

MAYOR OF LONDON

Andrew Boff AM

Chair of the London Assembly
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Date: 15 February 2024

Dear Andrew,

Thank you for your letter about the motions agreed at the London Assembly (Plenary) meeting on 7 December 2023. My reply to motion 3.4, London Weighting, and motion 3.5, Bus Safety, is set out below.

Motion 3.4 – London Weighting

Even though I have no statutory powers in this area, I am deeply concerned about the impact that government funding is having on both the recruitment and retention of London teachers. Research commissioned by the Greater London Authority and carried out by the National Foundation for Education Research (NFER) found that London's teacher labour market faces a particularly acute challenge over the coming decade, especially at the secondary level. This motion and the GMB Weighting for Change campaign shine a light on the pay and conditions for broader school staff too.

I support the calls for London Weighting rate alignment for teaching and support staff, and I ask borough councils to support those discussions. There needs to be a recognition of the funding and financial challenges being faced by the boroughs identified in the motion that arise due to the structure of the school funding system and the different pay structures (including legacy arrangements) for teaching and support staff. This plays a significant role in driving the pay differentials between teaching and non-teaching staff, and therefore, the Government through the school funding system, also needs to play a role in solving this issue.

London has a lot to be proud of when it comes to education, and pupils in the city are now consistently among the highest performers in the country. London's education system is central to its continuing growth as a global hub of innovation, culture, and economic activity. Maintaining this requires great teachers, leaders, and school support, outstanding schools, and a seamless, high-quality experience for young people from early years to adulthood.

All employers should pay their workers a fair wage. That is why I support and advocate for the London Living Wage as an income floor. I have also supported research into London Weighting by Loughborough University, published and funded by the Trust for London. London Weighting supports not just those on low pay in the capital but also low-to middle-income workers. I encourage payment of London Weighting through my Good Work Standard and signpost employers to the reference rates calculated by Loughborough University based on the Minimum Income Standard.

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While I do not have the statutory powers to introduce an independent pay board, I will continue to lobby for greater London Weighting parity between the rates paid by public sector employers such as schools, police, the NHS and councils. I will report back to the Assembly on this matter in six months.

Motion 3.5 – Bus Safety

I am pleased that the Assembly supports my Vision Zero aspiration, and I look forward to continuing to work with them to achieve this goal. Safety is my and Transport for London's (TfL) number one priority. Ahead of every TfL Board meeting, the Commissioner's Report is provided, which has safety as its first item. That covers whether there have been notable safety incidents across the TfL network to highlight to the Board and looks at safety performance as a whole in the previous quarter. It also references individual episodes that are particularly noteworthy, or where further investigation is merited.

As you will have seen in the Commissioner's report to the TfL Board at its meeting in December and in future iterations, the report will update on incidents where there has been a loss of life either on or involving a TfL vehicle or premises, including any fatalities involving TfL's buses across London. Fatalities on the road network will not be routinely reported in the Commissioner's Report unless a bus or other TfL vehicle is involved, but there may be exceptions where the Commissioner decides an update is warranted. TfL maintains the flexibility to include within the Commissioner's Report incidents that fall outside the scope outlined here and will do so when the Commissioner considers this appropriate.

The Commissioner's report complements information published on TfL's website, such as:

- The Safety, Health and Environment Quarterly reports, which contain numbers of people killed or seriously injured by buses, plus our target and performance against that target for this metric. This is the same way similar incidents on the Tube network are reported, as these reports also contain information on customers killed or seriously injured across the TfL network.
- TfL's Bus Safety Dashboard, which includes all incidents on the bus network involving serious injuries or hospitalisations.
- The bus fatalities list, which is updated quarterly and provides summary details of all bus-involved fatalities, including medical incidents and the status of any investigatory work being undertaken by TfL or the relevant bus company.
- The bus injury detailed list, which provides record-level data on all bus injuries, including the incident type (for example, a slip trip fall, collision, medical incident).

Additionally, TfL's Safety and Sustainability Panel, a subset of the Board, meets quarterly. The quarterly report for that Panel does include the most up-to-date available safety statistics for the previous quarter, including bus-related data. This is shared with the Board and made publicly available, as it is published on the TfL website. This transparency means all Londoners can see how we are progressing towards our Vision Zero goal.

Data provided in the Commissioner's report to the TfL Board is accurate at the point of publication; if further information becomes available that would alter the classification of an incident, subsequent reports will include the revised information. Online data is updated regularly and remains the most up-to-date information at any time.

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More generally, TfL's Bus Safety Strategy outlines specific actions it will take to achieve our shared Vision Zero goals for the bus network, including building a safety culture where staff are empowered to act to raise safety concerns, collaborating with bus operators, manufacturers and contractors, and continuing to implement technologies like Intelligent Speed Assistance. This will contribute to my wider Vision Zero goal of eradicating deaths and serious injuries on London's roads by 2041, as set out in my Transport Strategy.

Thank you again for writing to me.

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