias in the shortlisting process. The trial found that there was no difference in shortlisting outcomes as a result of this exercise. The Equalities Taskforce have also ensured that there are recruitment spot checks in every Directorate in the GLA to see whether there is any bias in the recruitment process and whether shortlisting decisions are robust. In each one of these checks it was agreed that the shortlisting process had been robust and the decisions fair and equitable.

The recruitment checks will continue but I do not think we have reason to anonymise applications at this point.

I am more than happy to discuss this further and invite the Taskforce to consider any other ideas for future action, once they have completed their priorities in the action plans I have replied separately (as attached) to Jennette to follow up her recent MQT question in which I have covered some of the same ground as contained in this reply.

Finally, in case it has not been seen you and Jennette might like to see the enclosed copy of an article by Munira Mirza about BME young Londoners. This addresses GLA activities beyond City Hall's own staff.

I am copying this letter to Jennette.

Yours sincerely,



**Jeff Jacobs**  
Head of Paid Service



cher to 1969.

I loved every second of it. I loved the fact that it was national hate figure Luis Suarez who dumped us out. I loved the fact that it was national darling Steven Gerrard that gifted him the ball that dumped us out. I loved Suarez's emotional words afterwards and the way he rubbed Gerrard's head. I loved the fact that Costa Rica, a team without a nameable football player, refused to gift

loved the way Sven-Göran Eriksson told it as it was: 'Uncle' Roy Hodgson would have been fired if he was foreign (stone-engraved fact). I loved the mini-video of Uncle Roy's reaction to us conceding the second Uruguayan goal. Oh how I loved this World Cup. I loved it because it laid us, England, bare for all to see. Our bloated, overpaid, over-fluffed emperors trotted around in their new clothes and the world watched and

that. Mark my words, four years from now we will be right back where we are today. Absolutely nowhere; weak, out of control and an embarrassment to ourselves and everyone around us. And God willing, I'll be here to gloat about it. Ha ha ha!

Despite all of the above I have a dark secret. As much as I like to think of patriotism as being the last refuge of the fiasco, as much as I would like to think that I am therefore not

country and its people all of the time. Not just when we're kicking a ball around. It is the patriot in me that celebrates England's loss because it reveals an even darker secret. The modern post-mortem of England World Cup performances has come up with numerous excuses. Goal line technology (2010), the quality of the coach (2002, 2006),

David Sturridge or Raheem Sterling would learn and polish their craft. The exact place where they'd be encouraged to learn about the importance of sport, fitness and determination. Well it has been decided, allegedly by four people only (in the "greatest democracy on earth"), that the Jubilee Sports Centre should be torn down and replaced with; you

# Johnson pledges support for black and minority graduates

By Munira Mirza, Deputy Mayor for Education and Culture

DESPITE JENNETTE Arnold's claims to the contrary, Boris Johnson is committed to ensuring that all young Londoners are given the support they need and opportunities to contribute to and benefit from London's success, regardless of their background or ethnicity (*The Voice*, July 10th: "Boris is clueless on how to help BME Graduates").

It is important not to overlook the success of young Londoners in achieving higher than average exam results and going onto higher education. At London's universities, around 47 per cent of students are from Black and minority ethnic communities (BME) – a much higher figure than the national average. Seventy per cent of graduates from London's universities enter employment in London or go on to further study in London. Many of whom will be from a BME background. The mayor is keenly aware that young

Londoners have experienced the sharp end of the economic downturn and has made clear that the employment gap between BME graduates and their white counterparts is unacceptable. The barriers young people face are often complex and the mayor's approach is to provide support for all disadvantaged young people, many of whom are BME, rather than run programmes for single community groups.

The mayor asked his ambassador for training and enterprise, Tim Campbell, to host an event at City Hall event, which brought together and top business leaders and looked at the role of black businesses in the 'capital. With over 1.2 million Londoners of Black descent, the mayor believes they have an important role to play in London's future prosperity. The aim was to inspire young black people, whether graduates or other-



MESSAGE: Munira Mirza

wise. This event was an opportunity to outline the range of support available to BME graduates

and to other young people wanting to develop businesses.

For example, the Mayor's Office has been working with over 4,300 BME businesses that have been supported through the European Regional Development Fund. £700,000 has also been allocated with a primary focus to support up to 200 BME SMEs and micro-enterprises.

In addition, the mayor has been increasing the number of apprenticeships, with 40 per cent of starters in 2012/13 being people from BME communities. Our HeadStart London programme is providing careers advice, employability workshops and volunteering opportunities, aimed at giving young people additional skills and experience they may need to prepare them for a life of work and compete against other candidates. We are also investing millions of European funding to make sure young people with particularly high levels of worklessness are able to get jobs.

We can all agree that London's young people deserve a good start in life. That's why we're working to ensure they get the education and the skills they need to be able to compete on a global stage.

Munira Mirza, Deputy Mayor for Education and Culture was responding to an article in *The Voice* published on July 10th, 2014.

We cannot have it both ways. As long as it is the former, we can expect to provide the commodity fodder at international sporting events. And way beyond. You can't build on the grassroots and expect the grass to grow. By their fruits they shall be known. Or is it by their luxury flats in poor areas?



COMMITTED: London Mayor Boris Johnson

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**LONDON**ASSEMBLY

Len Duvall AM, Chair of the GLA Oversight Committee

**Boris Johnson**  
Mayor of London  
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Ref:

27 August 2014

Dear Boris

**Senior employee remuneration in the GLA Group**

As you are aware, the GLA Oversight Committee is investigating the remuneration of senior employees in the GLA Group. In particular, we are examining the processes through which their remuneration is determined, the use of performance-related pay, and transparency. On 23 July, the Committee discussed these issues with a panel of guests from inside and outside the GLA Group, and, as a result of that meeting, intends to take this work further. The Committee is minded to invite Peter Hendy and Helen Bailey to a meeting this autumn to discuss senior employee remuneration at TfL and MOPAC, respectively.

The Committee is very keen that you should also attend that meeting to provide your own perspective on these issues. As well as sitting on the committees responsible for remuneration at TfL and the LLDC, and determining the remuneration of your own advisors, you also set the tone across the GLA Group on issues such as this. I understand that you are not available to attend any of the Committee's remaining scheduled meetings this calendar year. I will therefore be contacting your office to find a time that you can attend, and, if needed, we could look to reschedule one of the Committee's meetings accordingly.

I appreciate that this is not a standard request and this Committee has not previously sought to take up your time. However, the Committee feels that, on this particular issue, it is important to hear directly from you, rather than from your advisors or senior officials.

Yours sincerely



**Len Duvall AM**  
Chair of the GLA Oversight Committee

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# Subject: Resilience – Policy Proposal

**Report to: GLA Oversight Committee**

**Report of: Head of Paid Service**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 The Mayor has proposed that the London Resilience Team be transferred from the Greater London Authority to the London Fire Brigade, whose work is overseen by the London Fire and Emergency Planning Authority. The Committee is being asked for its views on this proposal.

## 2. Recommendation

- 2.1 **That the Committee responds to the Mayor's consultation on his proposal to transfer the London Resilience Team from the Greater London Authority to the London Fire Brigade.**

## 3. Background

- 3.1 Soon after its election in 2010, the current Government committed itself to the abolition of the Government Office for London (GOL). London Resilience was one of the functions overseen by GOL and the Government decided in late 2010 that London Resilience should come under the Greater London Authority (GLA).
- 3.2 The transfer could be undertaken swiftly as primary legislation was not required and so, from early 2011, the GLA became a Category 1 responder under the Civil Contingencies Act 2004 with responsibility for the London Resilience function. The Mayor was also given the role of appointing the Chair of the London Resilience Forum (LRF).
- 3.3 Category 1 organisations are at the core of the response to most emergencies and are subject to the full set of civil protection duties. Category 2 organisations are 'co-operating bodies' and are less likely to be central to planning work but will be heavily involved in incidents that affect their own sector.
- 3.4 On 4 September 2014, the Mayor's Chief of Staff wrote to the London Fire Commissioner setting out the Mayor's proposal to transfer the GLA's London Resilience Team (LRT), which undertakes the London Resilience function, to the London Fire Brigade (LFB). The letter is contained in **Appendix 1** and sets out the Mayor's rationale for the proposal.
- 3.5 The proposal was considered by the LRF at its 6 October 2014 meeting and will be considered by the London Fire and Emergency Planning Authority (LFEPA) at its 27 November 2014 meeting.

3.6 The LRF comprises the following sector groups:

- Government;
- Emergency services;
- Local authorities;
- Sub-regional resilience forums and borough resilience forums;
- Business;
- Health;
- Utilities;
- Voluntary;
- Faith; and
- Transport.

3.7 The LRF endorsed the proposal at its meeting on 6 October, noting that there:

- Were no easily identifiable downsides to the proposal;
- Should be an emphasis on retaining the neutrality of the LRT within LFB structures; and
- Should be a review 12 months after the transfer (ie in early 2016) to assess the extent to which the new arrangements meet the expectations set out by the Mayor.

3.8 The LRF also agreed on 6 October for its own secretariat or direct support function, which is provided by LRT, to transfer from the GLA to LFB. This support function for the LRF is one of a number of functions undertaken by LRT (see paragraph 4.3 below).

## **4. Issues for Consideration**

4.1 Under these proposals the Mayor will retain strategic oversight for resilience in the capital whilst passing day-to-day operational responsibility to the LFB. So the Mayor would retain within the GLA his critical 'voice for London' function during an incident. In addition, he would continue to be advised on this role and more generally by the Mayor's Advisory Group. This brings together, under the Mayor's or his Chief of Staff's chairmanship, the key GLA Group, Metropolitan Police Service (MPS) and resilience senior players during an incident or high profile disruption to day-to-day life in the city.

4.2 On day-to-day activities, the proposed changes are intended to improve the efficiency and effectiveness of the capital's resilience activities by placing the citywide and borough functions under the same management. This would increase the resilience capacity available through a pooled resource during times of emergency and would have the added advantage of introducing an additional resilience post at a senior level into LFB structures. The new senior post would be a full-time staffing resource dedicated to resilience activities and would act an interface with the key Whitehall and London agencies.



- 4.3 The transfer has two principal elements to it:
- The support function provided by the LRT to the London Resilience Forum, which the Forum agreed at its 6 October 2014 meeting to transfer from the GLA to the LFB; and
  - The other resilience functions undertaken by LRT, comprising risk assessment, emergency planning, pan-London co-ordination of responders and exercising, would remain the GLA's responsibility under the Civil Contingencies Act but which would be undertaken by the LFB on behalf of the GLA. These arrangements would be a matter for agreement between the GLA and the LFB.
- 4.4 Given the expertise present in the LFB, risks associated with the transfer are regarded as low. All key agencies have been informed of developments and are supportive of the proposal.

## 5. Legal Implications

- 5.1 Under Regulation 4 (5) of the Civil Contingencies Act 2004, the "arrangements" for each local resilience forum must be agreed by the relevant Category 1 responders. "Arrangements" is defined to include the "administration" of the local resilience forum, which includes the secretariat or direct support role.
- 5.2 To achieve a transfer of the responsibility for the secretariat or direct support role from the GLA to LFEPA would be by agreeing this as part of the "arrangements" with other Category 1 responders, following consultation with Category 2 responders under Regulations 4 (5) and 4 (6) of the Civil Contingencies Act 2004.
- 5.3 In terms of other functions, namely the preparation of pan-London risk assessment and planning/exercise of plans, Section 2 (1) (a) of the Civil Contingencies Act 2004 places the GLA as a Category 1 responder under an express duty "from time to time to assess the risk of an emergency occurring". Similarly, Section 2(1) of the Civil Contingencies Act 2004 requires the GLA to maintain various plans and to arrange for the publication of assessments and plans. The GLA could fulfil these duties by entering into arrangements with LFEPA under Regulation 8 (b) of the Civil Contingencies Act 2004 for LFEPA to perform the relevant duties on the GLA's behalf.

## 6. Financial Implications

- 6.1 The proposal would be cost neutral for the GLA as the GLA would provide direct financial recompense to LFEPA for the cost of the four posts proposed for transfer.

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### List of appendices to this report:

Appendix 1 – Letter from the Mayor's Chief of Staff to the London Fire Commissioner, 4 September 2014

<b>Local Government (Access to Information) Act 1985</b>
List of Background Papers: None
Contact Officer: Tom Middleton, Head of Governance & Resilience Telephone: 020 7983 4257 E-mail: <a href="mailto:tom.middleton@london.gov.uk">tom.middleton@london.gov.uk</a>

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**MAYOR OF LONDON**

**Ron Dobson CBE QFSM FFireE**  
London Fire Commissioner  
London Fire Brigade Headquarters  
3<sup>rd</sup> Floor  
169 Union Street  
London SE1 0LL

**Our ref:**

**Date:** 4 September 2014

Dear Ron

**London resilience**

Following the success of the London 2012 resilience arrangements and subsequent discussions between partner bodies on the options available going forward, the Mayor has indicated that he would like to move to closer joint working arrangements for resilience in the capital.

Not only does such an approach fit with the shared services agenda which the Mayorality is looking to promote across the Greater London Authority (GLA) Group, but it also accords with the strategy set out by the London Resilience Forum (LRF), particularly in the sense of seeking an improved joint understanding of situational awareness across all partner bodies.

The Mayor is proposing that the GLA retains its strategic oversight for resilience in the capital, as outlined in the Civil Contingencies Act, while passing day-to-day operational responsibility to the London Fire and Emergency Planning Authority (LFEPA). This would involve the four person strong London Resilience Team (LRT) transferring from the GLA's employment and oversight to LFEPA's.

As an associated action, the LRF will be asked at its next meeting on 6 October to agree that its support function passes from the GLA to LFEPA, as that forms part of the responsibilities undertaken by LRT. With its highly regarded experience and well established role within the LRF, it is both appropriate and practicable for LFEPA to assume LRT's functions.

One of the opportunities presented by this reconfiguration is the creation of a new senior level operational post with responsibility for resilience. I would imagine that it would work best if this post were to report directly to you.

The senior postholder would play a key role in bringing together London resilience activities and would be an advocate for strong planning and co-ordination functions in each of the key agencies involved. The creation of the post would also meet legitimate Whitehall expectations as to an appropriately senior point of contact on operational resilience issues in the capital.

I trust our partners will regard this proposal as an evolutionary development to the function, following the Government's decision to devolve London-wide resilience responsibilities to the GLA in 2010.

The Mayoralty will retain a strong oversight of arrangements through the Mayor's Advisory Group, particularly when exercising the Mayor's role as the voice of London in the event of a major incident.

In addition, GLA officers will keep in regular contact with their counterparts in LFEPA to ensure that the new approach works well and meets the Mayor's, and indeed the Government's, expectations.

There would be a number of benefits arising from this change:

- The efficiency and effectiveness gains arising from the London-wide and London borough functions coming under the same management;
- The opportunity presented for an improved understanding of situational awareness;
- The additional capacity arising from the new senior level operational post; and
- A better synergy with Whitehall structures at a senior level.

I am sure that LFEPA will be keen for this proposal to be cost neutral. The GLA will cover the cost on a permanent basis of the four posts transferring to LFEPA and their associated costs. I do not envisage there to be any need for immediate staffing changes but I do foresee longer term efficiency gains for LFEPA from bringing together the resilience teams under the same management.

Therefore, following consultation with the LRF at its 6 October meeting, I would be grateful if you could put this proposal to LFEPA at the next available opportunity, with specific reference to the transfer of the LRT staff and the establishment of a new senior level post.

I am copying this letter to Jeff Jacobs, given his responsibility for GLA staffing arrangements. I understand that the Assembly's GLA Oversight Committee is due to be consulted on the GLA staffing element of these proposals at its meeting on 16 October.

Yours sincerely



**Sir Edward Lister**  
Chief of Staff and Deputy Mayor, Policy & Planning

# Subject: Resilience – Staffing Proposal

**Report to: GLA Oversight Committee**

**Report of: Head of Paid Service**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 The Mayor has proposed that the London Resilience Team be transferred from the Greater London Authority to the London Fire Brigade. This would involve four posts being deleted at the Greater London Authority and four posts being created at the London Fire Brigade. The Committee is being asked for its views on the deletion of the four Greater London Authority posts.

## 2. Recommendation

- 2.1 **That the Committee responds to the Head of Paid Service's consultation on the proposed deletion of four resilience posts at the Greater London Authority arising from the Mayor's proposal to transfer the London Resilience Team from the Greater London Authority to the London Fire Brigade.**

## 3. Background

- 3.1 On 4 September 2014, the Mayor's Chief of Staff wrote to the London Fire Commissioner setting out the Mayor's proposal to transfer the Greater London Authority's (GLA) London Resilience Team (LRT) to the London Fire Brigade (LFB).
- 3.2 The proposal would involve deleted four posts in the GLA's Governance & Resilience unit and creating four posts in the LFB. The structure chart for the Governance & Resilience unit is shown in **Appendix 1**. The four posts proposed for deletion are the London Resilience Manager (Grade 11) and the three Resilience Officer posts (Grade 7). No redundancies are expected as four equivalent posts will be created in LFB. There is also a fixed-term apprentice in LRT who would be co-located with the rest of LRT but whose employment status would not be affected by this proposal.
- 3.3 The proposal was considered, and endorsed, by the London Resilience Forum (LRF) at its 6 October 2014 meeting and will be considered by the London Fire and Emergency Planning Authority (LFEPA) at its 27 November 2014 meeting.
- 3.4 A consultation process has begun with the affected staff. One meeting has been held in City Hall for GLA officers involved and one in Union Street for both LFB and GLA officers. It is expected that the transfer, if approved, would proceed in early 2015.

## **4. Issues for Consideration**

- 4.1 The previous paper on the Committee's agenda sets out the issues arising from a policy perspective. The staffing issues flow directly from that policy proposal. As stated above, it is not expected that any redundancies would arise from this transfer. Both organisations are striving to ensure that the implementation of the proposal, if it proceeds, represents as positive an experience as possible for the affected staff.

## **5. Legal Implications**

- 5.1 Under section 67(2) of the GLA Act 1999 (as amended) the Head of Paid Service has the power, after consulting the Mayor and the Assembly, to appoint such staff as he considers necessary for the proper discharge of the functions of the Authority, having regard to the resources available and the priorities of the Authority.
- 5.2 Under section 70(2), the Head of Paid Service has the power to employ staff appointed under section 67(2) on such terms as he thinks fit, after consultation with the Mayor and the Assembly.
- 5.3 Under section 54 of the GLA Act 1999 (as amended) the Assembly has delegated its powers of consultation on staffing matters to the GLA Oversight Committee.
- 5.4 The Head of Paid Service Staffing Protocol, agreed by the Mayor and Assembly in November 2009, sets out the Authority's agreed approach as to how the Head of Paid Service will discharge his staffing powers contained in sections 67(2) and 70(2) above.
- 5.5 Paragraph 5.1 of that protocol states that "The Head of Paid Service will consult with the GLA Oversight Committee and the Mayor on any "major restructure", namely the creation or deletion of more than five posts within any one unit".
- 5.6 This restructure falls within the definition of a major restructure and therefore requires formal consultation with the Mayor and the Assembly. The HOPS seeks to consult with the Assembly by way of this paper.
- 5.7 The GLA must follow its Management of Change Policy in undertaking any restructuring and, if there are vacant posts at the end of the restructure, the GLA must recruit in line with its Recruitment Policy.

## **6. Financial Implications**

- 6.1 The proposal would be cost neutral for the GLA as the GLA would provide direct financial recompense to LFEPA for the cost of the four posts proposed for transfer.

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### **List of appendices to this report:**

Appendix 1 – Governance & Resilience unit structure chart

**Local Government (Access to Information) Act 1985**

List of Background Papers:

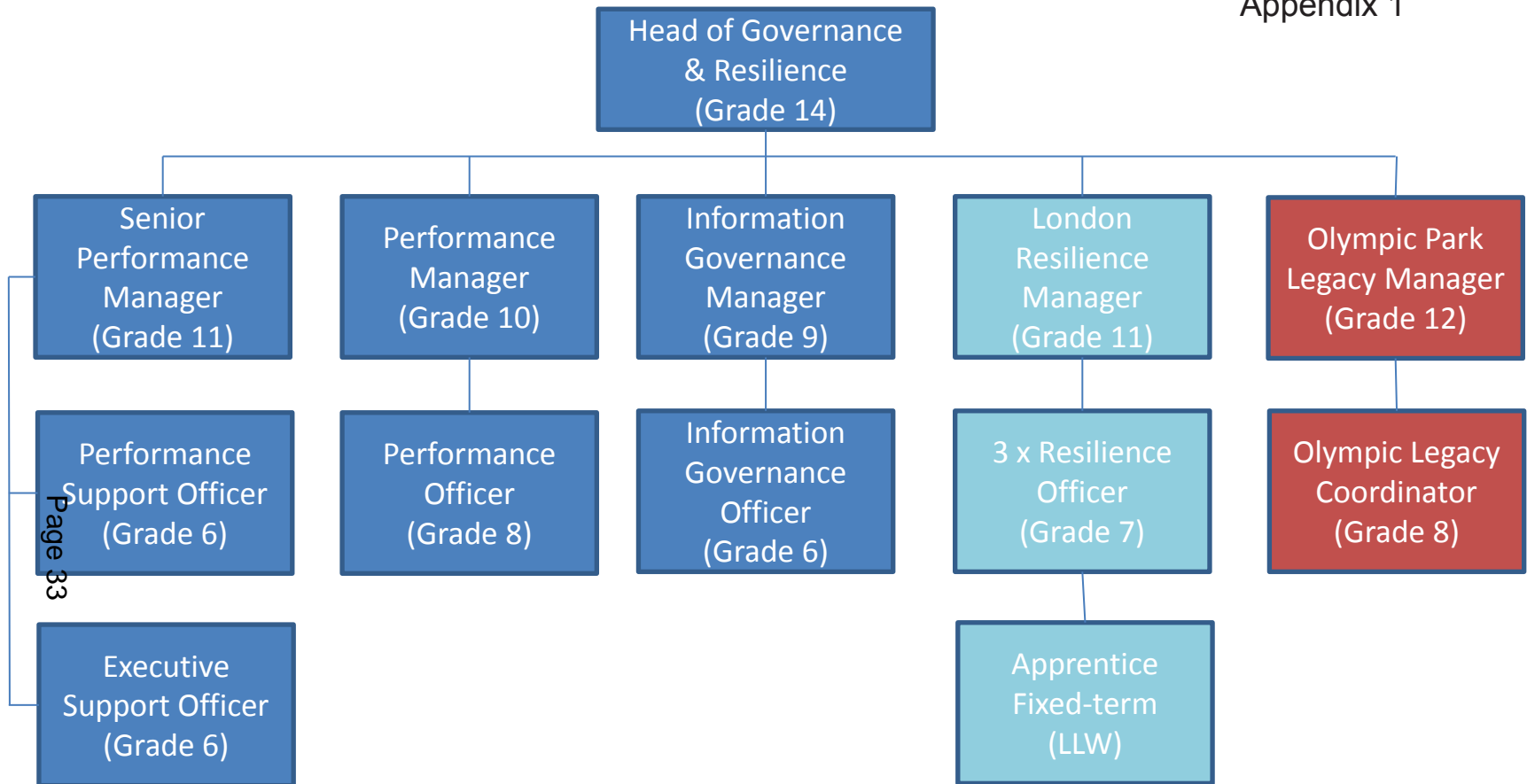
None

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Posts proposed for transfer out to LFB

Posts proposed for transfer into Governance unit

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# Subject: Police and Crime Committee – Proposal for Online Crime Victimization Survey

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 16 October 2014

This report will be considered in public

## 1. Summary

- 1.1 This report sets out the Police and Crime Committee's proposal to carry out further research and analysis into online crime in London, including commissioning the services of an external organisation (TNS) to carry out a survey to identify victims of online crime.

## 2. Recommendations

- 2.1 **That the Committee notes the Police and Crime Committee's proposals as set out in Appendix 1 of the report.**
- 2.2 **That the Committee approves expenditure up to a maximum of £15,000 (which will include the £4,000 for the initial scoping research) from the 2014/15 Scrutiny Team's External Services Budget, subject to the evaluation of the results of the initial scoping research by the Chair of the Police and Crime Committee, in consultation with the Deputy Chairs and lead party Group Members.**

## 3. Background

- 3.1 The Police and Crime Committee proposes, subject to formal agreement at its meeting on 9 October 2014, to commission additional surveys to generate new, reliable data on online crime. The proposal is attached at **Appendix 1**. In line with its terms of reference, the GLA Oversight Committee has the power to approve all scrutiny-related Assembly expenditure and proposals for use of rapporteurs, in conformity with the Assembly's decision making framework procedure. The Committee is therefore being asked to consider the Police and Crime Committee's proposal and request for resources.

## 4. Issues for Consideration

- 4.1 Subject to formal agreement at its meeting on 9 October, the Police and Crime Committee recommends to the GLA Oversight Committee that it approves expenditure to a maximum of £15,000 to carry out the work set out in the proposal. If the GLA Oversight Committee approves this expenditure, the surveys can be conducted in November and December, with the intention for the Police and Crime Committee to publish its report into online crime in the spring. The Police and Crime Committee would also make the survey data available on the GLA website so that others can make use of it.
- 4.2 A paper providing more detail on the proposals to carry out victimisation surveys is attached at Appendix 1. The surveys would be conducted by TNS at an estimated cost of £4,000 each. The cost may vary slightly depending on the number and complexity of the questions in the survey – a maximum limit for the costs of the surveys of £15,000 (including £4,000 for the initial scoping research) is suggested to allow for some variation. TNS is included on Transport for London's (TfL) framework of preferred bidders for polling and survey services. It was selected as part of this through a competitive process and, as such, judged to provide best value for money. As TfL is part of the GLA group these services are available to the London Assembly to commission from without further competitive tendering.
- 4.3 A decision on whether to re-run the survey is dependent upon the results of the initial scoping research, which are not expected until early November. Since one of the key purposes of the research is to identify victims of crime, one survey alone may not produce reliable results. For example, given that each survey has a sample size of 1,000 respondents, if the prevalence of burglary in London is four per cent (i.e. four in 100 respondents were burgled in the previous year), one survey alone would identify only 40 victims. By running the survey more than once, we can expect that the number of victims identified in the pooled results to be greater and therefore that the results as a whole will be more reliable, particularly with regards to follow-up answers from victims.<sup>1</sup> If multiple surveys are run, it is also important that this is done in as short a space of time as possible, to minimise the impact of external factors on the results.<sup>2</sup> Hence, the Police and Crime Committee is requesting delegated authority to agree to re-run the survey, pending the results of the scoping research.
- 4.4 The Assembly's Decision Making Framework includes a requirement that all four of the following criteria be considered by committees in deciding whether external technical assistance is required and appropriate on any given project:
- a) that the proposed project requiring technical assistance is clearly and tightly defined. This would ordinarily mean that the consultant would be used for a discrete piece of technical analysis or research rather than simply as an adviser for the whole of a scrutiny;
  - b) that the proposed project cannot be readily undertaken by in-house staff, either because of a lack of necessary expertise or because of a lack of capacity;
  - c) that the analysis required from consultants is not readily available and cannot be acquired elsewhere; and
  - d) that the information required from consultants would be a significant contribution to the aims of the scrutiny. Technical assistance to scrutiny committees involves in most cases the analysis of information or data provided to the committee, rather than primary research.

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<sup>1</sup> Officers have discussed this methodology with experts.

<sup>2</sup> For example, a high profile news story about online crime between surveys might influence the answers that respondents give and this could reduce the reliability of the pooled results. That said, this risk is inherent with all repeated surveys.

- 4.5 These four criteria have been addressed below:
- a) the survey is a clearly defined piece of work that would not lead to any further call on external support;
  - b) it could not be conducted in-house because the GLA is not equipped to run large scale representative surveys;
  - c) this kind of research has not been conducted before – this is one of the main reasons for carrying out the survey work; and
  - d) this primary research is essential for the Committee, and others, to understand the scale and nature of the issues around internships in London. The lack of robust data is inhibiting a more informed debate on the issue and may be a barrier to the formulation of effective policy in London and at a national level.

## 5. Legal Implications

- 5.1 Section 59 GLA Act 1999 (as amended) (the GLA Act) requires the Assembly to keep under review the exercise by the Mayor of his statutory functions. Section 54(1) GLA Act enables the Assembly to arrange for any of its functions to be discharged by a committee or sub-committee of the Assembly or by a single member of the Assembly.
- 5.2 The Contracts Code enables the Executive Director of Secretariat to procure technical support. Under the Assembly's decision making framework the Executive Director of Secretariat can award consultancy contracts up to £50,000.

## 6. Financial Implications

- 6.1 All costs of up to £15,000 arising from the appointment TNS relating to its work on online crime victimisation surveys would be met from the 2014/15 scrutiny programme budget.
- 6.2 The contract would be let and managed in accordance with relevant GLA policies and procedures. As this project is consultancy based, the requirements of the GLA's Expenses and Benefits Framework and the Financial Regulations would also be adhered to.

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### List of appendices to this report:

Appendix 1 – Online crime in London – proposal for further work

<b>Local Government (Access to Information) Act 1985</b>
List of Background Papers: None
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## Online crime – proposal for further work

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### Background

This paper sets out a proposal for running a series of surveys to identify the number of victims of online crime in London. The research will form an integral part of the evidence base in the Police and Crime Committee's investigation into online crime. Online crime is believed to be significantly underreported to the police and other measures of crime – such as surveys run by the Office for National Statistics and the police themselves – do not currently collect data on the number of victims for a range of crimes which can be committed using the internet.

### Hypothesis

Online crime is occurring on a significant scale in London. Victims are less likely to report these crimes to the authorities, which could mean that crime statistics underestimate the overall level of crime in London.

### The rationale for this work

The true picture of online crime is unclear. Many of these crimes are still significantly underreported to the police by victims. Criminologists have identified a number of reasons why victims might not report an online crime including: not being aware that they were the victim of an online crime in the first place; not knowing who to report the crime to (victims of fraud are now required to report crimes to Action Fraud rather than their local police force); feeling that the relatively small amounts of money involved do not make pursuing the matter worthwhile; or feeling embarrassed about having been 'taken in' by a fraudster.<sup>1</sup>

If victims do not report crimes, then crimes do not appear in police-recorded statistics. MOPAC, in its first Police and Crime Plan, challenged the Met to reduce seven high-volume, neighbourhood-based, police-recorded crimes by 20 per cent between 2012 and 2016.<sup>2</sup> These crimes – which include burglary, robbery and theft – are falling.<sup>3</sup> But while this fall is welcome, Londoners also need assurance that such 'traditional' crimes are not being replaced by new types of crime that are less likely to be picked up in police statistics, such as those committed online.

Other crime statistics may not demonstrate the scale of online crime either. The Crime Survey for England and Wales, for example, does not currently report the number of victims for a range of crimes committed using the internet. Some critics have argued that the omission of online offences from both the crime survey and police-recorded crime statistics means that the widely reported fall in crime that both these measures – which generally exclude fraud – have identified in the last decade is misleading. In 2013, the Home Affairs Committee alluded to a 'black hole' that enables online criminals to go undetected.<sup>4</sup> The Centre for Crime and Justice Studies said that it is

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<sup>1</sup> Majid Yar (2013): *Cybercrime and Society*, Second Edition, Sage, page 90.

<sup>2</sup> *The MOPAC 7 crimes are: burglary, vandalism, theft of and from motor vehicles, violence with injury, robbery and theft from the person.* (Source: [Police & Crime Plan 2013-16](#), MOPAC, March 2013, page 33).

<sup>3</sup> In 2013-14, there were 356,000 MOPAC 7 police-recorded offences, 28,000 (or seven per cent) fewer than in 2012-13 and 55,000 (or 14 per cent) fewer than in 2011-12. (Source: London Datastore - Metropolitan Police Service Recorded Crime Figures and Associated Data, July 2014.)

<sup>4</sup> [E-crime](#), Fifth Report of Session 2013-14, House of Commons, Home Affairs Committee, July 2013, page 26.

## Online crime – proposal for further work

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‘impossible to know what adjustment might be needed to the story of the fall in crime if the black hole of cyber-enabled crime were to be filled’.<sup>5</sup>

Since many crimes could be committed using the internet, the Committee has agreed to focus on one category: cyber-enabled acquisitive crimes. Examples include:

- Electronic financial frauds, most notably online banking frauds and internet enabled card-not-present (CNP) fraud.
- Fraudulent sales through online auction or retail sites or through bogus websites, which may offer goods or services that are not provided or are counterfeit/misrepresented.
- Mass-marketing frauds and consumer scams, where, for example, individuals are persuaded to part with money upfront to help someone or to invest in a business, on the promise that a larger sum of money will be returned to them at a later date.
- ‘Online romance’ (or social networking/dating website) frauds, where individuals may be contacted via social networking or dating sites and persuaded to part with personal information or money following a lengthy online ‘relationship’.<sup>6</sup>

### Recommendation

Commission a series of surveys at a maximum total cost of £15,000, subject to an evaluation of the results of the initial scoping research. Use the data generated as evidence in the Police and Crime Committee’s investigation into online crime in London, which will report its findings in spring 2015 and make recommendations for action where necessary.

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<sup>5</sup> [Police officers despise fiddling crime statistics, says expert](#), Guardian, 12 April 2014.

<sup>6</sup> [Cyber-crime: A review of the evidence](#), Home Office, October 2013, Chapter 2, page 4.

## Online crime – proposal for further work

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### What do we want to find out?

The evidence that we generate will help to paint a picture of online crime in London. It will have multiple benefits. First, it will identify the prevalence of online crime in London for the first time and compare it to the prevalence of traditional property crimes, such as burglary and theft. Second, it will identify whether victims report online crimes and, if so, to whom – testing the idea that online crimes are underreported to the police and Action Fraud. Where victims do not report crimes, it will seek to understand why. Third, it will generate evidence on public perceptions of online crime and contrast these with perceptions about traditional crimes.

### Survey

A representative survey of adults in London would allow us to identify the prevalence of online crime in London, and compare it to the prevalence of traditional crimes in London, such as burglary and theft.

To increase the reliability of our research, it may be necessary to repeat the survey more than once. Since one of the key purposes of the research is to identify victims of crime, one survey alone may not produce reliable results. For example, given that each survey has a sample size of 1,000 respondents, if the prevalence of burglary in London is four per cent (i.e. four in 100 respondents were burgled in the previous year), one survey alone would identify only 40 victims. By running the survey more than once, we can expect the number of victims identified in the pooled results to be greater and therefore that the results as a whole will be more reliable, particularly with regards to follow-up answers from victims.<sup>7</sup> If we do run multiple surveys, it will be important that this happens in as short a space of time as possible, to minimise the impact of external factors on the results.<sup>8</sup>

The most cost-effective way of collecting this data would be to add our questions to the fortnightly “London Bus” online survey run by TNS and regularly used by the GLA. This would cost approximately £4,000 per survey. Useful questions to ask of a representative sample Londoners will be:

1. How worried are you about being a victim of online crimes compared to traditional crimes?
2. What do you think has happened to patterns of online crime in recent years compared to traditional crimes?
3. For identified victims of online crime:
  - Did you report the crime?
  - If so, to whom?
  - If not, why?
4. Who do you think it is most important that victims online crimes to?

### What could we do with the information?

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<sup>7</sup> Committee officers have discussed this methodology with experts.

<sup>8</sup> For example, a high profile news story about online crime between surveys might influence the answers that respondents give and this could reduce the reliability of the pooled results. That said, this risk is inherent with all repeated surveys.

## Online crime – proposal for further work

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The proposal is to:

- Make the raw data available on the GLA website to allow researchers and others to carry out their own analysis.
- Publish slides or an infographic setting out the key results from the surveys.
- Include in the Police and Crime Committee's online crime report due to be published next spring.

These three actions would make best use of the data collected. They would generate an output targeted at MOPAC and the MPS as well as a more media-friendly output that could reach a much wider audience. The latter will help to achieve one of the key aims of the Committee's investigation: to raise awareness of the issue of online crime.

### How else could the data be used?

A wide range of stakeholders could make use of this data, and we would proactively share the data and our analysis to ensure that maximum value is made from the survey:

- The Mayor, MOPAC and the MPS – as they their approach to tackling online crime in London.
- The Home Office – as it develops its approach to measuring crime.
- Politicians – debating and influencing policy.
- Academics, think tanks, researchers, pressure groups – in need of robust data to inform their thinking.
- Londoners – who may seek to take measures to improve their online safety.



<b>Subject: Education Panel</b>	
<b>Report to: GLA Oversight Committee</b>	
<b>Report of: Executive Director of Secretariat</b>	<b>Date: 16 October 2014</b>
<b>This report will be considered in public</b>	

## 1. Summary

- 1.1 This paper proposes that the Committee formally agree the report produced by the Education Panel, *London Learners, London Lives*.

## 2. Recommendation

- 2.1 **That the Committee agree the Education Panel's report, *London Learners, London Lives*.**

## 3. Background

- 3.1 At its 21 May 2013 meeting, the GLA Oversight Committee re-established the Education Panel as a working group with the following term of reference:

*To keep under review and investigate as appropriate the development and delivery of the Mayor's policies and strategies in relation to education and to report back to the GLA Oversight Committee as necessary.*

- 3.2 The Panel met in November 2013 and February 2014 with expert witnesses as part of an investigation considering what role the Mayor plays, or could play, in education in London. As a result of that investigation, the Panel drafted its report, *London Learners, London Lives*.
- 3.3 The Chair of the Education Panel has agreed in principle, in consultation with party Group Lead Members, the draft report. As the Education Panel was established as working group, it is not authorised to take formal decisions, and so it recommends this draft report to the GLA Oversight Committee for formal agreement.

## 4. Issues for Consideration

- 4.1 On 16 September 2014, the Panel published its report, *London Learners, London Lives*.

4.2 The report can be found at **Appendix 1** for Members and officers only and on the London Assembly website at: [www.london.gov.uk/mayor-assembly/london-assembly/publications/health-community/london-learners-london-lives](http://www.london.gov.uk/mayor-assembly/london-assembly/publications/health-community/london-learners-london-lives)

4.3 The report made the following recommendations:

**Recommendation 1**

The Mayor, using data from the boroughs and the Department for Education, should set out a strategic pupil places needs assessment, mapping down to ward level the projected need for new school places at primary and secondary level. This should be incorporated within the Schools Atlas.

**Recommendation 2**

The Mayor in conjunction with London Councils should map out a land and asset availability assessment to provide options for meeting the need for new school places, with a particular focus on secondary schools where the need will be becoming more pressing in the next three to five years. Where appropriate it should include options for the expansion of Good or Outstanding rated maintained schools.

**Recommendation 3**

Working with London Councils, the Mayor should set out a revised regional funding bid to the Department for Education that will run alongside the land and asset assessment.

**Recommendation 4**

The Mayor should request the OECD to develop a new set of international city comparators so that London can more effectively benchmark its own attainment and achievement levels.

**Recommendation 5**

The Mayor should draw together performance data (attainment and achievement) for all schools in London and publish this in his next Annual report.

**Recommendation 6**

The Mayor should provide this Panel with an evaluation of the impact of the Academies' programme (now known as the "Championing careers guidance in schools programme") by the end of 2014.

**Recommendation 7**

The Secretary of State for Education should reconfigure the Regional Commissioners so that London has one Regional Commissioner.

4.4 The GLA Oversight Committee is now asked to agree the report formally.

**5. Legal Implications**

5.1 The Committee has the power to do what is recommended in this report.

**6. Financial Implications**

6.1 There are no direct financial implications arising from this report.

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**List of appendices to this report:**

Appendix 1: *London Learners, London Lives*

<b>Local Government (Access to Information) Act 1985</b>
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List of Background Papers: None
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**London learners, London lives**  
Tackling the school places crisis and supporting  
children to achieve the best they can

September 2014



## Education Panel Members

Jennette Arnold OBE (Chair)	Labour
Tony Arbour	Conservative
Andrew Boff	Conservative
Andrew Dismore	Labour
Darren Johnson	Green
Caroline Pidgeon MBE	Liberal Democrat

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Cover photo by Sue Harris, Governor Ashburnham Community School.

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## Foreword

The beating heart of our global city is our education system. Timid, shy, playful four year olds are transformed through primary and secondary school into articulate, creative, resourceful young people who will drive our city forward to ever greater success. At least that is the goal. A good school will achieve that end; supporting and nurturing the development of the child into a young person the city can be proud of. A poor school will quite possibly irreparably damage the life chances of the children entrusted to it.



Over the past year I and my colleagues on the Education Panel have been reviewing how London government can effectively respond to two great challenges faced by our education sector: how to ensure we create enough school places to meet the demands from our fast growing population; and how to ensure that our schools continue to stretch the able and support those that need extra support to ensure they all achieve the best they can. Through the hard work and dedication of teachers, teaching assistants, middle and senior leaders, through the extracurricular support of volunteers, parents and carers and governors London's education system is delivering results that make it the best performing region in the country. A London advantage is emerging as our children surge ahead of their contemporaries.

Our work has sought to identify practical recommendations where further work from the Mayor can continue to support our schools ensure our young people are fully equipped to compete in what in London is in effect a global labour market. Children in my patch in Hackney will be competing not only with children from Islington and Newham or even Richmond for jobs but with young people from across the UK and from across the world drawn by the opportunities and excitement of working and living in the most popular city in the world.

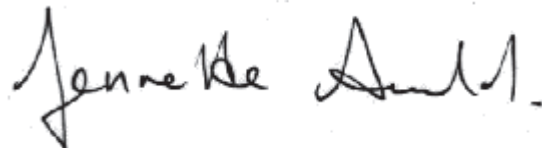
For me, education is the key to pushing forward social mobility and the means through which we can equip generations of young people with the skills, knowledge and qualifications they need to succeed in a diverse, fast-moving and ever-changing world. I believe that education is also the solution to so many of society's ills. By providing a quality, well-rounded curriculum that covers traditional academic subjects, and, at the same time, gives pupils the information and tools they need to be good



members of society, we can make our great city and our country fairer, more equal, a more tolerant and more accepting place. As such, I have a real passion for education and, as well as Chairing the Assembly's Education Panel, I am privileged to sit on the Boards of the University of East London, as well as Elizabeth Garrett Anderson School, which sits in my constituency. I am delighted to have chaired the Education Panel in its first year, and look forward to continuing this work over the coming months.

I want to thank the many people who work in schools across London who have given generously of their time to our review and who have been able to show case the fantastic work so many of them are doing. We are so proud of their achievements.

I hope you enjoy the report.

A handwritten signature in black ink, appearing to read "Jennette Smith". The signature is written in a cursive style with a large initial 'J' and a long horizontal stroke at the end.

## Executive Summary

Although the Mayor of London has no statutory responsibility for education in the capital he is committed to playing a role across London to ensure that every London child “has the skills, knowledge and creativity to thrive in the global city.”<sup>1</sup> The Mayor has identified two main drivers for future education provision: the growth of London’s population means there is increasing pressure on school places and at the same time there is rising demand for youngsters to develop skills in science, technology, engineering and maths (STEM), as well as modern foreign languages. This report reviews what actions the Mayor has taken to help tackle the school places crisis facing the capital and his role in supporting schools to raise standards. The report also looks at the challenge for London government in holding schools to account and in tackling poor performance as provision across the sector becomes more diverse.

### *Free schools will not solve the school places crisis*

There is no complete picture of the need for new school places in London nor is there strategic oversight of how the education sector will meet that need. There are concerns that by solely supporting the creation of free schools, the Mayor is allowing a mismatch to develop between the need for new school places and the supply of parent led-new build. Our report sets out arguments for an enhanced role for the Mayor to produce a strategic plan to both map out the need and to establish options for meeting it.

### *Our young people are competing in a global labour market*

It is easy to forget that in 2006 London was the worst performing region at both primary and secondary level. The transformation has been profound and as OFSTED notes its inspection outcomes for London are now the best in the country. But the challenge is always changing and London’s education system must aspire to be among the best in the world. London’s popularity as a place to live, study and work means that our young people are competing within a global labour market and not just a regional one. International rankings suggest London students should be aiming to achieve alongside the best from Singapore, Hong Kong, Switzerland and Germany yet at present we do not have the data to be able to assess if we are. Our report calls for a new set of international

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<sup>1</sup> Letter to the Chair of the Education Panel from the Mayor

city comparators so we can compare our performance with the best in the world.

*A fragmented education system needs to be accountable*

Our report recognises that as new providers enter the education system issues of accountability and performance management become more complex. This challenge is particularly acute with regard to academies and free schools. The government's preferred solution of regional commissioners who will intervene where there is poor performance is welcome but by splitting London into three denies the regional identity that has been so hard won. The creation of a London identity for teachers, for leaders and for schools is the framework within which so much good work now takes place. Our report seeks to reinforce and develop that identity further.

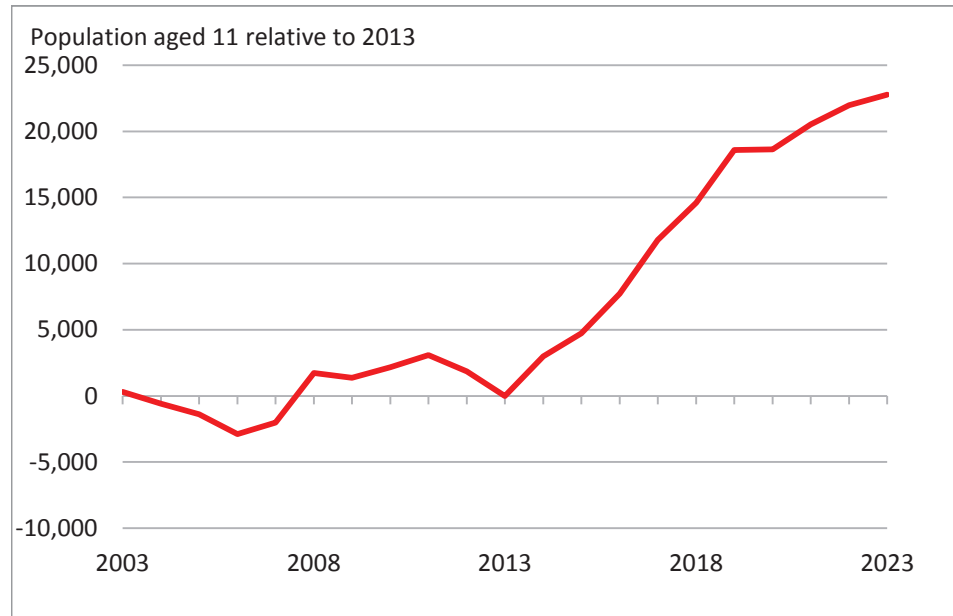
# 1. The school places crisis

London's extraordinary recent population growth is well documented. According to the 2011 Census, London's population stood at 8.2 million, an increase of close to a million people over the previous decade or around 90,000 new inhabitants every year. This growth rate makes London the fastest growing region of the UK and the projections for the next decade are for similar increases in population. By 2021, London's population is expected to reach 9.2 million. This growth rate has exceeded previous planning projections which estimated a population of 7.8 million by 2011 – the annual projections had been out by over 35,000 a year.<sup>1</sup> This divergence between actual and projected population growth has had far reaching consequences for London's education sector.

The rising natural birth rate and the greater number of families staying in London have increased the pressure on school places. Local authorities and schools which just a few years ago were closing classrooms because of surplus places are now scrabbling to open new ones. As of January 2013, London had just over 1.1 million children in its maintained education system. This figure is set to grow year on year to approximately 1.3 million by 2017/18. To help illustrate the demographic pressure local authorities are under it is worth noting that in, for example, Lewisham, there are over a 1,000 more children born in 2013 than in 2001.<sup>2</sup>

Over 46,000 places, or 1,535 classes, have been created since 2010.<sup>3</sup> However, according to projections from London Councils, there will need to be an additional 133,000 primary places created by 2018.<sup>4</sup> This shortfall largely affects primary schools at the moment but London will see a steep rise in demand for secondary school places for the next ten years or so. The forthcoming challenge for secondary school provisioning can clearly be seen in the chart below which sets out the additional numbers of 11 year olds relative to 2013 expected to enter secondary school over the next nine years.

**Chart 1: The projected additional number of 11 year olds in the capital relative to 2013.**



Source: GLA 2013 round population projections

### **A funding gap has emerged**

The Department of Education has struggled to keep up with the recent extraordinary demographic changes. Nationally throughout the 1990s the birth rate declined and with fewer children starting school each year the challenge facing the Department and local authorities was to remove excess capacity; and so between 2003/4 and 2009/10 the number of primary places fell by 5 per cent. However, this was happening at a time of rising number of live births, which between 2001 and 2010 rose by 22 per cent, the largest ten-year increase since 1954-64. Although the change in the birth rate started in 2001, the ONS did not factor this into its projections until those it published in March 2008 as it wanted to be sure that this change represented a sustained trend. This lag has left local authorities scrambling to ensure there are sufficient places available.

Following the 2010 Comprehensive Spending Round, the Department for Education reduced its capital funding grants for school maintenance and cancelled its primary capital programme and many Building Schools for the Future projects. This affected mainly refurbishment of existing schools, although some local authorities had started to use the funds to expand schools to provide extra places in areas of need.<sup>5</sup>

The Department did, however, increase its specific funding for school places with extra capital provided in July and November 2011 and again in December 2012 as Government sought to keep up with a revised assessment of the funding required.<sup>6</sup> Under the Basic Needs formula, the allocation for two years covering 2013/14 and 2014/15, totalled £800 million per year, of which London received 36 per cent of the total amount. Further funds were made available in March 2013 through a Targeted Basic Needs programme where local authorities were invited to bid for funding in September 2014 and 2015.

However, these additional sums do not fully cover the actual cost of meeting the increased demand for school places. Local authorities are also expected to contribute. In its September 2010 funding bid, the Department for Education required local authorities to make a contribution to close the gap between the sums they were allocating and the full market price of buying the site and building the school. The Government anticipated that local authorities would contribute up to 20 per cent of the total cost of providing new places.

But we have heard that these estimates are “widely inaccurate”. As the Education Panel heard at its September 2013 meeting:

*If I give you an example, they (the Education Funding Agency) are saying that the DfE costs that they have per pupil is around £10,000 to £10,500 per pupil, whereas we have done our surveys and we are getting those out as between £16,000 to £20,000 per pupil for London. They think you can build a two-form entry primary school for £4.4 million. Well, you cannot in London and in inner London it is even more expensive. You cannot do that for less than about £8 million. Then when you talk about it as a secondary it goes through the roof in terms of the mismatch [between grant and costs].”<sup>7</sup>*

Across London as a whole there is, according to London Councils, a shortfall of about £1 billion. In one borough alone (Lewisham) there is a £20 million deficit just to 2016. In commenting on revised Government funding allocations London Councils state that “For the 2015-17 allocations, the funding per place (pre-weighting) has increased to £11,805 for primary places and £14,756 for secondary places. The difference in the funding per place in 2013-15 and 2015-17 allocations shows the problem with having a fixed quantum of funding. It demonstrates that the funding has not been based on the actual cost of supplying new school places, but on a flawed government assessment of how much funding is available during Spending Review 2010 and Spending Round 2013”.<sup>8</sup>

We heard that other factors also complicate the ability to meet rising demand. There is the lack of timeliness of the funding. Local authorities are getting annual allocations when they need surety of funding in order to expand permanently and this therefore restricts their ability to plan effectively. There is also the spatial challenge of delivering new or expanding existing schools when there is clearly a shortage of potential sites or when those that are suitable are in private ownership. As Sir Daniel Moynihan (Chief Executive, Harris Federation) noted “The single biggest difficulty is finding sites...the problem is finding the sites and getting the owners of the site to make the presumption in favour of a school.”<sup>9</sup>

Without a significant number of new buildings parents and children will need to get used to “a new normal”.<sup>10</sup> This could include longer journeys to school, less chance of getting your school of preference and a less pleasant learning environment with a diminution of play space. Some schools will need to look at new ways of organising their teaching with different routines, more creative use of space and enhanced use of technology. There has even been talk of split shifts with some children taught in the morning and others in the afternoon.

### ***Gascoigne primary school***

Gascoigne Primary School in Barking and Dagenham is the largest primary school in England, with a student body of approximately 1200 pupils split into 47 classes; almost double the 700 pupils it had 16 years ago. The current main school building was built in 1977 to replace the original Victorian school, although development and building work continues today to accommodate the large demand for school places. In addition to the main school building, Gascoigne has eight mobile classrooms and five new permanent classrooms were added in 2013 and building work continues through 2014.

The positive inspection reports of Gascoigne lay testimony to the dedication of the 150 staff members and determination to cater to all their pupils, from a variety of backgrounds and abilities. In their July 2013 Ofsted inspection, Gascoigne received a ‘Good’ rating in all areas, consistent with previous inspections.

Credit for managing this massive expansion must be paid to Headmaster Bob Garton who has successfully organised the school into four mini-schools so that appropriate age groups mix with each other thus limiting the extent to which the younger children have to contend with the older ones.

## Quantifying the need and identifying provision

There is no complete picture of the need for new school places in London, nor strategic oversight of how the education sector will meet that need. The Mayor's Education Inquiry<sup>11</sup> recommended that the Mayor and the GLA should work with boroughs and the Department for Education to develop pan-London collection and analysis of data necessary for planning the provision of school places. The GLA has the data and the capability to generate robust, credible pupil projection numbers to support better places planning across London, but at present this doesn't fully happen. The GLA runs a subscription-based school rolls projections service for both primary and secondary schools. This is well established and combines household trend data with local intelligence on new developments. The information is currently provided to 30 of the 33 London local authorities. But it is not open data available for public scrutiny. Nor is it possible to easily access local authority plans for school expansion or to know where new academies or free schools are likely to open or when. This seems to obscure rather than support effective pupil place planning and indicates a possible role for the GLA.

The GLA provides another resource - the London School Atlas - which provides a mapping tool, using Department for Education data, to illustrate for each school where its pupils travel from and correspondingly where the children from a defined area go to school. This tool for the first time begins to capture the complex, cross-borough mobility travel patterns of London's school children. It also illustrates projected changes in demand from 2012/13 to 2017/18 helping to give an indicative picture of where pressure on places might be in the future.

The London Schools Atlas begins to create a map of the need for school places. Further data could be added to enhance the robustness of the projections – for example planning decisions that will increase the number of homes could be added in, as could information on household sizes. As London's strategic planning authority, the Mayor already has access to information about any planning application that will lead to construction of more than 150 houses, but local decisions should also be included to increase the detail of the maps. Other information such as applications data, which would indicate if a school in an area of high population growth was already over-subscribed, would also help develop a more accurate picture of where need was arising.



### **How is the Mayor working to secure more school places?**

The Mayor can do three things to help meet the rising demand for school places: release GLA sites for conversion into schools; lobby for more capital support from central government; and use planning powers to push through new developments where new school places will also be created.

### **Freeing up sites for use and...**

The Mayor has set up a New Schools unit at the GLA to scope out the expansion of free schools in the capital and has identified ten sites across the GLA Group estate that are to be used for free schools over the course of this Mayoral term. The first of these new schools will be based at the site of the old East Dulwich Police Station which has now been sold and is to become a new Harris primary school. A list of a further eight primary or secondary schools that will be supported through the release of public land was published on 26 June. Seven of the new schools will be primary schools, with one secondary and one all-through school planned. All but one are free schools. Five of the sites freed up for use are former police stations. These new schools will provide an additional 7,000 or so places. The Mayor has also committed to providing a site for the proposed Fulham Boys School in Hammersmith and Fulham.

### **...using his planning powers**

The Mayor has also exercised his strategic planning powers twice in the past 18 months to take over developments where new housing will cross-subsidise the building of a new school. At the Holy Trinity primary school site in Dalston, the Mayor has approved the demolition of the existing one-form entry school. This is to be replaced by a two-form entry nursery and primary school and 101 flats, despite local opposition which wanted more affordable housing on site and a different design. The Mayor, however, overruled these objections arguing that “the proposed expansion of this education facility would promote educational choice, and increase the availability of primary school places in response to established need in Dalston.”<sup>12</sup>

The Mayor has also used his planning powers to call in Southwark Council’s refusal to grant planning permission for the Southwark free school. He ruled in favour of the proposed development on the grounds that it would create a three-form entry free school plus sixth form space

and as such “provides much needed school places for a growing population and by providing a free school it is enabling greater choice.”<sup>13</sup>

### **A bias towards Free Schools**

There are concerns, however, that by solely supporting the creation of free schools, the Mayor is allowing a mismatch to develop between the need for new school places and the supply of parental-led new build. Such concerns have been examined at a national level in a recent Public Accounts Committee report which found that while the Department for Education had a very specific policy to support local authorities to meet the need for extra places in their local areas, only 19 per cent of secondary places in the free schools opened so far were in such areas (the figure for primary schools was much higher, at around 87 per cent). However, the Department acknowledged that it had received no applications to open primary free schools in half of districts with a high or severe forecast need for school places by the academic year 2015/16, which leaves a significant worry for local authorities tasked with finding places.

In response to these national findings, the Deputy Mayor for Education and Culture stated that “there are not many places in London where there is not a basic needs shortage and from the figures that I have, of the mainstream free schools opening in London in September 2014, 97 per cent will be in areas of basic need for school places.”<sup>14</sup> It is to be welcomed that at least five of the new Mayoral supported primaries will be in wards where the expected growth in the number of 4-10 years olds is above the average expected growth rate for the borough as a whole – see table 1 below.

**Table 1: Is the Mayor intervening in the right places?**

Mayoral intervention (Primary schools)	Ward projection of population growth children 4-10; actual and % change (2012-17)	Borough mean growth children 4-10 (2012-17)
Canary Wharf (Tower Hamlets)	625 (41%)	12.5%
Harris primary - East Dulwich Police Station (Southwark)	252 (29 %)	13 %
South Norwood (Croydon)	308 (20%)	12%
Holy Trinity CoE primary (Hackney)	108 (10 %)	8.5 %
The Olive school (Hackney)	52 (4%)	8.5%
Alma primary (Barnet)	110 (8%)	12.5%
Southwark Free School	56 (4 %)	13 %
Abacus Belsize primary (Camden)	-44 (-5%)	0%
Mossbourne (Hackney – from 2016)	-34 (-8%)	8.5%
Mayoral intervention (Secondary schools)	Ward projection of population growth children 11-15 (2012-17)	Borough mean growth children 11-15 (2012-17)
Riverside (Barking and Dagenham)	293 (39%)	10%
Legatum School (Newham)*	141 (19%)	-2%

Legatum is an all-through school – for primary aged children the actual number of additional children projected in the ward is 583 and increase of 52% over the period.  
*Source: Workings from the GLA’s School Atlas*

The Mayor appears comfortable exercising his planning powers to increase school places, albeit in a piecemeal fashion but it takes around two years from identifying need to providing school places, much like the timescales involved in building a new residential development. There is therefore value in a more strategic approach to pupil place planning. Lucy Keller, Chief Executive for ARK Schools stated that “I think there is one thing, and I am not sure necessarily that it is the Mayor’s role, but certainly there is a pan-London role, it seems to me, for a strategic look at pupil place planning.”<sup>15</sup> Sir Tim Brighouse stressed the importance of this issue “I think it is urgent now and, although it is not in the power of the Mayor, and it is not in the power of the GLA, I think taking that really seriously will do more for children in London than many of the other things you talk about. If you do not have a school place and you do not have teachers then you are in trouble.”<sup>16</sup>

London Councils argue that they have stepped into that strategic space; Cllr Peter John, Executive Member for Children and Young People, stated

that “I think we are doing it pretty effectively actually, and I think if you look around London the fact that there are adequate school places (in September 2013) for all children means that we are doing our job.” He was, however, quite scathing about the role that the Mayor was playing: “I think that the role that the Mayor set up for himself, as I understood it, was really to be an honest broker in terms of where some new schools might come and sort of freeing up GLA land, and I am not sure that has actually happened.”

Nevertheless, the rapidly changing education landscape is shrinking the role of the local authority in helping to shape pupil place planning. The majority of existing London secondary schools and all new public funded schools are either Academies or free schools and thus outside of local authority control. Local authorities cannot sanction the building of a new school unless it is an academy or a free school and if they do identify a site for a free school it has to be put out to tender which allows housing developers with deep pockets to buy it. Local authorities are increasingly in an unenviable position where they have the statutory responsibility for ensuring that every child who wants a school place should have one, but are unable to control the supply of school places through expansion or new build.

### **A Strategic plan for housing; so why not for schools?**

National planning guidance requires planning authorities to have a clear understanding of housing needs in their area. The Mayor prepares a Strategic Housing Market Assessment to assess the housing needs in London, to identify the scale and mix of housing and the range of tenures that the local population is likely to need given projected migration and demographic changes. The Mayor has produced updated studies in 2008 and 2013 to reflect changes to demographic projections these support his Housing Strategy.

The Mayor has the opportunity to do something similar for school places. He should bring together in a more coherent fashion his existing interventions to provide a strategic plan of the likely expansion in demand for school places, where that demand will be, and what the available options are to meet that need. A strategic assessment of new-build needed to meet the increase in demand could then be more closely aligned with a funding requirements package that the Mayor and London Councils could jointly support and lobby on. There would be options for the Mayor to put in GLA assets and, by working across the public sector, the pool of available public land could be widened.

The key future output from the Mayor should therefore be a strategic assessment of school places and a strategic plan for meeting that need, mirroring the work the GLA already produces for housing need. These documents would provide clarity and reassurance for parents, a direct steer for local authorities and new providers, and create confidence within the education sector as to the future direction of travel.

New build is not, however, the only option. Good and outstanding community schools should also be supported to expand where there is need. Up to now the Mayor has only articulated a concern to support the creation of new Academies or free schools. We heard from Dr Vanessa Ogden, Head Teacher of Mulberry School for Girls, who stated that “I would love to expand Mulberry. My parent governors really want to expand and we can do because we know there is demand out there...we would welcome the opportunity to talk to the Mayor about it.” This is a course of action he should pursue.

#### **Recommendation 1**

The Mayor, using data from the boroughs and the Department for Education, should set out a strategic pupil places needs assessment, mapping down to ward level the projected need for new school places at primary and secondary level. This should be incorporated within the Schools Atlas.

#### **Recommendation 2**

The Mayor in conjunction with London Councils should map out a land and asset availability assessment to provide options for meeting the need for new school places, with a particular focus on secondary schools where the need will becoming more pressing in the next three to five years. Where appropriate it should include options for the expansion of Good or Outstanding rated maintained schools.

#### **Recommendation 3**

Working with London Councils, the Mayor should set out a revised regional funding bid to the Department for Education that will run alongside the land and asset assessment.

## 2. The challenge to raise standards across London's schools

It is easy to forget that in 2006 London was the worst performing region at both primary and secondary level. The improvement in pupil attainment in London has been remarkable and all analyses identify the London Challenge, which ran from 2003 to 2008, as a key driver for change.<sup>17</sup> But, as the Deputy Mayor for Education and Culture noted “there were other programmes at the same time; Teach First was focused on London and changed the identity of the London teacher...and the Academies Programme took off in London more than anywhere else...[which brought in] new high capacity, high quality governance where local authorities were not doing their jobs.”<sup>18</sup>

Ofsted's Annual report for London 2012/13 demonstrates how well London's schools are performing. The report finds that “London has seen a rise in the quality of its schools again this year and inspection outcomes overall were the best in the country for 2012/13.” The report notes that “children in London start at the age of five years broadly in line with those of the rest of the country, but then surge and stay ahead of all other regions at ages 11, 16 and 19.” There are particularly impressive results achieved for pupils eligible for free school meals.<sup>19</sup>

While the overall picture is strong compared with other English regions, the latest data also show that 35 per cent of London teenagers failed to achieve the basic passport for work of five good GCSEs (albeit this is better than the 41 per cent national average who fail to achieve that standard). The number of London pupils getting the English Baccalaureate — awarded for passing GCSEs in five academic subjects — has increased sharply since last year but still less than a third of London pupils gain the qualification. In terms of global comparisons, the Programme for International Student Assessment (PISA), which is undertaken by the OECD every three years to assess the competency of 15 year olds internationally in key subjects including reading, mathematics and science, found that English children perform around the average in English and maths (and just above the average in science) among the 34 OECD countries. Although by contrast, performance in reading is well below the highest performing parts of the world such as Shanghai-China, Finland and South Korea.<sup>20</sup>

It is not, however, possible to measure how London children are performing against children from other global cities or economies with

high levels of high tech or service sector exports. PISA does not provide city-level data that can be used to benchmark London's performance. This is a significant deficiency in our understanding of how well London is doing. Having such data would help London develop its own vision and ambition as to where it wants its school children to be in five or ten years' time. It could identify cities that were doing exceptional things and promote a city learning programme.

#### **Recommendation 4**

The Mayor should request the OECD to develop a new set of international city comparators so that London can more effectively benchmark its own attainment and achievement levels.

#### **What is the Mayor's ambition?**

The Mayor's ambition is to make London state schools among the best in the world and ensure that young Londoners can compete successfully for jobs and university places against the talent the city attracts from around the globe. To this end, he wants to promote excellent teaching in all London state schools. The first five of the Education Panel's twelve recommendations cover this theme.

London Councils is also committed to deliver high achievement across all schools and has discussed establishing a set of expectations that local authorities could work towards that could include progression rates, achievement levels, and the numbers of good and outstanding schools in the local authority. Some local authorities have themselves discussed whether they should have a specific target for their secondary schools, for example, delivering 5 A\*-C GCSEs for 75 per cent of all school leavers at 16. However, the local authority's ability to influence such outcomes is very limited: school improvement teams have been slimmed down, relevant data is not shared by the academy chains and accountability mechanisms are weak. Local authorities do, however, retain the ability to issue warning notices for poor performance where necessary.

The key mechanisms that the GLA has put in place to support the promotion of excellent teaching include:

- the London Schools Excellence Fund (LSEF) which has a £20m grant from the Department for Education (plus £4.25m from the GLA) to support a range of initiatives established through partnerships of schools and education organisations to improve

literacy and numeracy, and increasing the take-up of science, technology, engineering and maths (STEM);<sup>21</sup>

- the London Schools Gold Club which is an annual scheme to identify schools that are achieving exceptional results particularly for their most disadvantaged pupils; and
- the London Curriculum which is a programme of resources and activities to help London schools re-imagine the new national curriculum through the history and stories of the capital.

### **What impact are the Mayor's initiatives having?**

The latest version of the Delivery Plan for the Mayor's Education programme<sup>22</sup> sets out progress to date with the implementation of the LSEF. As of April 2014, there had been three rounds of applications and 104 projects have so far been funded. These projects are now moving into delivery, with over 50 per cent led by schools. Overall, some 800 schools are benefitting from the work of these projects. The funding spans four financial years 2012/13 to 2015/16.

The Deputy Mayor for Education and Culture is clear about what the LSEF is for: "[it] is about supporting partnerships between schools to address some of the underperformance in areas like STEM, subject teaching, languages, literacy and numeracy."<sup>23</sup> The LSEF builds on learning from the London Challenge about the value of peer-to-peer support with schools working with each other to raise standards and improve teaching. Sir Daniel Moynihan spoke in praise of the scheme "... [the Excellence Fund] is a particularly good idea because groups of schools are incentivised to work together to produce things which are of use to schools across the capital. We [the Harris Federation] have £500,000 to work on schemes of work in the English Baccalaureate subjects for the younger years and we are working with 50 other school groups across the capital and all of that material that is produced will be shared widely."<sup>24</sup>

We are clear that there is a distinction to be drawn between what schools can do themselves to tackle underperformance and create excellent teaching and where external intervention is required, but that line is unclear. As the GLA itself recognises "there are a number of areas where the research base is weak nationally about the most effective way for schools to raise standards".<sup>25</sup>

The initiatives supported by the Fund differ in their ambition and reach compared with the level of support provided through the previous



scheme, the London Challenge, which was targeted to address the needs of a school that had been identified as underperforming. Furthermore, the London Challenge provided a structured programme of support for the leadership team and for individual teachers; with financial resource available mainly for supply cover for teachers and managers who are engaged in training programmes.<sup>26</sup> The Excellence Fund has the ambition to tackle underperformance but it is unclear whether the different projects that will be supported will deliver measurable progress that Ofsted can capture. We are comparing a “smorgasbord of projects” against a clear strategy for tackling underperformance.

It will be some time before a full evaluation of the LSEF will be available. The funding will however soon be fully committed and it is now time for the Mayor to map out a longer term vision for supporting London’s schools. The priority must be to bring together performance data from across all the schools that are state funded. Academies and free schools should provide the GLA with their performance data so that there is transparency across the education sector.

#### **Recommendation 5**

The Mayor should draw together performance data (attainment and achievement) for all schools in London and publish this in his next Annual report.

The Gold Club remains a contentious initiative. As the Deputy Mayor for Education and Culture noted “...the Gold Club programme, which is essentially taking the notion of great schools working with other schools and sharing good practice and developing a mentoring relationship”<sup>27</sup> is led by head teachers and is designed to create a positive, competitive environment in London rewarding those schools that achieve exceptional results with some Mayoral profile. Some Assembly Members have raised concerns about how the Gold Club will work with new, additional criteria being used to reward schools over the Ofsted classifications and whether this work in effect duplicates the “Teaching Schools” initiative.<sup>28</sup> There remain concerns that for parents it is unclear what being in the Gold Club means and what it means if the school should fall out of the Gold Club. Bob Stapley, National Union of Teachers, commented that “I would have to say I do not think it has any resonance with teachers...[and that] the idea of this Gold Club that has exclusive membership...rather than the celebration of success that we [should] see across London.”<sup>29</sup>

In the first year of the Gold Club, 119 schools were selected for praise. The 2014 eligibility criteria have now been published and those schools

that qualify have been notified by the Mayor. The take-up and feedback from schools will shape the future for the initiative and is something we will continue to monitor.

The London Curriculum is a potentially powerful tool for shaping a distinctive curriculum that will support London's transformation into a City of Knowledge competing alongside the very best performing city-regions across the globe. At present, the Curriculum is in development and a formal public launch date has been set for the summer 2014. We will monitor take-up of the Curriculum and review the reasons why others may not be so keen.

### **The Mayor's Academy Programme<sup>30</sup>**

The Mayor's Academies Limited (MAL) was established in 2010 to act as a co-sponsor for academies with the Academies Enterprise Trust (AET). The two companies formed the London Academies Enterprise Trust (LAET) in 2010, a company limited by guarantee, to be the academy sponsor and body responsible for academies opened under the Mayor's Academy Programme. The original aim of the Mayor's Academy Programme was to establish up to 10 academies across London, and funding of up to £8million was initially provided. Only four academies were ultimately opened under the Academies Programme (the Aylward and Nightingale Academies in Enfield, the Bexleyheath in Bexley and Kingsley Academy in Hounslow). The selected schools were converter academies and were chosen following a local authority bid process. Co-sponsors no longer need to provide an initial investment of a million pounds and so the Mayor's pot of funding is no longer needed to drive forward the creation of new schools, be they Academies or free schools.

The Mayor has now withdrawn from the London Academies Enterprise Trust and is no longer involved in the governance of any single school but the GLA is still providing funding to these academies to deliver targeted support to young people at risk of being not in employment, education or training (NEET). The funding profile up to 2015/16 is for a total of £800,000 to go to the two Enfield schools, £350,000 to go to Bexleyheath Academy, and £330,000 to go to Kingsley Academy. The Mayor has no intention of providing any more such funding.

### **Bexleyheath Academy**

The Education panel visited Bexleyheath Academy to better understand the kind of work and the type of programmes that Mayoral funding was supporting. The Academy seeks to identify those at risk of becoming NEET at Year 9 and then to use GLA funding to design a bespoke curriculum to really engage with those students and support them in enrichment activities they might not ordinarily have access to.

Having that additional funding resource has really challenged the senior team to think through what it is they can offer their young people and how that can be continually improved. The Careers, Advice and Information Guidance that was provided is seen as best practice across the borough.

While formal evaluation of the programme is awaited there are some very encouraging signs: In the summer of 2014, Bexleyheath achieved excellent A Level results with an improvement for the eighth year in a row; 38% of the grades being A\*-A, 79% A\*-C and an increased number of pupils securing places in Higher Education and Russell Group Universities. This model of well resourced, targeted programme intervention is one that the Mayor can and should build on to provide a mechanism by which underachievement can be effectively challenged and the students offered rapid support.

### **Recommendation 6**

The Mayor should provide this Panel with an evaluation of the impact of the Academies' programme (now known as the "Championing careers guidance in schools programme") by the end of 2014.

### 3. Accountability and tackling poorly performing schools

Throughout the course of our meetings, experts have raised concerns about the accountability of schools to their local communities and elected representatives. For Cllr Peter John, accountability means having a local, elected representative able to respond to people's concerns about their local school; "If I go and knock on somebody's door and I say I am a local councillor and they have a school issue or educational issue, either with school places or the performance of their local school, they are looking to me to provide an answer. People do look to local authorities to provide the answer for school issues."<sup>31</sup> But for others that accountability is more spoken than real; Sir Daniel Moynihan stated that "...talk[ing] about local accountability being a good thing. It is a good thing if it has teeth and it works. In many of the cases where we have taken on schools the rhetoric of local accountability exists. [However] I have never seen a local councillor in those places be held to account and lose their post because a school has been terminally failing and children have been destroyed in terms of their life chances. In those cases there is hardly any evidence of local accountability."<sup>32</sup>

Through the use of publicly accessible data parents, governors, local councillors and local authority school improvement teams, working with Ofsted, can make an assessment of the quality of education a maintained school is providing and its potential for continuous improvement. Local authority scrutiny panels operating in public should be reviewing these data and pressing the local authority's education lead to ensure that there is clarity over what educational objectives their schools should be aiming for and what support package can be put in place to tackle underperformance or to press for further improvements.

There are examples where that process can create a dynamic and thriving "family of schools" – Camden for example where all schools bar one are local authority maintained has some of the top primary and secondary schools in London. However, there remain concerns as to how effective local authorities are at tackling poor performing schools. "I can think of an example where a school had been in and out of special measures three times in 15 years and the local community had signed a petition and 1,200 people locally said "We want this to be a Harris Academy because we have to sell up, move house to find a good school"...[but] that local authority, with the moral responsibility for these children, told us that they needed to protect the "local family of schools".<sup>33</sup>

For Academies and free schools, the nature of accountability is more opaque. It is unclear how poor performance is to be identified in an Academy or free school when their data are not readily accessible to parents and relevant partners. Even if poor performance is identified, it remains unclear what pressure those local partners could bring to bear on the academy chains that run many of our schools or the disparate boards of different free schools. Cllr Peter John has spoken of his frustration at his inability to challenge academy chains where there is poor performance. His view is that, where necessary, local authorities should just serve a notice to improve, and copy in Her Majesty's Chief Inspector of Schools, with the expectation that something would happen to address the situation.

Ultimately the buck stops with central government. The funding agreements for all Academies and free schools are with central government and so central government is, therefore, responsible for data monitoring and for addressing underperformance. In recognition of this challenge, the Government has established new Regional Commissioners, who will, from September 2014, have powers delegated from the Secretary of State for Education to intervene where academies are underperforming, and to approve new academies and new academy sponsors. Little detail is known about the criteria triggering intervention or the powers/sanctions they will have to support them in doing so, other than Commissioners will be able to direct underperforming schools to commission school improvement services and will use formal interventions in the most severe cases.

Regional Commissioners will be responsible for approving applications from maintained schools wishing to convert to academy status. According to some media reports, they will also consider Academy requests to change their admissions criteria. They will also be responsible for matching underperforming schools to new Academy sponsors and to act as advocates for the Academy programmes in general. Accountability is strictly to the Secretary of State for Education through line management by the Department's Director General for Infrastructure and Funding. There will also be a key relationship with the national Schools Commissioner through Regional Commissioners' responsibility to ensure the sponsor meets local need.

The jury is out as to whether this new arrangement will effectively address poor performance. Lucy Keller stated that "We wait with interest. I am clear that academies, like all schools, need to be held to account and I am only interested that it is done well and effectively. I do not know

how this is going to work in practice. I think we are all waiting to see.”<sup>34</sup>  
The relationship with Ofsted also remains unclear – as Sir Daniel Moynihan noted “we are going to work closely with Ofsted. Ofsted has appointed regional directors, Ofsted will check and monitor standards...”, thus the value added of the Regional Commissioners remains unclear to some.

## 4. Developing a regional identity

London does not comprise a distinct region under the proposed structure despite its unique regional administration in the form of a directly elected Mayor and Assembly and the Greater London Authority. London has been divided into three, so that each of the three sections forms part of a larger, wider region. The justification for why Government has chosen such jurisdictions is unconvincing. As the Deputy Mayor for Education and Culture noted “There was not any public consultation before it was announced and we did raise concerns because there was some nervousness about what regional commissioners would do.”<sup>35</sup> Furthermore the reform does not adequately provide for input from London schools into the workings of the Commissioner; of the 12 members of the elected boards of Head teachers that support the three Regional Commissioners that cover London only one is from a London school.

Within the changing education landscape in London we want to see effective monitoring of pupil attainment and achievement and robust interventions to tackle poor and underperforming schools. We argue that this is best done at the London level. The creation of a London identity for teachers, for leaders and for a shared vision of “what it was to be a London school” and how to tackle underachievement were all part of what made the London Challenge such a success. The momentum remains and we do not want to see it lost. Children in London will often go to primary school in one borough, secondary school in another and into higher education elsewhere. Federations of schools are developing across borough boundaries and at a sub-regional level, Academy groups are developing clusters that are geographical close but across borough boundaries. The Commissioner needs to be able to operate effectively across the whole of London to ensure effective oversight and to ensure supporting partnerships can be brokered and shared learning. It is nonsense to have separate regional commissioners for neighbouring London boroughs but to have the same commissioner for a school in the Isle of Wight as for Lambeth. The London should have one regional commissioner who is accountable to the Secretary of State for Education.

### **Recommendation 7**

The Secretary of State for Education should reconfigure the Regional Commissioners so that London has one Regional Commissioner.

The Mayor has set out a powerful case to support education provision in London in order to enhance our young people’s life chances and to

support our economy. The Mayor needs to support the building of new schools and the expansion of existing schools which are Good or Outstanding by the better collation and presentation of the projection of the need for school places and the development of a high level strategy for how that provision should be met. The latter should set out the options for meeting that need and the required funding from central government.

While the shadow of the Inner London Education Authority still casts a pall for some educationalists and commentators, we support a role for the Mayor in “keeping London together and moving forward in terms of raising standards and concentrating on the immense work that was done to build the capacity and professional development”.<sup>36</sup> His role is to forge a regional identity to offer “figurehead leadership of someone driving a vision home about excellence”<sup>37</sup> and “to celebrate the success of teachers and to co-ordinate at a strategic level work that we can do to drive up standards.”<sup>38</sup> This may include, for example, working with an organisation like the Teacher Development Trust to provide support at a regional level for teachers working in the most disadvantaged areas. The obsession with structures must not mask the need for quality teaching and senior leadership and it is by creating and sustaining that vision of what London schools should and can be that we will continue to attract the best teachers to work in our schools.



# Appendix 1 Recommendations

## **Recommendation 1**

The Mayor, using data from the boroughs and the Department for Education, should set out a strategic pupil places needs assessment, mapping down to ward level the projected need for new school places at primary and secondary level. This should be incorporated within the Schools Atlas.

## **Recommendation 2**

The Mayor in conjunction with London Councils should map out a land and asset availability assessment to provide options for meeting the need for new school places, with a particular focus on secondary schools where the need will becoming more pressing in the next three to five years. Where appropriate it should include options for the expansion of Good or Outstanding rated maintained schools.

## **Recommendation 3**

Working with London Councils, the Mayor should set out a revised regional funding bid to the Department for Education that will run alongside the land and asset assessment.

## **Recommendation 4**

The Mayor should request the OECD to develop a new set of international city comparators so that London can more effectively benchmark its own attainment and achievement levels.

## **Recommendation 5**

The Mayor should draw together performance data (attainment and achievement) for all schools in London and publish this in his next Annual report.

## **Recommendation 6**

The Mayor should provide this Panel with an evaluation of the impact of the Academies' programme (now known as the "Championing careers guidance in schools programme) by the end of 2014.

## **Recommendation 7**

The Secretary of State for Education should reconfigure the Regional Commissioners so that London has one Regional Commissioner.

## Appendix 2 Endnotes

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<sup>1</sup> Draft Alterations to the London Plan, January 2014

<sup>2</sup> Frankie Sulkie, Executive Director, Children and Young People, Lewisham Council), Education Panel meeting September 2013

<sup>3</sup> Op. cit.

<sup>4</sup> *Do the Maths 2014, London's school places challenge*, London Councils

<sup>5</sup> See more detail in *"Capital Funding for new school places"*, National Audit Office report, March 2013, para 2.5

<sup>6</sup> *"Capital Funding for new school places"*, National Audit Office, March 2013 para 2.7-2.8

<sup>7</sup> Frankie Sulkie, Executive Director, Children and Young People, Lewisham Council), Education Panel meeting September 2013

<sup>8</sup> *"Do the Maths 2014"*, London Councils, 2014.

<sup>9</sup> Education Panel meeting, 13 February 2014

<sup>10</sup> Frankie Sulke, Education Panel meeting, September 2013

<sup>11</sup> In November 2011, the Mayor announced the establishment of an Education Inquiry, chaired by Dr Tony Sewell, to "explore the critical challenges facing London's primary and secondary schools and make practical recommendations to key stakeholders, including Government and local boroughs." The inquiry published its final report, *Going for Gold – Turning achievement into excellence in London's schools*<sup>11</sup>, in October 2012. The Mayor has chosen to target his intervention across four themes: school places, excellent teaching and preparing young Londoners for life and work, and new for 2014, fostering engagement and building resilience among London's young people. Accordingly, there are a series of programme objectives backed by financial and other resources led by Greater London Authority (GLA) officers. The most significant is a £24 million Fund (funded by £20m from the Department for Education and £4m from the GLA) which is designed to stimulate new teaching partnerships and help schools raise standards across a particular range of subjects.

<sup>12</sup> [http://www.london.gov.uk/sites/default/files/representation\\_hearing\\_report.pdf](http://www.london.gov.uk/sites/default/files/representation_hearing_report.pdf)

<sup>13</sup> [http://www.london.gov.uk/sites/default/files/399\\_rotherhithe\\_new\\_road\\_report.pdf](http://www.london.gov.uk/sites/default/files/399_rotherhithe_new_road_report.pdf)

<sup>14</sup> Education Panel meeting, 13 February, pg 13 of the minutes of the meeting

<sup>15</sup> Education Panel meeting 13 February, pg 11 of the minutes of the meeting

<sup>16</sup> Education Panel meeting, 27 November, pg 28 of the minutes of the meeting

<sup>17</sup> See for example Hutchings et al (2012) Evaluation of the City Challenge programme; London Challenge, OFSTED report Dec 2010, The Mayor's Education Inquiry 2012.

<sup>18</sup> Education Panel meeting, 27 November 2013 pg 23 of the minutes of the meeting

<sup>19</sup> <http://www.ofsted.gov.uk/resources/ofsted-annual-report-201213-london-region>

<sup>20</sup> Mayor's 2013 Education Annual Report

<sup>21</sup> More details of the kind of schemes being supported can be found here:

<http://www.london.gov.uk/media/mayor-press-releases/2013/10/mayor-unveils-multi-million-pound-investment-to-drive-up>

<sup>22</sup> [www.london.gov.uk/education-programme](http://www.london.gov.uk/education-programme)

<sup>23</sup> Education Panel, 27 November 2013 – pg 15 of the minutes of the meeting

<sup>24</sup> Education panel, 13 February 2014 – pg 35 of the minutes of the meeting

<sup>25</sup> Mayoral Direction 1132

<sup>26</sup> London Challenge, December 2010, pg 8

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<sup>27</sup> Deputy Mayor for Education and Culture, Education panel, 27 November 2013 pg 15 of the minutes of the meeting

<sup>28</sup> There are now 360 government designated Teaching Schools in England and Wales. Teaching schools give outstanding schools a leading role in the training and professional development of teachers, support staff and head teachers, as well as contributing to the raising of standards through school-to-school support.

<sup>29</sup> Education Panel meeting, 13 February

<sup>30</sup> This programme has now been re-named “Championing careers guidance in schools”.

<sup>31</sup> Education Panel 27 November, 2013 – pg37 of the minutes of the meeting.

<sup>32</sup> Education Panel 13 February 2014 - pg27 of the minutes of the meeting.

<sup>33</sup> Education Panel 13 February 2014 - pg 27of the minutes of the meeting.

<sup>34</sup> Education Panel meeting, 13 February 2013 – pg39 of the minutes of the meeting.

<sup>35</sup> Education Panel meeting, 13 February 2014 – pg40 of the minutes of the meeting

<sup>36</sup> Education Panel meeting , 13 February 2014 – pg19 of the minutes of the meeting

<sup>37</sup> Op.cit.

<sup>38</sup> Education Panel meeting, 13 February 2014 –pg 29of the minutes of the meeting

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Nếu ông (bà) muốn nội dung văn bản này được dịch sang tiếng Việt, xin vui lòng liên hệ với chúng tôi bằng điện thoại, thư hoặc thư điện tử theo địa chỉ ở trên.

### Greek

*Εάν επιθυμείτε περίληψη αυτού του κειμένου στην γλώσσα σας, παρακαλώ καλέστε τον αριθμό ή επικοινωνήστε μαζί μας στην ανωτέρω ταχυδρομική ή την ηλεκτρονική διεύθυνση.*

### Turkish

Bu belgenin kendi dilinize çevrilmiş bir özetini okumak isterseniz, lütfen yukarıdaki telefon numarasını arayın, veya posta ya da e-posta adresi aracılığıyla bizimle temasa geçin.

### Punjabi

ਜੇ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਸੰਖੇਪ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਲੈਣਾ ਚਾਹੋ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਇਸ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਉਪਰ ਦਿੱਤੇ ਡਾਕ ਜਾਂ ਈਮੇਲ ਪਤੇ 'ਤੇ ਸਾਨੂੰ ਸੰਪਰਕ ਕਰੋ।

### Hindi

यदि आपको इस दस्तावेज़ का सारांश अपनी भाषा में चाहिए तो उपर दिये हुए नंबर पर फोन करें या उपर दिये गये डाक पते या ई मेल पते पर हम से संपर्क करें।

### Bengali

আপনি যদি এই দলিলের একটা সারাংশ নিজের ভাষায় পেতে চান, তাহলে দয়া করে ফো করবেন অথবা উল্লেখিত ডাক ঠিকানায় বা ই-মেইল ঠিকানায় আমাদের সাথে যোগাযোগ করবেন।

### Urdu

اگر آپ کو اس دستاویز کا خلاصہ اپنی زبان میں درکار ہو تو، براہ کرم نمبر پر فون کریں یا مذکورہ بالا ڈاک کے پتے یا ای میل پتے پر ہم سے رابطہ کریں۔

### Arabic

الوصول على ملخص لهذا المستند بلغة،  
فارجاء الاتصال برقم الهاتف أو الاتصال على  
العنوان البريدي العادي أو عنوان البريدي  
الالكتروني اعلاه.

### Gujarati

જો તમારે આ દસ્તાવેજનો સાર તમારી ભાષામાં જોઈતો હોય તો ઉપર આપેલ નંબર પર ફોન કરો અથવા ઉપર આપેલ ટપાલ અથવા ઇ-મેઈલ સરનામા પર અમારો સંપર્ક કરો.

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# Subject: Work Programme for the GLA Oversight Committee 2014/15

**Report to: GLA Oversight Committee**

**Report of: Executive Director of Secretariat**

**Date: 16 October 2014**

**This report will be considered in public**

## 1. Summary

- 1.1 This report provides details of the proposed work for the meetings of the Committee in this Assembly year (2014/15).

## 2. Recommendations

- 2.1 **That the Committee notes its work programme for 2014/15, as set out in this report, and identifies any additional issues it wishes to consider at future meetings.**
- 2.2 **That the Committee agrees that the GLA Oversight Committee meeting of 13 November 2014 be rescheduled to 20 November 2014 in order to accommodate the attendance of guests.**

## 3. Background

- 3.1 The GLA Oversight Committee has the following overall functions:
- Management and administration of the budget of the Assembly and Secretariat, and overseeing the Assembly's scrutiny work programme;
  - Having oversight, on behalf of the London Assembly, of the Greater London Authority's (GLA) corporate governance policies and activities;
  - Maintaining a watching brief in respect of the activities of the senior officers appointed by the Mayor; and
  - Responding to consultations from the Head of Paid Service and scrutinising the Head of Paid Service function.
- 3.2 Additionally, it was agreed at the Annual Assembly meeting of 11 May 2012 that the GLA Oversight Committee's terms of reference include provision to scrutinise any actions or decisions taken by the Mayor on matters relating to education. The Committee can also scrutinise civil contingency

arrangements in London, the provision of services to the public and the performance of utilities in London.

#### **4. Issues for Consideration**

4.1 The main work areas of the Committee are summarised below.

##### **Assembly Budget and Scrutiny Work Programme**

4.2 The Committee allocates the Assembly's budget and receives a report in March each year on that subject (following the approval of the overall amount of the budget and in advance of the start of the financial year in question).

4.3 The Committee receives quarterly monitoring reports from the Secretariat, scheduled for the Committee meetings in June, September, November and January.

4.4 The Committee approves individual proposals for non-routine expenditure from the scrutiny programme budget which are referred to the Committee by the subject-related committees during the year. The timing of these reports depends upon when the subject-related committees approve projects and refer proposals for expenditure.

4.5 The Committee approves proposals for rapporteurships referred from subject-related committees during the course of the year.

4.6 The Committee also has the power to consider any issue which does not fall into the remit of one of the subject-related committees (for instance, cross-cutting equalities and governance issues).

##### **Staffing Consultations and Appointments**

4.7 The Committee will be invited to respond to consultations from the Head of Paid Service (HoPS) from time to time during the year. The Committee's role in relation to these consultations is reactive and therefore the work programme does not predict what reports will be presented and when.

4.8 The Assembly has a role in appointing the statutory officers to the Authority, and this Committee has delegated authority to fulfil that role as and when the need arises. At its meeting of 22 May 2012, the GLA Oversight Committee agreed that the Head of Paid Service Performance Review Panel be established as a working group, and this meets annually (with the next meeting scheduled for December 2014).

##### **Other Items of Consideration**

4.9 At the Committee's meeting of 29 January 2013, it was proposed that the Committee receives quarterly updates on the evaluation of the Mayor's Mentoring Programme. It was agreed, given the Committee's level of contentment with the progress and direction of the programme over the previous year, that updates be provided bi-annually for 2014-15 (scheduled for July and November this year).

4.10 At its meeting on 21 March 2013, the Committee asked that it be consulted formally on the annual staff pay review (scheduled for the Committee's meeting in November). At its meeting on 25 February 2014, the Committee agreed to receive details of the progress made to address GLA



workforce equalities issues. This is dealt with as part of the Committee's regular Workforce Monitoring Report and update (scheduled for June and October/November).

### **Scrutiny of the Head of Paid Service Function**

- 4.11 The Committee usually receives reports on the following issues during the course of the year:
- Annual Workforce Monitoring Report, incorporating complaints monitoring (plus a six-monthly update); and
  - Governance.
- 4.12 The Committee also receives a report on the Draft Annual Governance Statement.

### **Shared Services**

- 4.13 Having previously considered a number of consultation proposals from the Mayor for shared services, the GLA Oversight Committee continues to receive an annual update on the progress of shared services across the Group and considers any proposals that may come forward; this year's update has been scheduled for the Committee's meeting in December.

### **London Fire and Emergency Planning Authority (LFEPA)**

- 4.14 It was proposed at the Committee's meeting in March 2014, that if the Mayor's proposals to amend the distribution of seats on the London Fire and Emergency Planning Authority were agreed, the GLA Oversight Committee should, at that time, review the Assembly's scrutiny arrangements for that body. This item is dealt with elsewhere on this agenda.

### **Resilience**

- 4.15 Members have also proposed that the Committee considers and discusses the GLA's role in resilience across London. The Chairman of the London Resilience Forum, James Cleverly AM, has been invited to attend the Committee's February 2015 meeting.

### **Remuneration**

- 4.16 The Committee used its June meeting to examine the remuneration of senior employees in the GLA Group. Subsequently, it was agreed to invite the Mayor to attend the Committee meeting in November for further discussions on the matter; however, as a result of the Mayor's availability, and the availability of the Deputy Mayor for Education and Culture (who was scheduled to discuss the Mayor's Annual Equalities Report at the same meeting), the November meeting has been re-scheduled to take place on 20 November 2014 from 1pm.

### **Treasury Management**

- 4.17 It was agreed at its meeting of 11 September 2014, that the GLA Oversight Committee reviews the shared treasury management arrangement between the GLA and the London Pensions Fund Authority after a year of operation. The item will therefore be considered in October 2015, subject to the Committee's agreement of its 2015/16 work programme.

4.18 The table set out below shows the Committee's meeting dates for the forthcoming 2014/15 Assembly year and anticipated agenda items. This timetable and agenda items will be reviewed and updated as appropriate.

<b>Date of meeting</b>	<b>Main Agenda Items</b>
Thursday, 20 November 2014 at 1.00pm in Committee Room 5	<ul style="list-style-type: none"> <li>• HoPS Oral Update</li> <li>• HoPS Consultation Reports (if any)</li> <li>• Remuneration</li> <li>• The Mayor's Annual Equalities Report 2013/14</li> <li>• Draft Committee Timetable of Meetings 2015/16</li> <li>• Secretariat Quarterly Monitoring Report Q2</li> <li>• Annual Staff Pay Award</li> <li>• Workforce Report (update)</li> <li>• Assembly Budget Requirement 2015-16</li> <li>• People's Question Time</li> </ul>
Thursday, 11 December 2014 at 10.00am in Committee Room 5	<ul style="list-style-type: none"> <li>• HoPS Oral Update</li> <li>• HoPS Consultation Reports (if any)</li> <li>• State of London Debate</li> <li>• Shared Services</li> <li>• The Mayor's Mentoring Programme</li> </ul>
Tuesday, 27 January 2015 at 10.00am in Committee Room 5	<ul style="list-style-type: none"> <li>• HoPS Oral Update</li> <li>• HoPS Consultation Reports (if any)</li> <li>• People's Question Time</li> <li>• Assembly's Requirements for Information to be Included in the Mayor's Annual Report</li> </ul>
Tuesday, 24 February 2015 at 10.00am in Committee Room 5	<ul style="list-style-type: none"> <li>• HoPS Oral Update</li> <li>• HoPS Consultation Reports (if any)</li> <li>• Assembly Annual Report</li> <li>• Assembly Events</li> <li>• Resilience</li> <li>• Secretariat Quarterly Monitoring Report Q3</li> </ul>
Tuesday, 24 March 2015 at 10.00am in Committee Room 5	<ul style="list-style-type: none"> <li>• HoPS Oral Update</li> <li>• HoPS Consultation Reports (if any)</li> <li>• Allocation of Assembly Budget</li> <li>• The Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship</li> </ul>

## 5. Legal Implications

- 5.1 The Assembly has the power to establish committees to discharge its functions, and the GLA Oversight Committee is one such committee. The work programme is in accordance with the GLA Oversight Committee's terms of reference.

## 6. Financial Implications

- 6.1 There are no financial implications for the purposes of this report.

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**List of appendices to this report:** None

<b>Local Government (Access to Information) Act 1985</b>
List of Background Papers: None
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