

GREATER LONDON AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2638

Title: The Mayor's Equality, Diversity and Inclusion Strategy

Executive Summary:

Approval is sought for the commissioning of, and expenditure of £20,000 for, the copywriting services to assist with the rewriting of, design and publication of a refreshed equality, diversity and inclusion strategy ("the Strategy") and accompanying accessible formats.

The resources will be used for:

- an external consultancy to rewrite the Strategy
- a graphic designer to design it; and
- alternative and accessible formats of the Strategy.

Decision:

That the Assistant Director of Communities and Social Policy approves:

- expenditure of £15,000 for an external consultancy to rewrite and edit the strategy
- the commissioning of a graphic designer to design the Strategy and a provider to create alternative and accessible formats of the Strategy
- expenditure of £5,000 for the services provided by the graphic designer and provider of alternative and accessible formats of the Strategy

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Tom Rahilly

Position: Assistant Director,
Communities and Social Policy

Signature:



Date:

27 March 2023

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1. The GLA has recently undertaken work to review and update the objectives set out in '[Inclusive London](#)', the Mayor's 2018 Equality, Diversity and Inclusion (EDI) Strategy. This fulfils the obligation placed on the Greater London Authority (GLA) by the Equality Act 2010 to set strategic objectives explaining how the GLA will comply with the Public Sector Equality Duty. The new [objectives](#) were published in November 2022 pursuant to MD3054.
- 1.2. The GLA wishes to publish a refreshed Strategy that maintains the same goal – to create a fairer, more equal city – and overarching structure of 'Inclusive London' but is updated to reflect the Mayor's delivery priorities for the current term.
- 1.3. The GLA procured an external consultancy with specialist knowledge and experience in EDI, on 31 January 2023, following a competitive tendering process, to incorporate the new set of objectives within a refreshed strategy that sets out a broader narrative around the changed nature of inequality in London. The Assistant Director for Communities and Social Policy at the GLA previously approved the appointment of the external consultancy on 20 January 2023. The anticipated cost of rewriting the refreshed Strategy is £15k.
- 1.4. The GLA will seek to commission a graphic designer to design the Strategy so that is accessible and engaging to a wide audience and will explain the Mayor's commitment to create a fairer, more equal and integrated city.
- 1.5. In addition, resourcing is sought for procuring a provider to create alternative and accessible formats, such as British Sign Language, audio, visual, Easy Read and hard copy iterations; as well as translations, if requested, so that no-one is excluded from being able to access the Strategy. Quotes will be sourced for each of these, as required.
- 1.6. The anticipated cost is £5k for the activities described in paragraphs 1.4 and 1.5.

2. Objectives and expected outcomes

- 2.1 Objectives: The refreshed Strategy will enable the Mayor to set out in more detail how the GLA proposes to meet its equality, diversity and inclusion objectives published to fulfil the obligations placed on the GLA by the Equality Act 2010.
- 2.2 An accessible design, along with alternative and accessible formats will make sure that Londoners from a wide range of communities and with different needs will be able to digest the strategy and will not be excluded.
- 2.3 Outcomes: The Strategy will be accessible and engaging for both an internal and external audience. This will ensure the Strategy has impact and promotes equalities across the GLA Group and across London.
- 2.4 Outputs: The GLA is working with an EDI specialist to refresh the Mayor's Strategy and provide suggestions for the design of the final report. The appointed consultant is expected to redraft and produce a report which:
 - sets out a narrative on the drivers of inequality in London
 - describes the impact of major events, such as the coronavirus pandemic and the cost of living crisis, on inequality in London

- sets out the levers available to the Mayor (and those that are not)
 - outlines action needing to be taken by others
 - reflects the 14 new EDI objectives
 - is informative, engaging and impactful for the target audience.
- 2.5 Once the draft Strategy has received Mayoral approval, it will be in alternative and accessible formats, such as British Sign Language, audio, visual, Easy Read and hard copy, as well as translations if requested, to ensure the report is accessible to a wide audience across London.
- 2.6 The final Strategy will be approved by an MD.
- 2.7 The Strategy and alternative and accessible formats will be published and made available on the GLA website.

3. Equality comments

- 3.1. Under section 149 (1) (a) to (c) of the Equality Act 2010 , as a public authority, the GLA must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, and any conduct that is prohibited by or under this Act; to advance equality of opportunity; and foster good relations, between people who share a protected characteristic and those who do not. Protected characteristics under the 2010 Act are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage or civil partnership status (the duty in respect of this last characteristic is to eliminate unlawful discrimination only).
- 3.2. The GLA is required to prepare and publish one or more specific and measurable objectives it thinks it should achieve to do any of the things mentioned in paragraphs (a) to (c) of section 149(1) of the 2010 Act.
- 3.3. Under section 33 of the Greater London Authority Act 1999 (“GLA Act”), the GLA is required to have in place arrangements to ensure that due regard has been had to equality of opportunity for all people in the exercise of the Mayor’s general powers, as well as in the formulation and/or implementation of the statutory strategies he must publish under section 41 of the GLA Act.
- 3.4. The Strategy is one of the tools that will demonstrate how the GLA will meet these statutory obligations. It will set out how the Mayor will continue to work to create a fairer, more equal, integrated city where all people feel welcome and able to fulfil their potential.
- 3.5. The new equality objectives were informed by a process of internal engagement with equity-led groups including Action on Race Equality, the Ubele Initiative, Inclusion London, LGBT Consortium, London Age-friendly Forum, Women’s Resource Centre and GLA staff networks. The refreshed Strategy will explain how the Mayor will meet the new objectives.
- 3.6. The draft refreshed Strategy will be informed through further engagement with the EDI Advisory Group supplemented by engagement with specific sectors, including: race equality organisations, Deaf and disabled people’s organisations, older Londoners’ groups, LGBTQ+ organisations, and others as part of the ongoing implementation of the Strategy objectives outlined in MD 3054.
- 3.7. It will be accessible to those with protected characteristics, as it will be produced in a range of different and inclusive formats.

4. Other considerations

4.1. Key risks and issues

Risk	Impact	Mitigation
The newly drafted Strategy does not meet the aim of providing a strong narrative	Its audience does not have a clear understanding of either the changed and current nature of inequality in London; the levers available to the Mayor (and those that are not); what action the Mayor is intending to take and/or the intended specific outcomes and outputs of the Strategy.	Allowed for three rounds of drafts to be seen by GLA / Mayor's office in the timetable and working closely with the consultants in between these milestones.
Copy is not engaging enough for target audience	Target audience does not engage with the strategy and does not promote it to a wider audience. Minimal awareness of the Mayor having a revised strategy and its content	Drafting – and several consultants working on draft. Close input from GLA officers. Review by EDI Advisory Group members
Timescales	Does not meet GLA Oversight Committee deadlines	Regular meetings set up with the contractor to ensure deadlines are met

Conflict of interest

- 4.2. There are no conflicts of interest to note from any of those involved in the drafting or clearance of this form.

5. Financial comments

- 5.1 The Assistant Director of Communities and Social Policy approval is sought for the expenditure of £20,000 to prepare a refreshed equality, diversity and inclusion strategy and accessible formats of it, for publication.
- 5.2 The expenditure is to be funded from EDI Implementation Budget, which is a programme budget.
- 5.3 The expenditure is affordable within the budget for 2022-23 and 2023-24.

6. Legal comments

- 6.1 Section 149 of the Equality Act 2010 provides that the Mayor must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, and any conduct that is prohibited by or under this Act; and to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The duty is set out in full in paragraph 3.1.

- 6.2 Regulation 5 (1) of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires the GLA to prepare and publish one or more objectives it thinks it should achieve to do any of the things mentioned in paragraphs (a) to (c) of section 149(1) of the Equality Act 2010. Regulation 5 (3) provides that an objective published by a public authority in compliance with paragraph (1) must be specific and measurable.
- 6.3 Section 33 of the GLA Act provides that the GLA is required to have in place arrangements to ensure that due regard has been had to equality of opportunity for all people in the exercise of the Mayor's general powers, as well as in the formulation and/or implementation of the statutory strategies he must publish under section 41 of the GLA Act 1999.
- 6.4 Paragraph 3.4 sets out how the Strategy is one of the tools that will demonstrate how the GLA is meeting its statutory obligations.

7. Planned delivery approach and next steps

- 7.1. Project milestones and deliverables are itemised in the timeline below

Activity	Timeline
Draft submitted to GLA	28 March 2023
Meeting with GLA and contractor	3 April 2023
Feedback incorporated from EDI Advisory Group and specific sectors to contractor	6 April 2023
Report completed and subject to Mayoral approval	14 April 2023
Procure graphic designer and accessible formats	14 April 2023
Delivery End Date	28 April 2023

Appendices and supporting papers:

None

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form –NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to
confirm the
following (✓)

Drafting officer:

Lorraine Rudling and Sue Johnson have drafted this report in accordance with GLA procedures and confirms the following:

✓

Corporate Investment Board

A summary of this decision was reviewed by the Corporate Investment Board on
27/03/23

ASSISTANT DIRECTOR OF FINANCIAL SERVICES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature



Date

27 March 2023.