

MAYOR OF LONDON

Andrew Boff AM

Chair of the London Assembly
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Date: 16 August 2023

Dear Andrew,

London Assembly (Plenary) Meeting 6 July - Motions

Thank you for the motions agreed at the London Assembly (Plenary) meeting on 6 July. My response to motions 2 and 6 is set out below. I will respond to the remaining motions as soon as possible.

Motion 2 – Introduce mandatory reporting of the ethnicity pay gap for employers

In March 2018, the Greater London Authority (GLA) was one of the first organisations to publish its ethnicity pay gap data and I will continue to advocate for employers across London to do the same. I first published the GLA group disability pay gap data in 2021, before it became a statutory responsibility to do so.

To go further, the London Partnership Board, a group of London leaders that I chair, has within its [Building a Fairer City Plan](#) recommended several actions encouraging organisations in London to be more transparent with employee data, including information on disability, gender and race pay gaps. The Plan, launched in 2022, provides a framework for action based around 14 actions under four priority areas – labour market inequality, financial inequality, equity in public services and civil society strength.

Through the implementation of this Plan, I am supporting more organisations to address the pay gaps that Black, Asian and minoritised Londoners experience. There are three key actions outlined in the Plan to tackle labour market inequality. These are:

1. Ensure our workforces reflect London, at all levels
2. Actively promote employment rights to ensure equity and fairness at work
3. Increase opportunities for London's diverse businesses, voluntary and community sector organisations

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I will continue to encourage employers to publish information on ethnicity, gender and disability pay gaps, as well as to develop action plans to address them.

Motion 6 – Protect the Curzon Mayfair and London’s cultural sector

London’s cinemas are a huge draw for locals and tourists, but the last few years have been incredibly challenging for the industry.

In 2016, I intervened when the landlord of the Curzon Mayfair demanded that expensive noise mitigation works be undertaken following the conversion of the upper floors to residential use. I highlighted the ‘Agent of Change’ principle that is a core part of my London Plan to ensure developers do not threaten the future of existing venues. Westminster Council granted the venue further protection by designating the cinema an Asset of Community Value.

On 10 July 2023, I publicly reiterated my view that the Curzon Mayfair is one of London’s cultural gems and an important home for cinema in our city in a quote to the Evening Standard. I called on the Government, local councils, landlords and developers to do all they can to protect our cultural venues – especially ones as celebrated as the Curzon in Mayfair.

My team in the Culture and Creative Industries Unit wrote to the ‘Save the Curzon Cinema’ campaign in January to offer support through the Culture and Communities Spaces at Risk programme and remain ready to help.

Under the Landlord and Tenant Act of 1954, cinema operators are entitled to apply to court to enforce their right to renew their lease. Landlords can deny the renewal only in limited circumstances. The Curzon Mayfair say that they hope the landlord will come back to the negotiating table now that they have submitted an application for a new lease.

While London is seeing a revival of gigs, concerts and festivals post-pandemic, with more than a million people attending live music over one week in July, independent cinemas are still struggling. We recently saw the shock collapse of the Empire Cinema chain – leaving the borough of Walthamstow without a cinema.

I am supporting culture in many different ways – from Creative Enterprise Zones that support grassroots artists to my Creative Economy Growth Programme, which invests in the film, fashion, design and games industries.

I have invested in three new Night Time Enterprise Zones in Bromley, Woolwich and Vauxhall and created a Business Friendly Licensing Fund to support night time businesses, and we are supporting boroughs to produce Night Time Strategies to ensure that people, places and businesses can thrive at night.

My [Culture and Communities Spaces at Risk programme](#) safeguards London’s grassroots and world-leading cultural infrastructure, providing help and support to venues for anything from lease negotiations to navigating funding opportunities.

The long-term effect of the pandemic is still being felt. London has been excluded from a raft of central government funds, such as the £49.4m Cultural Development Fund and the £203m HMG Community Renewal Fund (London got just £1.9m). That is why I have called on the Government, and will continue to do so, to support these vital industries by giving the capital its fair share of cultural funding.

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Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Sadiq Khan', with a small '2' written below the 'h'.

Sadiq Khan
Mayor of London