

# Mayor's Equality Report 2022-23

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## Mayor's Foreword

As Mayor of London, I see every day a city that is full of caring, inspiring and creative people with boundless promise.

London has rich diversity and a reputation for inclusion, respect and unity. We believe everyone should have the resources and opportunities that they need to live full and prosperous lives. I know there is still work to be done to ensure that London serves all communities equally. As such, we must continue to address the barriers preventing Londoners from accessing the support that they need to thrive.

This report covers a period in which the cost-of-living crisis has significantly impacted the lives of Londoners. Prices of rent, energy and food have increased dramatically, but household incomes have not kept pace. Despite the crisis affecting everyone, the impact has been disproportionately felt by the Londoners who were already struggling to make ends meet. The evidence shows that women, disabled people, Black, Asian and Minority Ethnic Londoners and those on the lowest incomes have suffered the worst from the rising cost of living.

This report details the important work undertaken by City Hall to create a fairer London by tackling structural inequalities, such as poverty, racism, misogyny, disablism, homophobia and transphobia. It sets out the progress made against the objectives in my Mayor's Equality, Diversity and Inclusion Strategy, [Inclusive London](#), published in 2018. The report also provides updates on the latest [set of equality, diversity and inclusion objectives](#), published in November 2022.

We have begun construction on a record-breaking 25,658 affordable homes and launched our [Cost-of-Living Hub](#) to provide Londoners with information on the support available to them.

While I am proud of the huge progress that has been made, there is still a journey ahead and many challenges to overcome. Not only must we urgently address the ongoing impact of the cost-of-living crisis, but we must continue to tackle the underlying structural inequalities that are at the root of the disparities across our city.

London gave me the opportunity to go from the council estate where I grew up to being Mayor of the greatest city in the world. And I am more determined than ever to ensure that London is a place where Londoners are given the support they need to fulfill their

potential. Together, we can build a better London for everyone – a city that is fairer, greener, safer and more prosperous for all our communities.

**Sadiq Khan**  
Mayor of London

## Introduction

This report covers the period between 1 April 2022 and 31 March 2023.

In 2022-23, the Mayor continued to work with partners and stakeholders to tackle the structural inequalities facing Londoners.

The Mayor's equality, diversity and inclusion (EDI) strategy, [Inclusive London](#) (2018), set out his intentions to create a fairer, more equal, integrated city where all people feel welcome and able to fulfil their potential. This strategy contained a set of equality objectives to outline how this work would be delivered.

In November 2022, the Mayor published a new set of equality [objectives](#) to replace the 2018 objectives in Inclusive London.

This report summarises actions taken against the objectives set out in both the 2018 strategy and the 2022 objective refresh, from April 2022 to March 2023. It fulfils the Greater London Authority's (GLA's) duties under the Equality Act 2010, and its duty under section 33 of the GLA Act 1999 to report on its equality work.

## **Actions taken towards our EDI objectives**

### **Updates on current EDI objectives (2022-26)**

This section summarises the actions the Mayor has taken against the [new EDI objectives](#) that were published in November 2022. These replace the old EDI objectives that were published in 2018 as part of the Mayor's EDI strategy, [Inclusive London](#).

**Objective 1: To increase the provision of genuinely affordable homes for the benefit of those groups and communities that are most likely to live in overcrowded, poor quality or unaffordable housing.**

- 2022-23 was another record-breaking year for affordable housing in London, with construction starting on 25,658 affordable homes under the Mayor's affordable housing programmes. This means that, through working with partners, the Mayor has surpassed the target of starting 116,000 genuinely affordable homes for Londoners between 2015-16 and 2022-23, with 116,782 started.
- Alongside the home building starts delivery, the Mayor also delivered 13,954 completions of genuinely affordable homes for Londoners, taking the total since 2016 to 63,817.
- Increasing the provision of genuinely affordable homes benefits communities most likely to live in overcrowded, poor-quality or unaffordable housing; they are disproportionately likely to be in poverty and from a Black, Asian or Minority Ethnic background. Building affordable homes is expected to help eliminate discrimination; advance equality of opportunity; and foster good relations between those who share a protected characteristic and those who do not. An Equality Impact Assessment for the Affordable Homes programme is available [here](#).
- For the first time, the Affordable Homes Programme 2023-26 introduces new [requirements on partners](#) to advance EDI in their own organisations, in the wider sector and among the communities they house, as a condition of funding from the GLA. These sit alongside contractual requirements to meet building safety standards and new requirements on design and sustainability.
- In 2022-23, £77m of Land Fund money was committed to projects to enable the delivery of just over 1,470 homes. Overall, of the £736m Homes for Londoners Land Fund, circa £566m has been committed to date. These investments will enable the delivery of just under 16,000 homes, approximately 50 per cent of which are affordable homes. These latest commitments mean the Mayor committed the full £486m allocation from the government (this was part of the Homes for Londoners Land Fund) within the timeframe. More importantly, however, it means he is set to over-achieve the original target of 8,000 homes with that funding, forecasting 14,765 homes – of which 50 per cent will be affordable. Of those forecast starts, 6,076 homes have already started; of these, 838 have completed. Through this programme the Mayor is again increasing the provision of genuinely affordable homes, which will benefit diverse groups and

communities that are most likely to live in overcrowded, poor-quality or unaffordable housing.

- The highest overall number of affordable homes and social rented housing in strategic applications was secured in 2022 (since data was first collected in 2011).
- The Mayor's Community Housing Fund supports communities to develop new housing that is affordable for local people. In 2022-23, 29 new community-led homes started on site, bringing the lifetime total to 95.
- During 2022-23, 166 households moved through the Seaside and Country Homes scheme. This supports older Londoners to downsize across England, releasing 368 bedrooms in London.
- The Mayor continued to invest in monitoring systems, including the Planning London Datahub to improve the quality of data available to enable decisions to be made on interventions necessary to enable delivery and unlock development sites.

**Objective 2: To increase the number of homes that meet Londoners' diverse housing needs including, year-on-year, the pace of provision of affordable specialist and supported housing.**

- On 24 February 2023, the one-year anniversary of the Russian invasion of Ukraine, the Mayor announced that City Hall had secured £126m in grant funding from the government's Local Authority Housing Fund to be administered as the Refugee Housing Programme (RHP) in London. The RHP will provide funding for up to 630 homes in London for Ukrainians and Afghans who have fled conflict and are homeless, at risk of homelessness or living in unsuitable temporary accommodation.
- During 2022-23, over 10,500 survivors of domestic abuse in London have been supported through the Mayor's DASA programme as part of his Part 4 duties under the Domestic Abuse Act 2021.
- During 2022-23, the Mayor met his target to deliver more than 1,000 longer-term homes for Londoners sleeping rough, 18 months earlier than planned. Also in 2022-23, 347 homes for older and disabled Londoners started on site through delivery of the Mayor's Care and Support Specialised Housing Fund. This brings the programme's lifetime starts to 2,164.
- During 2022-23, 104 social housing tenants were supported to move to a new home in the capital through the Housing Moves scheme. This prioritises former rough sleepers who are ready to move on from supported housing; and victims and survivors of domestic abuse as they move to safer homes.

**Objective 3: To address the specific barriers that prevent some rough sleepers exiting rough sleeping and rebuilding their lives.**

- In 2022-23, 566 longer-term homes for rough sleepers were started through the Mayor's Rough Sleeping Accommodation Programme and his Move-on Programme. This took the total number of starts through these programmes to 1,346 between April 2021 and March 2023. This exceeds the target of starting 1,000 homes during the current Mayoral term. At the end of March 2023, 1,068 people who have a history of

rough sleeping, or are at immediate risk of sleeping rough, were accommodated and being supported in units delivered through this programme.

- During 2022-23, the Mayor's Life Off the Streets core services worked with 5,330 individuals on the streets of London, and supported 3,009 former rough sleepers in their tenancies.
- The GLA worked alongside London Councils and charity partners to provide an immediate route off the streets for young people sleeping rough, and those at imminent risk of homelessness. The Mayor helped the service to move into a new location in Islington in November 2022. From this date until the end of March 2023, the service worked with 55 young people.
- The GLA commissioned specialist support for non-UK nationals sleeping rough through the Routes Home service; the Roma Rough Sleeping Team; the Holistic Assessment Service; and a training programme on migrant homelessness. The GLA also worked in partnership with London Councils to launch the Sub-regional Immigration Advice Services programme for people who are sleeping rough and have immigration needs; this supported 779 individuals in 2022-23.

**Objective 4: Improve Londoners' air quality and access to green space and lower the city's carbon emissions so that inequalities in exposure to harmful pollution and climate risks are reduced.**

#### **Air quality**

- The expansion of the Ultra Low Emission Zone (ULEZ) to inner London, in October 2021, meant over 4m people were breathing cleaner air. Data published in February 2023 showed that a year after the inner London ULEZ launched, roadside NO<sub>2</sub> had reduced by 46 per cent in central London and 21 per cent in inner London. This data also showed that 74,000 fewer polluting vehicles were seen driving in the ULEZ: a cut of 60 per cent since the expansion.
- To build on the success of the existing ULEZ, and address pollution levels in outer London, the Mayor announced in November 2023 that he had decided to expand the ULEZ London-wide. This expansion took effect on 29 August 2023. To support Londoners, existing ULEZ grace periods were extended by two years; and new grace periods for disabled people and wheelchair accessible vehicles were introduced.
- In January 2023, a new £110m ULEZ scrappage scheme launched to support people who may have otherwise struggled to afford to adapt to the ULEZ. Funding was originally prioritised for Londoners in receipt of certain low income and disability benefits, as well as businesses with fewer than 10 employees and charities.
- The roll-out of the Breathe London Network of low-cost air-quality sensors continued during 2022-23. The monitors are found at priority locations, such as schools, hospitals and areas with poor air quality, addressing the inequalities in exposure to harmful air pollution. Through the funding partner Bloomberg Philanthropies, during 2022-23, an additional 30 free sensors were awarded to community groups to enable local action, bringing the network to over 400 sensors.

## **Planning**

- Implementation of the London Plan has been supported during 2022-23 by the publication of the London Employment Sites Database, the London Industrial Land Supply Study, and adoption of London Plan Guidance on: Sustainable Transport, Walking and Cycling; Air Quality Positive; Air Quality Neutral; and the Urban Greening Factor. Energy Assessment Guidance was also published. Public consultation concluded on draft guidance on fire safety. Collectively, this planning guidance helps achieve objective 4 of the Mayor's EDI strategy by ensuring new development contributes to improving Londoners' air quality and access to green space; and lowering the city's carbon emissions, so that inequalities in exposure to harmful pollution and climate risks are reduced.
- As part of the Planning for London Programme, a series of deliberative events were hosted. At these, a representative group of 160 Londoners were invited to talk about the challenges facing the built environment (covering topics such as housing, the economy, the environment, transport and communities) and their views on tackling them.

## **Green infrastructure**

- The Mayor provided over £300,000 towards the next phase of London Wildlife Trust's 'Keeping it Wild' traineeship scheme, which runs until October 2024. The funding is supporting 40 paid traineeships for young people aged 16-25, from under-served communities. Trainees will be engaged in significant conservation projects, gaining skills to prepare them for green-economy jobs. Since the traineeship programme began in 2018, 89 per cent of its intake have been from Black, Asian and minoritised ethnic heritage; 42 per cent live with a disability; and 58 per cent are from areas of high socio-economic deprivation. 70 per cent of trainees go on to further work or training in the sector.
- In his manifesto, the Mayor pledged to 'improve London's network of green corridors and open spaces so that more Londoners live within a 10-minute walk of green space'. To help target investment in green space to areas where people currently live more than a 10-minute walk from a green space, a 10-Minute Walk Map was created (with the help of Greenspace Information for Greater London CIC). It shows priority areas where Londoners may live more than an 800-metre walk (i.e. about 10 minutes) from an accessible green space of at least 0.02 hectares (a common size of pocket park). This map has been used to prioritise the Mayor's green infrastructure grant funding.
- In 2022, six large-scale projects were awarded funding from round one of the Mayor's £4m Green and Resilient Spaces Fund. The projects will bring benefits to areas more vulnerable to the impacts of climate change. They will also strengthen climate resilience; increase biodiversity; improve access to green space; build green skills; and promote health and wellbeing. Development funding was also awarded to 13 projects, which supported them to work on their designs and community engagement. The projects that were awarded were chosen in part because of their focus on areas where vulnerable populations are more at risk due to climate change and projects that better connected communities and/or included inclusive engagement practices.
- £3.4m of funding was awarded through the second and third rounds of the Grow Back Greener Fund in December 2021 and December 2022. Funding has supported 101

community projects to plant trees for shade; create and improve green spaces; and boost climate resilience. Projects are being delivered in areas of low tree-canopy cover, high climate risk or poor access to green space. The 45 projects funded through the second round actively involved almost 8,000 Londoners, 6,000 of which were children. The 56 projects funded via the third round will complete in April 2024. A third of projects are led by Black, Asian and Minority Ethnic Londoners; and almost half of projects are in areas where Londoners live furthest from existing green space.

## **Climate resilience**

- The Mayor has developed a Climate Risk Map for London, to identify areas of London that are most exposed to climate impacts with high concentrations of vulnerable populations. The map was updated in December 2022 to include additional data layers (such as Black, Asian and Minority Ethnic data) and to allow more interactive use of the map to determine what makes a certain area high or low risk. This map is used to help prioritise interventions to reduce climate risks.
- The award-winning Climate Resilient Schools programme has targeted 95 schools in London that are in high climate-risk areas, using the climate risk map. High climate risk coincides with areas of income and health inequalities. The £1.5m programme installed 564 sustainable-drainage rain planters; and created adaptation plans with practical tips on how schools can adjust to, prepare for, respond to, and recover from climate impacts and risks.
- During the 2022 record-breaking heatwave, the GLA worked with boroughs, community groups and faith-based organisations to increase the number of cool spaces accessible to Londoners to 495 in total (131 indoors and 364 outdoors). The Cool Spaces initiative takes an inclusive approach recognising that over and above the ‘at risk’ groups, heat impacts people in different ways.

## **Energy and fuel poverty**

- The Mayor continued his work to increase delivery of building retrofit, district energy networks and clean energy supply in London; increase climate and energy resilience; and reduce bills for Londoners and public/community organisations:
  - The Mayor’s Retrofit Accelerator-Workplaces programme has helped to retrofit over 700 buildings since 2016. It has done so by leveraging over £180m in investment, saving public sector bodies over 32,000 tCO<sub>2</sub> per year and millions of pounds on energy bills.
  - The Local Energy Accelerator (LEA) has funded projects which are currently forecast to deliver over 100,000 tCO<sub>2</sub> savings per annum and over 90MW renewable energy capacity at full build out by 2030. To date, the LEA has helped to leverage about £26m in capital grant investment for decarbonisation projects, including heat networks in London.
- The Retrofit Accelerator – Homes programme is helping to build a technically and financially viable approach to whole-house retrofit in the social housing sector. Over 1,800 homes will undergo deep retrofit by 2024. Large investment in improving the quality of social housing and reducing fuel poverty are rooted in commitments to social

equality; inclusion; and improving the quality of life of London's poorest residents. The annual energy-bill savings will have clear equality benefits for residents.

- The Mayor launched the sixth round of the **London Community Energy Fund**, providing **£400,000** to get community energy projects up and running. From 2017 to date, over 139 grant offers have been made through five rounds of funding, totalling over £1.8m. Projects from the first four phases have the potential to save over 2,500 tonnes of carbon a year and generate up to 8MW of additional solar capacity. Buildings to have benefitted include schools, community centres, GP surgeries, churches and sports centres. As well as reducing greenhouse gases, community energy builds resilience in the community, brings Londoners together, and provides opportunities for Londoners from all backgrounds to learn new skills and enter the green economy. The face-to-face support community energy groups provide to low-income and fuel poor households also plays an important role in supporting Londoners through the cost-of-living crisis.

### **Green jobs, skills and businesses**

- The Mayor's Green Skills Academy (MGSA) continues to deliver training and economic outcomes for Londoners underrepresented in green and related sectors, including construction. As of December 2023, 48 per cent of Londoners participating in training and 44 per cent moving into an apprenticeship or paid work placement following MGSA support were from Black, Asian or minoritised ethnic backgrounds.
- City Hall's Skills Bootcamps for Londoners programme delivers higher-level green skills training for people who are unemployed or in any kind of paid work, including the self-employed. These short courses are in areas where there are sector skill shortages to meet employer demand. In 2023-24, a majority of learners supported through the programme were from Black, Asian or minoritised ethnic backgrounds; and around a fifth were young people, aged between 19 and 24.
- Following on from the Climate Kickstart event in 2022, two London Careers Hubs have continued to use events to promote Green skills and careers for students in secondary schools. South London Careers Hubs ran an event in November 2023, inviting 300 students and 30 employers to discuss green skills. Local London Careers Hub East invited 1,500 students to their event at the London Stadium; this event increased their student reach by 50 per cent. It similarly focused on green pathways and jobs, and on supporting its wider work to ensure inclusive and sustainable growth.
- The London Careers Programme continues to support green skills and careers.
- Through the UK Shared Prosperity Fund (UKSPF). in 2024-25 the programme will support students aged over 16 to access meaningful work experience in priority sectors (including green). This aims to see 4,400 students gain a better understanding of environmental sustainability as part of their workplace induction. The UKSPF aims to see 50 per cent of participants coming from Black, Asian or minoritised ethnic backgrounds; 50 per cent female; and 20 per cent with special education needs and disability (SEND).
- The Mayor's Better Futures programme gives small and medium-sized enterprises (SMEs) access to technical and business expertise to help them develop the products



and services needed to make the transition to net zero. To date the programme has supported 280 cleantech businesses.

- The Better Futures+ (BF+) project expanded its programme of business support to increase access to more diverse communities through its grants and internship programme, and to include support for all businesses to transition to net-zero through the pandemic. To date the BF+ project has supported over 400 London-based businesses; granted 33 internship opportunities to students; and awarded 27 innovation vouchers to London-based start-ups.
- Both projects delivered support to a high percentage of diverse business owners. It achieved 57 per cent on Better Futures and 77 per cent on BF+ for the cleantech start-ups supported. 51 per cent of businesses led by those from a Black, Asian and Minority Ethnic background, or by women, were supported on Better Futures; and 76 per cent were supported on BF+.
- The access-to-work internship programme aimed to offer participants valuable work experience and progress their careers. The success is measured based on the number of individuals placed onto the programme, and the number who go on to secure ongoing employment. The programme recruited diverse candidates in partnership with Generation and Catch 22, who support those facing career barriers. This ensured it reached underrepresented groups. Females have made up 44 per cent of interns; those from Black, Asian and Minority Ethnic backgrounds have made up 47 per cent.

**Objective 5: To ensure that investment in London's high streets is delivered in a way that can benefit the most deprived parts of London and can meet the expressed priorities of society's most marginalised or underrepresented groups.**

- The High Streets for All Mission continued to support high streets' recovery from both the pandemic and the emerging cost-of-living crisis. Delivery this year included:
  - launched the High Street Data Service – collective purchasing of data to support local decision-making that is enabling boroughs and business improvement districts to develop data-driven strategies that respond to local needs
  - launched Property X-Change, an online platform and network promoting diverse talent across the built environment sector; it also shares solutions that show how property and asset management can deliver social value
  - allocated the final £1m of the High Streets for All Challenge Fund to exemplar high-street projects led by local partnerships in Hounslow, Newham, Hackney, Croydon, Hillingdon, Bromley and Ealing; this makes a total of £3.3m invested to support exemplar projects in 22 London boroughs
  - established the first community improvement district pilots in England (Kilburn and Wood Green), which seek to embed local representation in town centre stewardship
  - appointed the second London Markets Board to provide expert knowledge and advice to support the sector to thrive: London's markets play a key role in helping local communities to deal with the cost-of-living crisis; board membership demonstrates a commitment to champion diversity and inclusion

- completed on the Make London (formally Crowdfund London) programme, supporting 39 community-led projects in total across 20 London boroughs: 73 per cent of applicants had not received GLA funding nor run a crowdfunding campaign previously, while 74 per cent of projects reached one or more vulnerable or underrepresented groups.
- In November 2022, the Night Czar launched the Mayor's Night Time Enterprise Zone programme. Bromley, Lambeth and Greenwich were each awarded £130,000 to develop a range of activities and programmes to make their streets more welcoming and inclusive for a broader range of people after 6pm. The Zones will support businesses; encourage more Londoners to use their local high streets at night; and increase the number of night workers benefiting from good work standards.
- Throughout 2022-23 the Mayor's Good Growth by Design programme commissioned a series of process notes that support local authority investment in quality public spaces and high streets to better support areas of deprivation and underrepresented groups. These notes are brief, actionable tools for public commissioners, authored by various GLA Group teams. They include [Procuring Social Value & EDI](#) (March 2023); Commissioning Co-Design; and Setting Up Community Review Panels.
- The Good Growth by Design programme is supported by the Mayor's Design Advocates (MDAs), a pool of diverse built environment experts who will scrutinise the quality of projects, and who help produce guidance on key design issues facing London.
- Between 1 April 2022 and 31 March 2023 the Mayor's London Review Panel scrutinised 22 schemes across the capital, including 13 projects in receipt of investment from the Good Growth Fund and the High Streets for All Challenge. This work met the High Streets equalities objective 5.
- MDAs have been briefed on the Public London Charter, and upskilled to apply best practice in design reviews – specifically in relation to access and inclusion in the built environment.
- The first London Made Me Pop Up Retail Training programme in 2022 supported artists and makers, based in the Creative Enterprise Zone, with a once-in-a-lifetime opportunity to learn the ropes of retail and trade in a pop-up shop in the iconic Carnaby Street during the festive season. Ensuring the cohort of participants was representative of London's amazing talent was at the heart of the programme. Of this cohort, 45 per cent were from a Black, Asian and/or Minority Ethnic background; 78 per cent were female; 22 per cent identified as part of the LGBTQ+ community; and 7 per cent were d/Deaf and disabled.
- The Mayor has committed, through his VAWG Strategy (2022-25), to take further action to make public spaces (including online spaces) safer for women and girls. He has commissioned the delivery of two projects focused on understanding, exploring and improving women's public safety. This includes the Women's Night Safety Charter (formed of seven pledges) that provides a framework for organisations and businesses to help women feel safer. Additionally, MOPAC and TfL came together to commission the development and delivery of localised women's night-safety audits in community

locations across London. These audits will help a better understanding of the experiences of women, girls and gender-diverse people in public spaces.

- The Mayor has spearheaded hugely successful campaigns to confront and challenge misogynistic attitudes and behaviours within society, particularly amongst men and boys in London. This includes the ‘#HaveaWord’ and the ‘Say Maaate to a Mate’ campaigns – which shifted the onus onto men, and encouraged them to call out and challenge misogyny when they see it to stop VAWG escalating.

**Objective 6: To address the specific barriers faced by those groups of Londoners most likely to experience financial hardship, helping them understand and access their entitlements and available support.**

- The Mayor invested more than £2m to boost the capacity of London Citizens Advice (LCA) and the London Legal Support Trust (LLST) law centres to respond to the cost-of-living crisis. As a result of this investment, law centres supported more than 11,000 Londoners, and achieved cumulative income gains of more than £4m. Preliminary demographic data suggests the grant-funding has been effective in supporting a more diverse demographic than advice agencies usually reach. Where ethnicity was recorded, 46 per cent of LLST clients, and 51 per cent of LCA clients, were Asian, Black African and Black Caribbean.
- The Mayor also continued his support for partnerships between advice providers and community organisations through the Advice in Community Settings programme. In 2022-23, the programme supported nearly 3,900 Londoners to achieve cumulative income gains of £1.7m. Of the clients for whom ethnicity was reported, 34 per cent were Black, 34 per cent White, and 18 per cent Asian. Of those seen, 55 per cent had never accessed advice before; 44 per cent spoke a first language other than English; 35 per cent were disabled; and 71 per cent were women.
- In April 2022, the Mayor launched the Cost-of-Living Hub to provide Londoners struggling with the rising cost of living with information on the different forms of support available. At the end of March 2023, the hub had registered 307,747 unique page views. To ensure that the information on the hub was accessible to those who experience barriers to getting online, the Mayor also developed a hard-copy leaflet that was sent to 80,000 households, targeted using the digital exclusion map developed by the London Office of Technology and Innovation; a further 30,000 leaflets were distributed by delivery partners.
- To help Londoners better navigate online forms of support, the Mayor also provided funding of just under £435,000 to seven organisations, to provide digital online tools that help navigate the rising cost of living. Examples of funded projects included Contact’s London Hub for families with disabled children; full redevelopment of Turn2us’s crisis-search tool; and support for Hyde Housing to translate information pages into a range of community languages.
- In early 2023, the Mayor provided crisis-support grants to food partnerships in 30 of London’s 33 borough areas. Payments of up to £13,000 are helping these partnerships to improve the sustainability and resilience of local food partnerships and food-aid approaches.

- The Mayor launched an innovative Pension Credit awareness-raising campaign in partnership with London's boroughs. As of the end of March, 13 boroughs were taking part; and nearly 6,000 households with potentially eligible older Londoners had been contacted. Full results will be gathered and published later in 2023.
- In response to the cost-of-living crisis, the Mayor provided £145,000 funding to Toynbee Hall, which hosts the Debt Free Advice partnership, for a debt-advice bus roadshow across London. The bus, which was manned by debt and welfare advisers, visited 46 locations across 26 boroughs and engaged 32,000 Londoners at stops. Nearly 450 Londoners received face-to-face advice on the bus. Of those that received debt advice, 70 per cent were female; 78 per cent were from a Black, Asian or Minority Ethnic background; and 25 per cent were single parents.
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- In June 2022, the Mayor launched the Migrant Londoners Hub. This builds on the legacy success of the European Londoners Hub, established in 2018 (in response to Brexit) and accessed by over 1.8m unique visitors. The Hub aims to provide tailored information and signposting towards specialised support for migrant Londoners who are uniquely impacted by hostile policies, legislation and rhetoric; and face restrictions on their access to basic entitlements, services, and opportunities. By March, user testing of the resource had been completed directly with migrant Londoners, and professional translations added.
- The Mayor also delivered strategic investment into immigration advice. Grant funding was provided to initiatives supporting organisations working at all levels of qualification with the Office for the Immigration Services Commissioner. This investment included continued grant funding (£50,000) for the Justice Together Initiative supporting greater provision of immigration advice in the capital. It also included a commitment of £380,000, over two years, for Refugee Action's Frontline Immigration Advice Project to foster immigration-advice specialisation amongst six frontline and/or migrant-led organisations in the early stages of delivering regulated immigration advice.
- This strategic investment into immigration advice was supplemented by broader funding for specialist, holistic services for migrant Londoners. The Mayor launched the Migrant Advice and Support Fund, which provided over £350,000 of funding for frontline organisations supporting migrant communities, particularly those led by and for the communities served. This was granted in addition to a £50,000 contribution to the Windrush Justice Programme, delivered by Action for Race Equality. This organisation supports groups continuing to advocate for individuals impacted by the Windrush scandal, and helping them to access compensation.
- In March 2022, research (commissioned by the Mayor) was published giving the social cost-benefit analysis of the no-recourse-to-public funds condition. Following this, GLA officers collaborated with relevant stakeholders across London Councils and London boroughs to share the research's findings.
- In November 2022, to tackle fuel poverty and financial hardship, the Mayor launched Energy Advice London. This is a new online and telephone advice service run by the Energy Saving Trust. It is designed to help Londoners struggling to pay soaring energy bills due to the cost-of-living crisis.

- The Mayor also targeted fuel-poor households through his Warmer Homes programme. Between April 2022 and March 2023 this provided heating and insulation improvements to 2,232 fuel-poor homes; and supported over 21,500 households with small energy measures and energy-bill saving advice. He announced a further £15m for the Warmer Homes programme for the next year, including £12m secured from government.
- The Mayor has overseen over £163m investment in a broad range of services supporting victims-survivors of VAWG. This includes the following:
  - £15m of funding awarded to support a range of projects providing support to survivors of domestic abuse. This included over £4m for specialist ‘by and for’ services that provide specialist support to underserved communities. This includes survivors who: are from the LGBTQ+ community; are from minoritised backgrounds; are men; or have insecure immigration status.
  - £6m delivered through his VAWG Grassroots Funds across 2021-25 to support projects delivering vital services for women and girls, including those experiencing domestic abuse and sexual violence. The investment is part of the Mayor’s dedicated, targeted action to support local community organisations working with women and girls from Black, Asian and minority-ethnic communities and other minoritised groups, including the LGBTQ+ community.
  - A £1m VAWG Cost-of-Living Fund launched in 2023. This has provided support to specialist services across the capital, after reports that women and girls were finding it increasingly difficult to safely flee domestic abuse and violence, due to the disproportionate impact of the cost-of-living crisis. The fund has helped 44 services to ensure over 5,000 women and children can access financial assistance to help them rebuild their lives after experiencing violence and abuse.

**Objective 7: Remove the barriers preventing children and young Londoners from realising their potential now and in later life.**

- The Mayor invested a further £800,000 to expand the School Superzones programme. The funding provided 19 new grants to boroughs that are working with schools to create a healthier environment around those schools, in the most disadvantaged areas. To be eligible for the grant, local authorities must prioritise areas with the highest level of deprivation, or where there are high rates of poor health, including child obesity. By April 2023 there were 54 School Superzones across 20 boroughs.
- In March 2022 the Mayor officially launched the ‘drinking fountains for London schools programme’ pilot. The programme, a partnership between Thames Water and City Hall, has seen a total of 40 water fountains donated to London schools by April 2023. It aims to increase access free high-quality drinking water; and encourages schools to take the pledge to become ‘water- only’ schools.
- On 20 February 2023, the Mayor announced a historic £130m emergency funding plan to help families with the spiralling cost of living by ensuring that primary school children in London will receive free school meals in the 2023-24 academic year. This funding is helping up to 280,000 state primary school children in the capital receive free school meals; and could save families around £440 across the year. The Mayor will

continue to call on the government to step forward and provide the funding to make this permanent.

- Between April 2022 and March 2023, the Mayor's New Deal for Young People (NDYP) enabled over 22,000 disadvantaged young Londoners, aged 10-24, to access mentoring and deliver on his commitment to increase the quality, quantity and sustainability of the youth sector and provide high-quality mentoring to 100,000 disadvantaged young Londoners by December 2024.
- Mentoring has enabled these young people to build trusted relationships; motivated and equipped them to change their lives; supported the development of skills and coping strategies; and improved their mental health and wellbeing.
- In November 2022 the Mayor joined funders across the city to launch Propel, a collaborative fund that aims to provide £100m over the next decade in funding for the VCS. Propel's focus is on improving equity. The Mayor committed £10m NDYP investment in the first round, which will focus on disadvantaged young people, including young refugees and migrants; young carers; young parents; and care-experienced young people.
- To ensure mentoring organisations deliver the best possible quality mentoring for young Londoners, in partnership with Action for Race Equality and Bloomberg, the Mayor created a Mentoring Quality Framework, a tool to support the quality of mentoring across London, and invested in a Mentoring Support programme that includes training, networking and resources for youth-mentoring organisations. Between April 2023 and March 2022, over 400 organisations downloaded the Mentoring Quality Framework, and/or received support through the mentoring support programme, to improve the quality of their mentoring practice.
- The Mayor's Healthy School London and Healthy Early Years London programmes saw take-up of their Bronze Awards across early-years and school settings rise by 25 per cent. The Mayor is investing £261,000 over the next two years to improve the programmes, and align the priorities with wider health partners, to support a system-wide approach to reducing child-health inequalities.
- On behalf of the Mayor, responses were submitted to government consultations on childcare regulatory changes and early-years funding formulae (September 2022), as well as the House of Commons Education Committee's inquiry into support for childcare and the early years (January 2023). These called on the government to ensure quality early-years provision is accessible for all families, including the most vulnerable; address the workforce crisis within the early-years sector; and provide adequate and long-term funding for the sector.
- Since its launch in 2018, the Mayor's Young Londoners Fund has invested £45m and reached over 150,000 young Londoners (through rounds one and two, and scale-up projects), exceeding its lifetime target. Through investing in over 350 locally delivered projects, young people have accessed positive opportunities and safe spaces, and built trusted relationships, helping them to reach their full potential.
- The Mayor's Peer Outreach Workers team is a diverse group of young people aged 15-25 (many of whom are not in employment, education, or training), who play a vital role

in shaping policies, strategies and services for London. Every year the team participates in between 75 and 100 partnership events, meetings, and training sessions. These events unite young people from across the city to have their say on important issues such as safety; the environment; housing; mentoring; and mental health. They are paid the London Living Wage for their work.

- The London Partnership Youth Board supports the work of the London Partnership Board (LPB), and ensures that young people's voices are included in addressing some of London's challenges. The group played a pivotal role in helping the Board identify their priorities.
- Undertook year two of the Design Future London programme which enabled skills necessary for built environment careers to be taught in the classroom. The programme reached over 23,000 school children, through partnering with Minecraft and MOBIE through using Minecraft to learn about planning the city.
- The VRU commissioned research and developed and launched London's Inclusion Charter. The research heard from nearly 4,000 young people, parents/carers and educators with representation from every London borough to understand what is important for belonging and safety in London schools. The Charter aims to improve inclusion and engagement in education and reduce the disproportionate impact of crime on children and young people at risk of or experiencing all forms of exclusion and absenteeism. A key guiding principle is embedding equity and diversity to ensure students from all backgrounds feel welcome and valued in school.
- The Bambu programme works with children and young people who have been experiencing domestic abuse in the home. It provides trauma-informed therapeutic support. The programme has received 304 referrals, and has successfully engaged 182 children and young people across a range of backgrounds.
- The Social Switch is a partnership initiative that provides training for young people and youth workers on how to positively engage with social media. It has equipped 361 trusted adults from across 29 boroughs with the skills and knowledge to advise young people on how to navigate the risks and opportunities online. Additionally, 254 young people have undertaken skills development and personalised mentorship, to enter sustainable careers within the digital sector. 28 young people have been supported into jobs or have set up their businesses.
- In partnership with London's education sector, the VRU has developed a Pupil Referral Unit (PRU) mentor programme. This establishes a peer-mentor scheme offered to schools with a particular focus on PRUs, where young people who have been excluded from mainstream education typically are sent. Twenty-one local authorities across London embedded a mentoring provision in their PRU or AP. The programme reached over 800 young people in PRUs and AP who are disproportionately impacted by disengagement or exclusion from education, and vulnerable to crime and exploitation.
- The VRU is funding a youth work service in all four of London's Major Trauma Centres (where it also funds a youth domestic abuse service), and seven Accident and Emergency departments. The aim of the project is to support young people who come to hospital with an injury caused by violence, exploitation or domestic abuse. A youth practitioner offers crisis support to that young person by engaging with them, building

trust, and appropriately referring them to services that may help them to address challenges such as mental health, education, employment or any other needs.

- As part of his refreshed VAWG Strategy, the Mayor committed to proactively reaching out to schools to encourage them to join the drive to tackle misogyny; and to empower them to address any form of VAWG. MOPAC worked with Tender to develop a VAWG Prevention Toolkit for Teachers. Tender is a charity specialising in the prevention of gender-based violence, and the promotion of healthy relationships among children and young people. The Secondary School Toolkit, launched in March 2023 is designed to equip teachers with the knowledge and skills to educate young people regarding healthy relationships. This reduces the likelihood and impact of gender-based violence. Current work is being undertaken to adapt and create a version of the Toolkit to be used in primary schools to teach younger children about healthy and unhealthy relationships.
- The Mayor invested in the development of the CouRAGEus programme. This provides a safe, confidential space for members of London's Black and minoritised communities who are also female, LGBTQ+ and/or disabled; and who are worried about, or have experienced, violence, abuse and/or exploitation; and who are experiencing trauma and emotional distress. This programme is young-people-centered; intersectional; and rooted in Black feminism, antiracist practices, systemic change and an informed trauma approach. It offers one-to-one specialist advocacy, counselling support and community engagement work.

**Objective 8: To help Londoners at risk of marginalisation in the labour market to get the skills and support they need to secure good quality jobs.**

- The Mayor's £41m London Multiply programme offers free training that helps adult Londoners get the numeracy skills and confidence they need to manage everyday living at work and home. Since the programme launched, in 2022, it has enrolled 19,000 Londoners, which equates to 29 per cent of all enrolments in England (August 22 to July 2023). London Multiply has a focus on reaching parents, care leavers and those with experience of the criminal justice system.
- Delivery of the government-funded Skills Bootcamps programme commenced in 2022-23. The programme is designed to deliver flexible training programmes based on employer/sector skills needs. The GLA secured an initial grant of £18.9m, which supported over 3,300 Londoners. Of these, 74 per cent were from Black, Asian or Minority Ethnic backgrounds. The GLA was awarded £19m to deliver wave four of the programme, which will support over 5,000 Londoners in 2023-24. It has been awarded a further £21.6m for wave five, to be delivered in 2024-25.
- The No Wrong Door (NWD) programme aims to improve access to, and the quality of, employment support Londoners receive – mainly with the establishment of the Integration Hubs. To date the Integration Hubs have engaged over 800 partners (employers/providers) and over 900 residents through activities to connect them to the right type of support that can help them into good work. A further £440,000 was allocated to the Skills and Employment NWD programme (taking the total programme value to £2.5m), supporting sub-regional Integration Hubs to continue delivering to the end of 2024-25.
- The NWD programme actively targets and supports disadvantaged and underrepresented groups within London's communities. Recognising the diverse needs



and challenges faced by different demographics, NWD specifically addresses barriers to employment and skills development for priority groups such as young Londoners; individuals with special educational needs; those aged 50 and over; ethnic minorities; disabled individuals; ex-offenders; low-income earners; migrants and refugees, as well as individuals with qualifications at Level 2 or below. By tailoring its services and solutions to these specific groups, NWD aims to ensure equitable access to high-quality support, regardless of background or circumstance, thus fostering greater inclusivity and opportunity within the workforce.

- The Mayor launched his Skills for Londoners Community Outreach Programme in 2022 to help more Londoners access adult education – particularly the Londoners who can benefit the most from learning opportunities. Through the programme, the Mayor offers grants to community organisations supporting outreach and engagement activity to reach Londoners most in need of adult education, and to refer them on to adult learning opportunities. In 2022-23 the Skills for Londoners Community Outreach programme invested £100k and supported 12 organisations to engage learners. Project delivery concluded in April 2023, and the programme saw 537 successful referrals.
- Living Wage accreditation is embedded in the Good Work Standard (GWS) as a mandatory criterion. 140 employers are accredited to the GWS (as at July 2023), employing 245,000 Londoners. The GWS for Microbusinesses was launched in June 2022, with tailored criteria and a simplified application process for businesses with fewer than 10 employees. The GLA group have also committed to doubling the number of suppliers achieving GWS accreditation from 26 to 52 with 47 suppliers being accredited in the Responsible Procurement Implementation Plan period (2022-24).
- As part of the Mayor's Responsible Procurement Policy, TfL's Supplier Skills Programme enhances diversity and address skill gaps in London's transport and infrastructure sectors. It includes skills and employment requirements in supplier contracts based on value. In 2022-23, there were 892 new apprenticeship starts in TfL's supply chain and 1,224 job starts. 58 per cent of these apprenticeship starts were from a Black, Asian or Minority Ethnic background; and 16.3 per cent identified as female.
- In 2023 the TfL annual Apprenticeship Fair was attended by 1,000 people, and showcased over 700 jobs and apprenticeships, with more than 500 training opportunities. It featured 35 organisations, including TfL's supply chain partners; London Fire Brigade (LFB); and the MPS.
- The Refugees into Transport and Engineering programme was piloted by TfL in May 2023, offering employment opportunities to refugees, in collaboration with the NHS, Shaw Trust, and the Department for Work and Pensions. The initiative aimed to integrate refugees into the workforce with support for barriers such as travel and childcare. It connected candidates to various roles within TfL's supply chain partners, providing hands-on experience and potential pathways to permanent employment. Six candidates completed the programme, with three progressing into employment.
- The Women into Transport and Engineering programme encourages women to pursue careers in transport and construction, offering tailored training and work placements. Each strand is tailored to the specific needs of three to four industry employers. In 2022-23, 37 candidates completed the programme, with 19 progressing into employment.

- Training and employment initiatives developed by the London Legacy Development Corporation (LLDC) in and around Queen Elizabeth Olympic Park, in east London, are paying off for young people and construction employers alike. Its regeneration programmes include employability strands for students in local schools and from underrepresented communities. Operated by the Skills Centre, Build East is a collaboration between the LLDC and TfL, working through the Mayor's Construction Academy. The centre has capacity for over 500 learners each year, studying for apprenticeships, NVQs and trade-specific courses or attending industry 'bootcamps'. Since April 2022, Build East has delivered 206 pre-employment courses, 320 NVQs, 511 specialist tickets and 62 apprenticeships, enabling 127 residents into work.
- The Mayor's refreshed VAWG Strategy recognises the specific needs and vulnerabilities of women and girls victimised by modern slavery, and the intersection of these crimes with other issues such as sexual exploitation. MOPAC continues to support the Modern Slavery Helpline, an independent and confidential service assisting those in need and supporting the police in tackling these crimes. MOPAC will also support the MPS in its work to disrupt organised crime groups involved in modern slavery by developing intelligence, prosecuting offenders and seizing their assets – protecting the vulnerable and reducing repeat victimisation by targeting the offenders who do the most harm.

**Objective 9: To ensure London's workforce reflects its population at all levels and in all sectors.**

- Further education (FE) providers play a crucial role in the communities they serve, often as anchor institutions in their local areas. The Mayor's Skills Roadmap for London set out a series of expectations of FE providers as anchor or responsible institutions in their local communities. These expectations include that they are 'good employers' that meet, or are working towards, the Good Work Standard; and that they are inclusive organisations that are representative of their local communities.
- The GLA commissioned three toolkits to support providers in achieving these goals. These toolkits were published in November 2023. A new programme of support will commence its delivery in March 2024, to help drive FE providers towards achieving the anchor expectations. These will run from March 2024 to March 2025.
- The current round of the Mayor's London Community Energy Fund includes a focus on bringing more diverse communities into the energy sector. The current round will provide £400,000 to get community energy projects up and running. Since 2017, over 139 grant offers totalling over £1.8m have been made through five rounds of funding.
- The Mayor is growing the capital's solar energy sector through his Solar Skills programme, helping create more green jobs and addressing issues of workforce diversity in the sector.
- In 2022, workshops delivered in partnership with the Trampery and the LLDC focused on good work in the fashion sector in London. These supported diverse-owned and rapidly growing businesses to adopt improved employment practices, both directly and in their supply chain.
- In June 2022 the Mayor announced the expansion of Creative Enterprise Zones with an investment of £800,000 to support jobs and create affordable studio space across the

capital. Hammersmith & Fulham and Ealing became the Mayor's newest Creative Enterprise Zones, joining Croydon; Haringey; Hounslow; Lambeth; Lewisham; Hackney and Tower Hamlets; and Waltham Forest. The zones received a share of £800,000 to help 5,000 young Londoners enter the creative sector. and create more than 25,000 sqm of new, permanent, affordable workspace by 2025.

- The Mayor provided £12,500 to support the Arts Green Book, published in November 2022 in collaboration with Arts Council England. This provides guidance on how to improve the sustainability of arts and culture buildings.
- In partnership with the LLDC and TfL, Serious About Youth (SAY) has been commissioned to develop a programme of diversity and inclusion training for supply chain sub-contractors. This will improve attitudes and behaviour on site. This programme aims to encourage more people from diverse backgrounds into the construction industry by challenging discriminatory attitudes and behaviours.
- SAY will develop the programme in consultation with site contractors, aiming to encourage more entrants from diverse backgrounds into the industry; and retain people from underrepresented groups. It will include training for site supervisors and managers; and developing a diversity and inclusion ambassador network. SAY is developing a series of tools that highlight acceptable and unacceptable ways of working, and how to deal with discrimination on site.
- TfL supports the Fairness, Inclusion and Respect (FIR) programme, a joint initiative by TfL, HS2, National Highways and Network Rail. This continues to drive diversity improvements across the supply chain; and provide comprehensive resources and support. In 2022-23, the programme's annual workforce diversity survey became the UK's largest of its kind – including data from nearly 340,000 employees. Of these, 160,000 were in TfL's supply chain from 68 organisations.
- TfL suppliers accessed 582 online resources and 138 individuals attended training delivered through the FIR programme. This gives TfL assurance that their key suppliers are actively progressing work in this area; and helps to encourage others to take part in this work, or share it more widely.
- In his refreshed VAWG Strategy, the Mayor committed to support the development and resilience of the VAWG workforce. This includes carrying out work to attract more people towards careers in supporting survivors of VAWG; encouraging professionals in statutory services to specialise in VAWG; and supporting increased diversity to improve victim and survivor choice. In 2022-23, MOPAC continued to support the development of a leadership training programme for Black and minoritised colleagues, working in programmes to change the behaviour of domestic-abuse perpetrators. This aims to build capacity and confidence among professionals from racialised communities working with people who cause harm in intimate and family relationships.
- In partnership with the Mayor's London Infrastructure Group (LIG), the delivery of the Building Future London schools outreach programme showed an appetite from primary school children to learn more about how the sector is shaping London; to support goals such as net zero; and to seeing a diverse range of role models in careers they might not have considered for themselves. This work specifically targets children from communities that are underrepresented in the construction and infrastructure sector. Following the success of this pilot, a curriculum is being developed in partnership with the LIG that can be deployed by group members across London's infrastructure sector.

It can be used to enhance existing outreach activities or develop new programmes, highlighting the importance of roles in the sector as early as primary-school stage. This helps to ensure a diverse pipeline of talent for the roles that will support us to meet net zero; and the infrastructure sector reflects the city it serves.

**Objective 10: To increase the number and proportion of diverse-owned businesses within the Mayor's main supply chain.**

- In December 2022, London's £144m UKSPF was launched following significant government delays. Over £40m is allocated to communities and place activity; £62m to supporting local business; and £38m to supporting skills opportunities. The cut-off for spending the funding is March 2025.
- The Mayor's London Business Hub provided over 1,400 businesses with advice and support to help them start, sustain and grow, while dealing with the cost-of-living crisis and current economic challenges. All the business-support projects have a strong focus on supporting diverse-led businesses. For example, the hub and spoke business-support project has provided free advice and guidance to over 4,000 SMEs – of which 58 per cent are owned by an individual (or individuals) from a Minority Ethnic background; 47 per cent are female-owned; and 5 per cent are owned by individuals with a disability.
- Through the London Anchor Institutions' Network (LAIN), spearheaded by the Mayor, some of London's biggest organisations are using their procurement, recruitment and estate-management capacity to: get more Londoners from underrepresented backgrounds into good work; help small and diverse-owned businesses to grow by entering their supply chains; and take action to tackle the climate emergency by decarbonising their estates. In 2022-23, members of the network spent more than £750m with SMEs and diverse-owned businesses, and supported more than 100 small businesses through supplier-readiness programmes and events. They also supported more than 4,000 apprentices, and uplifted the pay of more than 7,000 Londoners through new London Living Wage accreditations.
- In February 2023 the Mayor of London's new Architecture + Urbanism (A+U) Framework was established, providing a diverse panel of pre-approved architecture and design consultants, and streamlining access for public-sector organisations to commission high-quality expertise for a range of projects. The new A+U Framework was developed to address the under-representation of women and people from minority groups in public procurement; and foster greater EDI in the commissioning of built environment projects. Subsequently, 58 per cent of framework places are held by diverse-led businesses, with 31 per cent of places occupied by female-led businesses and 31 per cent of businesses led by people from global majority groups. By removing and reducing procurement barriers, 47 per cent of the appointed suppliers are new to GLA/TfL frameworks.
- The Mayor's Good Growth by Design programme developed a practice support initiative to help improve the diversity of the built environment profession. This was targeted at minority-led and minority-owned business within the built environment sector to support their growth, development and resilience. By growing this representation, we can ensure that those responsible for designing the built environment are more representative of Londoners. By growing the capacity and professional networks of practitioners and practices led by people from these underrepresented

groups, the programme aims to strengthen and diversify this sector's contribution to London's workforce and economy.

- In his London Plan, the Mayor requires all London boroughs to produce holistic night-time strategies to plan better for all aspects of life at night. In 2021 the Mayor published step-by-step guidance for boroughs on how to do this. The guidance includes detailed information on how to involve a range of stakeholders, including those from diverse communities, in the development of the strategies. In 2022, specialist support was put in place by the Mayor and the Night Czar in helping boroughs develop their strategies.
- The Commission for Diversity in the Public Realm was set up by the Mayor to review and improve diversity across London's public realm. The GLA launched a £1m Untold Stories grant fund for community-led projects; round one of the fund supported 42 projects in 19 boroughs (39 per cent of these projects were led by Black, Asian and Minority Ethnic individuals; 9 per cent by LGBTQ+ individuals; 33 per cent by women; 2 per cent Deaf/disabled individuals; and 17 per cent by individuals from a lower socioeconomic background). The GLA also funded London Unseen – a season of 45 free events, by 35 community heritage practitioners, telling the diverse histories of London's Communities; this project engaged more than 6,700 Londoners over 2022-23.
- In March 2022, members of LAIN including the GLA, TfL, LFB, the NHS and the MPS, pledged to spend up to 30 per cent of their annual procurement budgets with small and diverse businesses, amounting to a total spend of £1.3bn over the following three to five years.
- Members have been making changes to their procurement processes to remove barriers to micro enterprises and SMEs, and Voluntary, Community, and Social Enterprise (VCSEs) entering their supply chains. New systems are being put in place to better monitor and facilitate spend with SMEs and diverse-owned businesses.
- The GLA procured a third-party provider to deliver a 'supplier readiness programme' to London SMEs:
  - 62 small businesses were supported
  - 98 per cent of attendees were from businesses owned or led by women, disabled people, or Black, Asian or Minority Ethnic individuals
  - 12 per cent of attendees were from the VCSE sector.
- LAIN members also hosted a joint webinar on accessing public sector contracts. This helped London-based micro and small businesses to access their contracts, and was attended by over 80 London SMEs.
- The GLA Group has committed to using its responsible procurement powers to support small and diverse businesses. The GLA, TfL, the MPS and LFB are signatories to the LAIN Charter to support this commitment. In 2022-23 the GLA group spent £910m with SMEs, nearly 16 per cent of addressable spend. The GLA group has focussed on activity to understand and remove barriers for smaller and diverse-owned businesses to enter our supply chain.

- TfL led a small trial to pilot the use of the government's Procurement Policy Note 11/20 – one of the actions developed to support these aims. TfL identified four lower-value, lower-risk contract opportunities from its London Trams and DLR business areas. Two of the four reserved contracts have now been awarded, resulting in £118,000 of contracts going directly to SME suppliers – one of which also created a significant cost saving on the previous contract. Other bodies across the GLA Group, including the LLDC and the GLA itself, successfully reserved contracts as part of this trial, resulting in potentially £600,000 worth of contracts being awarded directly to SMEs.
- The GLA's new A+U framework will support a more diverse range of businesses in the built environment sector in London and beyond. This framework has replaced the Architecture, Design and Urbanism Panel framework established in 2013. The main aim in terms of responsible procurement is to increase supplier diversity and inclusive employment practices, supporting the delivery of 'good growth' and quality in the built environment across London. The framework was procured using sustainability expertise and social value-led design methodologies to foster the production of a more inclusive built environment.
- A total of 578 applications were received from 273 architecture and design practices, including 16 consortia. A restriction of three lots per bidder helped to create more opportunity. Applications were assessed by a diverse evaluation panel, including members from across the GLA Group and selected borough experts. All evaluators received a targeted unconscious bias session, plus EDI and social value training.
  - Across 10 lots, 96 places were awarded to 65 suppliers.
  - Fifty-five places (57 per cent) are held by diverse-led businesses (30 per cent female-led; 30 per cent Black, Asian and Minority Ethnic-led; 3 per cent LGBTQ+ led; and 1 per cent disabled-led).
- MOPAC recognises all assets and strengths of London's diverse communities in commissioning, leading through empowering others and enabling outcomes. MOPAC ensures its commissioning practice promotes anti-racist and anti-discriminatory outcomes. It works closely with 'by and for' and grassroots organisations to ensure that funding supports a range of organisations that reflect the diverse make up of Londoners. There is a focus on communities that are underrepresented in accessing support services.

**Objective 11: To support those most at risk of digital exclusion by promoting a consistent approach to addressing access needs, and upskilling those lacking basic digital skills.**

- The Community Engagement team supported year-round engagement opportunities across several priority GLA policy areas, including public health, air quality, mental health and the cost-of-living crisis. There was targeted support for groups facing barriers to participation, such as racism, digital exclusion, language, insecure immigration status, limited access to support services and mistrust of public institutions.
- To ensure that the information on the Mayor's Cost-of-Living Hub was accessible to those who experience barriers to getting online, the Mayor also developed a hard-copy

leaflet. This was sent to 80,000 households, targeted using the digital exclusion map developed by the London Office of Technology and Innovation.

- The Mayor's Connected London network has connected 175 public sites with full-fibre connectivity. In doing so, it is delivering new or improved services to Londoners; taking fibre directly into London's neighbourhoods; and creating new opportunities for business and domestic usage, with gigabit-capable speeds that will support digital inclusion and future growth. The network, to which the Mayor has allocated £16m of grant funding, plans to connect another 500 public buildings – such as libraries, youth centres, community buildings and hostels – which will improve the service they can provide.
- Through the AEB, the Mayor funds a statutory entitlement to access basic digital skills provision, which allows any learner with low or no digital skills or below to access Essential Digital Skills Qualifications. In academic year 2022-23, 4,610 learners accessed 5,080 courses through this entitlement.

**Objective 12: To address the reasons for health inequalities that cause some groups to experience poorer physical and mental health outcomes.**

- In 2021 the Mayor published a new implementation plan to set out his commitments on tackling health inequalities during the Mayoral term. This focuses primarily on the wider determinants of health (such as the environment, housing, and income) that cause health inequalities. In 2022-23, the second year of the [Health Inequalities Strategy Implementation Plan 2021-24](#), the Mayor has made significant progress on each of his six key commitments, and on the wide range of health inequalities activity as set out in the plan. Progress is summarised in the [2022 annual report](#). This includes the Mayor setting out a new commitment to address health inequalities experienced by Minority Ethnic Londoners, through championing anti-racist approaches in the health and care sector. The Mayor remains committed to working with partners to deliver the rest of the commitments in the plan to improve Londoners' health and reduce health inequalities.
- The GLA grant-funded the Institute of Health Equity to develop a series of evidence reviews. These aimed to build evidence on effective interventions that could reduce health inequalities in London. Reviews on housing and mitigating the health-inequalities impact of the cost-of-living crisis were published – as was a [data snapshot of health inequalities](#) in London, developed in collaboration with the Institute and others. Evidence reviews on skills and structural racism were also agreed.
- The GLA Group Public Health Unit was established as a shared service by the Mayor in April 2022. It supports the GLA Group to play its part in full in improving the health and wellbeing of Londoners by keeping Londoners safe; preventing ill health; and tackling health inequalities. Throughout 2022 and continuing in 2023, it provided the Mayor, the London Assembly and the GLA Group with expert advice to support London's response and resilience to public-health threats – many of which disproportionately impact diverse communities, and contribute to widening health inequalities. Some of the work included: providing heatwave guidance and advice to support vulnerable Londoners; monitoring strep A, polio and monkeypox outbreaks while amplifying prevention advice; and supporting winter-preparedness campaigns such as the COVID-19 autumn booster and flu vaccination programmes. The Unit also helped progress a 'health in all policies' approach across a range of policy commitments, including homelessness, community safety, and air quality.

- The Deputy Mayor, Debbie Weekes-Bernard, has held regular online community health briefings in partnership with Public Health England. The briefings were set up during the pandemic and because of positive feedback, they have continued to flourish. The meetings allow community groups to hear more about policy issues that affect them and provide an opportunity for them to feed into key policy areas. Areas that have been discussed include ULEZ, air quality, mental health and the cost-of-living.

## **Mental health and wellbeing**

- In 2022-23, as part of the Mayor's mission to support the wellbeing of Londoners, 64,892 Londoners participated in Mayoral-funded mental health and wellbeing activity through accessing resources; attending events and training; joining networks; and delivering grassroots mental health projects. This brought the total number of Wellbeing Champions to 143,015. The mission was designed to be as inclusive as possible with different levels of engagement available and consideration taken to acknowledge and address the barriers to participation that many Londoners may face.
- Through the Right to Thrive programme and Innovation Fund, the Mayor has resourced community and grassroots projects that support the mental health and wellbeing of those who are experiencing higher levels of unfair treatment and discrimination. A £150,000 investment in 2022-23 funded a further five projects supporting 325 marginalised Londoners and helped establish a community of practice network and event. The five projects were delivered by and for Black and minoritised ethnic groups; LGBTQ+ Londoners; young Londoners and their parents or carers; and those with a long-term health condition.
- The Mayor's Youth Mental Health First Aid programme ran from 2018 to 2021, and trained over 4,000 education and youth-sector staff. Building on this, in 2022-23, 11 topic-focussed booster sessions were delivered and made freely available to Youth Mental Health First Aiders across London. These aimed to help professionals spot signs and symptoms; and to give them confidence in talking to children and young people about their mental health. They covered intersectional issues including bereavement, suicide and self-harm, racial diversity, and finances.
- Responding to the rising financial pressures and economic inequity facing Londoners, the Mayor worked with Thrive LDN to provide a series of training programmes for individuals supporting those affected by increased cost-of-living pressures in London. More than 5,000 Londoners were trained to better support themselves and others experiencing financial struggles.
- Addressing the risk of suicide amongst those aged 18-25, the Mayor supported Papyrus and Thrive LDN to deliver suicide prevention training to more than 300 staff across 31 London boroughs; and 80 higher/further educational institutions. The training supported increased knowledge and skills to better understand suicide and suicide prevention, developing appropriate safeguarding procedures for vulnerable students.
- Since the launch of the Mayor's #ZeroSuicideLDN campaign in 2019, as of February 2023, 338,369 Londoners have taken Zero Suicide Alliance suicide awareness and prevention training. The campaign also saw the launch of the World Suicide Prevention Day Toolkit in August 2022; and the rollout of wellbeing 'grab bags', including



practical mental health advice and support for TfL staff across 279 London underground stations.

- In response to the mental health challenges often faced by refugee groups, the Mayor commissioned Thrive LDN to support the mental health and wellbeing of Hong Kong and Ukraine arrivals in London, in partnership with grassroots organisations. This provided culturally appropriate mental health and wellbeing resources and workshops for Hongkongers; and delivered bespoke trauma-informed practice training and resources for 158 professionals supporting the Hong Kong community. ThriveLDN also worked with Eastern European community organisations to develop guidance and translated resources to support the mental health of displaced Ukrainian communities; and provided trauma-informed practice in humanitarian-crisis training to 667 individuals supporting Ukrainian communities.

### **Working with the health, and public health care system**

- In November 2022, the Mayor refreshed the health inequalities strand of his six tests. The strengthened tests require future schemes to have a resourced action plan to tackle health and healthcare inequalities; and require proposals to address health inequalities relating to socio-economic deprivation and structural racism.
- In January 2023, the Mayor used his six tests to respond to an NHS consultation on proposals to create an elective orthopaedic centre in north-west London. In response to this intervention, the NHS improved health inequalities analysis to shape the proposals and adopted a free transport offer for qualifying patients.
- In February 2023, the Mayor and NHS Blood and Transplant hosted a blood drive at City Hall, while urging more donors from Black Caribbean and Black African heritage to step forward and become donors. For conditions that require regular transfusions, such as sickle cell disease, the best match usually comes from blood donors of the same ethnic background. Sickle cell is the country's fastest-growing genetic blood disorder, and it disproportionately impacts people of Black African and Black Caribbean heritage.
- Working closely with the NHS, the GLA led work to secure funding from all London boroughs for an integrated COVID vaccination and testing service from the UCL Find and Treat team for 2022-23. During this period the Find and Treat team delivered 2,460 doses of COVID vaccination to asylum seekers in initial-accommodation settings.
- The GLA takes an active role, with health and other partners, as part of the London task and finish group on the health and wellbeing needs of people seeking asylum. The group is a legacy of the GLA's work on COVID-19 testing and treatment, and implementing a rights-based approach to healthcare (including GP registration for newly accommodated migrants). The group, chaired by Professor Kevin Fenton, aims to improve access to services and support to improve health outcomes for people seeking asylum. It meets quarterly; regularly reports progress to the London Strategic Migration Partnership; and is focused on a work area where regional action can support integrated care system and local delivery.
- The Mayor has taken a public health approach to ending VAWG. In 2023 the Mayor's Office organised a landmark summit bringing together Directors of Public Health; Local Authority Community Safety and Safeguarding Leads; NHS London; and

Integrated Care Boards to commit to six pledges to tackle VAWG. This partnership commitment is the first of its kind in England and Wales, and saw all representatives adopt six key pledges.

**Objective 13: That Londoners from all walks of life feel heard, and see themselves reflected in the public realm.**

- The GLA Equalities team delivered several activities to address structural inequalities across London. This includes developing and launching, in partnership with the LPB, a structural inequality action plan for London, Building a Fairer City. The plan provides a framework for partners across London to tackle the structural inequalities that led to the disproportionate impact of the pandemic. Since the plan was launched, significant work has been undertaken by partners across London to address structural inequalities and progress delivery across each of the Action Plan's four priority areas. Working with the commissioning partners, a programme of support for organisations and sectors looking to implement action under the plan is in the final stages of development, and will be launched in summer 2023. Sectors involved in this work include local government; the GLA Group; transport; health and care; business; hospitality; trade unions; and the voluntary sector.
- In November 2022 the Mayor published an update of his equality objectives. With these, the GLA's work is focused on 14 key objectives, compared to the 39 set out in Inclusive London (2018). These updated objectives reflect the priorities of the missions set out by the London Recovery Board, providing the basis for how the GLA's work is now structured for the purposes of budget-setting and performance-reporting.
- The Equalities team undertook a review of the implementation of equality impact assessments (EqIAs) across the GLA. In November 2022, it was agreed that the GLA's work on EqIAs required strengthening. Refreshed guidance on the use of EQIAs is being finalised and will be launched across the organisation in summer 2023. The team has collaborated on this work with the Environment team to launch a joint equalities and environmental-assessment tool.
- The Mayor held the first Women's Policy Summit in March 2023, fulfilling a mayoral manifesto commitment to put the experiences and concerns of women at the heart of GLA policy-making. More than 80 stakeholders attended the event, which highlighted how the Mayor was leading by example, by introducing gender-specific employment policies and championing the benefits of the London Living Wage. The Mayor wrote to the Secretary of State for Work and Pensions to share the summary report from the summit. He highlighted the issues raised, and suggested actions for the government and other stakeholders to take. These included policies to increase provision, and reduce the cost, of childcare; provide additional funds to build more affordable housing; and abolish the 'no recourse to public funds' condition.
- Effective stakeholder engagement is foundation to informing the Equalities team's work. The team engaged regularly with equalities stakeholders via the EDI advisory group, which has been meeting in line with meetings of the LPB. Members of the advisory group have also joined the LPB, which has helped to ensure a more meaningful connection between the LPB's work and stakeholders who have expertise on issues affecting equalities groups.

- The Equalities team coordinated further meetings of the Deaf and Disabled People's Organisations (DDPO) forum. This is supported by close working between the Equalities team and Inclusion London, a key disability stakeholder for the GLA. Over the year, this forum has been attended by GLA teams working on the ULEZ consultation, the cost-of-living response and health initiatives, to seek input and insights from stakeholders that has been used to inform the Mayor's programmes. DDPO forum members also inputted into wider GLA group work, such as LFB's community engagement strategy refresh.
- The Equalities team also organised regular roundtable discussions with key race-equality organisations to help support a collaborative approach; identify new opportunities; and discuss the most pressing needs and concerns facing race equality organisations. This forum has a particular focus on wider policy in race equality; and convenes national organisations working with various ethnic groups. Over the past year it has been attended by the new Metropolitan Police Commissioner and the Deputy Mayor for Policing and Crime, as well as GLA teams working on tackling structural inequalities and the cost-of-living response across the city.
- As a co-founder of the City Hub and Network for Gender Equality, the Mayor continued to champion London as a world-leading gender-inclusive city. The Mayor engaged with global leaders and academics to highlight his work to address gender inequality.
- The Culture and Community Spaces at Risk programme continued its equity focus. Nearly 80 per cent of its in-depth casework was for at-risk spaces led by and serving underrepresented groups. In partnership with design practice Objectif, the programme delivered We Design for the Community, a pilot pairing grassroots organisations requiring marketing support with design students. Twelve organisations and 16 students took part. Projects included branding improvements, new communication strategies and photography. All participants were from underrepresented groups, with 58 per cent of organisations operating in highly deprived areas.
- The Mayor's Commission for Diversity in the Public Realm announced plans for a new memorial to victims of the transatlantic slave trade at West India Quay and other sites across London. The Commission's Untold Stories programme awarded funding totalling just over £1m to 70 community-led projects in 24 London boroughs. The projects will increase diversity of or highlight existing heritage in the public realm. From July to December 2022, London Unseen delivered over 40 free public events including trails, tours and other events that celebrated local histories. These were led by 20 community-heritage practitioners, artists and activists.
- In July 2022, a final public artwork in the LDN WMN series for #BehindEveryGreatCity was produced. The 15-metre mural on the gates of West Hampstead Primary School honours the life of Dr Beryl Gilroy, the first Black headteacher in the borough of Camden.
- Lewisham, the 2022 London Borough of Culture, saw 696 events delivered with over 200 partner organisations and 520 local businesses, and involving 92 per cent of the borough's schools. More than 1,800 volunteers gave over 10,000 hours of their time, and over 8,800 young people participated. The Mayor's award enabled the borough to achieve over £4m of inward investment, and the programme reached more than

910,000 people as audiences and participants. Their focus on cultural activism gave voice to the borough's diverse communities on issues including air quality and social equity. Lewisham Council will launch a new cultural strategy for the borough in summer 2023, as part of its legacy as London Borough of Culture. Since 2017, the programme has involved 12 boroughs, 315 schools, 3,370 volunteers and over 2,200 artistic partners; and supported more than 8,600 young people with development and employment opportunities in person and online. A total of £19m has been leveraged from over 20 programme funders using the Mayor's investment.

- In March 2023, Croydon launched its London Borough of Culture programme. The programme is headlined with new events and commissions from leading international artists and emerging home-grown talent. It includes year-long schemes to enable sector development; over 25 substantial projects supported via a 'This is Croydon' fund; and community join-in programmes that enable hundreds of grassroots activities led by organisations in every corner of the borough. Events and activities for Croydon's year will run until March 2024.
- Liberty Festival, the Mayor's free festival celebrating D/deaf, disabled and neurodiverse artists, took place in July 2022 as part of Lewisham's year as London Borough of Culture. Over three days, 133 artists (including visual artists, theatre makers, dancers and performers) took part in 56 events.
- The 14th Fourth Plinth Commission 'Antelope', by Samson Kambalu, was installed in September 2022. The sculpture restages a 1914 photograph of Baptist preacher and pan-Africanist John Chilembwe and European missionary John Chorley, in Nyasaland (now Malawi). Chilembwe is wearing a hat, defying the colonial rule that forbade Africans from wearing hats in front of White people. Kambalu has also made Chilembwe almost twice the size of Chorley, elevating him and his story. This work reveals a hidden narrative of underrepresented peoples in the history of the British Empire. The Fourth Plinth Schools Awards 2023 received entries from more than 2,000 students, from 31 London boroughs. The awards have now exceeded over 30,000 entries since they began in 2008.
- In June 2022, the Mayor launched two new Creative Enterprise Zones. The first of these covers Earl's Court, White City and Shepherd's Bush, in partnership with Hammersmith and Fulham Council; and the second covers the North Acton and Park Royal area, in partnership with Ealing Council, and the Old Oak and Park Royal Development Corporation. Together with the other seven zones, they will deliver 65,000sqm of affordable workspace; support 5,000 young Londoners considering a creative career; and provide 1,000 training opportunities.
- The Mayor's first-ever London Made Me retail training programme and pop-up shop took place over autumn. Fourteen creatives from across Creative Enterprise Zones took part in a pilot training programme that culminated in a pop-up shop in Regent Street in the lead-up to Christmas. The project exceeded its sales target by 338 per cent; creatives secured new concessions; products were featured on red carpets; and overseas sales were achieved.
- The Dementia Friendly Venues Charter, delivered in partnership with Alzheimer's Society, completed its second year. Since the Charter's launch, 61 venues have become accredited; over 150 are on their accreditation journey. Two networking events were

held, at Museum of London Docklands and V&A Museum respectively. These were attended by a total of 60 organisations, and by people with lived experience of dementia. A digital portal was set up to support organisations with their accreditation.

- By November 2022, 25 venues had been accredited, including: Museum of London, the Kiln, the Lyric and Hammersmith Theatre.
- As of November 2023, further venues accredited via the Dementia Friendly Venues Charter (bringing the total number to 82) include: The Light Room, Buckingham Palace and English National Ballet.
- This was the second year of Thriving Through Culture, which delivered a World Mental Health Day festival with Thrive LDN. This saw 34 young people participating in a pilot 2.8 Million Minds studio, and the creation of a new network for health and culture professionals to come together, facilitated by young people, for peer support and systems change.
- In November 2022, the Mayor hosted Black Futures: London, which brought together community activists, entrepreneurs, artists and other creatives from London's Black communities to talk about the Mayor's support for Black creativity. As a result of discussions at the event, a Community Advisory Group was recruited to shape the vision for a new annual event in Trafalgar Square, taking place in summer 2023.
- The Mayor's annual community events programme attracted over 2m people, helping London's diverse communities feel heard and reflected in the public realm. The community and cultural engagement in, and the community-led approach to, our community events programme continued to bring Londoners together around celebrations and commemorations, including amongst others, Eid, Vaisakhi, Diwali, Chanukah and the UNESCO International Day for the Remembrance of the Transatlantic Slave Trade and its Abolition ceremony. Partnerships continued with other major community-led events including Notting Hill Carnival, Chinese New Year and Pride.
- In summer 2022, we worked with a wide selection of LGBTQI+ community groups to develop the structure, process and evaluation criteria for a new five-year funding plan to deliver a community-led Pride event for London. Following a competitive open tender process, in October 2022, Pride in London was awarded £675,000 over five years to deliver the event. Their successful bid included the creation of a Community Advisory Council to work closely with LGBTQI+ communities; a clear and definitive anti-racism plan; awards to celebrate achievements across communities; and a stage for the transgender community.
- In November 2022, The Mayor's Good Growth by Design programme published [Safety in Public Space: Women, Girls and Gender Diverse People](#) (Phase 1). This set out guiding principles for incorporating safety and gender-inclusive perspectives in public-realm design. A toolkit was created to help the built environment sector innovate in engagement practices for gender-inclusive design, and to upskill MDAs involved in design-review processes.
- In January 2023, Phase 2 tested these toolkit questions through 10 live public-realm projects across London. We engaged with MDAs, project partners and local

organisations in the design, production, programming and occupation of public spaces for women, girls and gender-diverse people. Local organisations included the LLDC's Youth Elevate Panel, Thomas Tallis School and All about Trans.

- The Commission for Diversity in the Public Realm was established to review and improve diversity across London's public realm. This launched a £1m Untold Stories grant fund for community-led projects round one. The GLA funded 42 projects in 19 boroughs (39 per cent of these projects were led by Black, Asian and Minority Ethnic individuals; 9 per cent by LGBTQ+ individuals; 33 per cent by women; 2 per cent Deaf/disabled individuals; and 17 per cent by individuals from a lower socioeconomic background.). The GLA also funded London Unseen: a season of 45 free events, by 35 community heritage practitioners, telling the diverse histories of London's Communities; this project engaged over 6,700 Londoners over 2022-23.
- The GLA launched PlanApps, a new platform enabling Londoners' involvement in the Mayor's Planning process – regardless of their skills and understanding of planning guidance and regulation.
- The MOPAC VAWG VCS Expert Reference Group (ERG) is an independent, non-statutory group of VAWG-sector experts. The role of these role is to ensure that those with expertise in VAWG have a strong voice and representation; and that this is fed through to activity. The ERG's role is to advise MOPAC and the MPS on their work – including the VAWG Board (see Partnership Boards below for further information), the VAWG Strategy and the refreshed DASA Strategy. It also facilitates more effective engagement between the VAWG sector and the MPS; and act as a forum for consultation on the MPS's work to improve trust and confidence, including delivery on the New Met for London Plan and the MPS VAWG Action Plan.
- The ERG has a highly significant role in representing the voice of the VAWG sector in interactions with MOPAC, the Mayor, the MPS and the London Victims' Commissioner. They facilitate consultation and engagement with the VAWG sector (for and on behalf of MOPAC/the Mayor); and provide a communications channel to identify and respond to emerging issues. They are an integral part of the governance and accountability structures, such as the VAWG Board; are represented at the London Policing Board; and have a critical role in representing the needs and views of survivors, victims, women and girls across London.
- The Mayor's Office has commissioned a DASA needs assessment; and begun work on refreshing the Mayor's Safe Accommodation Strategy. This work has been led by the experience and voices of victim/survivors from a wide range of London's communities; local authority partners who represent those communities; and specialist grassroots services that support them. This will ensure that the Mayor's future priorities for safe accommodation reflect the priorities of Londoners; and that future service design is informed by the lived experience of victim/survivors.
- The MOPAC VAWG Team hosts Partnership Boards and Forums with stakeholders from across sectors in London. These seeks to ensure a collaborative approach to tackling VAWG; and that different interests and views are considered. Such partnership working consists of the VAWG Board, which includes representatives from the VAWG VCS – allowing for the voices of victims and survivors to be integrated into decision making. MOPAC also hosts the quarterly VAWG Coordinators' Forum, bringing

together VAWG leads for the local authorities to discuss pan-London VAWG topics. This allows for issues impacting communities and local areas to be escalated and heard in a pan-London collaborative session; and to inform future decision making.

- The Deputy Mayor for Communities and Social Justice opened Afro Yanga, an event for African LGBTQI+ migrants, asylum seekers and refugees. The event was also attended by grassroots-level organisations that service the needs of these communities, in order to develop resilience and connections that respond directly to their needs.
- As part of LGBTQI+ History Month 2023, The Deputy Mayor for Communities and Social Justice was invited by Blackout UK to host a panel discussion at Queer Britain, the UK's only dedicated LGBTQI+ museum. This event focused on the importance of LGBTQI+ History Month to promote inclusion; the role that community spaces play to create community identity and cultural connection; and the vital importance of increasing the number of safe community spaces for Black LGBTQI+ people, in terms of promoting health, wellbeing and celebrating cultural identity.

**Objective 14: To ensure London's diverse communities have the knowledge, networks, and volunteering opportunities they need to thrive.**

- The Civil Society and Sport Unit funded 88 community-led projects through the Building Strong Communities (BSC) grants. So far, 797 Londoners have benefited – over 600 of these identify as belonging to minoritised groups. Over 200 volunteers have supported BSC projects to date.
- The Mayor continues to support the grassroots and frontline charities that form the backbone of London's civil society – and the infrastructure organisations that support them – through the Civil Society Roots programme. The Civil Society Roots fund focuses on 10 'cold spots' where funders struggle to reach community groups. The £1m of funding will support communities of people with protected characteristics affected by structural and disproportionate inequalities.
- There were 2,300 volunteers participating in the Ambassador and Major Sporting Events programmes, completing 7,500 shifts. Their work supported events including Formula E, the Big Half and the Women's EUROS. The Women's EUROS volunteer programme attracted many younger volunteers – more so than other programmes, with 11 per cent of volunteers (41 individuals) aged 18-25 supporting this event. Over 1,000 volunteers supported HM the Queen's funeral – both in the run-up to the event, and on the day itself. Volunteers supported events that engaged with London's diverse communities, including Eid in the Square; Diwali on the Square; Black History Month; and the UNESCO International Day for the Remembrance of the Slave Trade and its Abolition. Of all volunteers who participated across the year, 28 per cent identify as being from a Black, Asian or Minority Ethnic group; and 7 per cent identify as having a disability.
- The Mayor convened an EDI volunteer advisory group to improve the inclusion and accessibility of our volunteering programmes. He also created a partnership with Macmillan Cancer Trust, English Heritage and Citizens Advice to organise the first EDI Volunteer Manager Forum to build a community of practice for volunteering colleagues involved in EDI work.

- The London Volunteering Strategy Group developed the London Lifelines campaign and website, which launched on 5 December 2022: the International Day of Volunteering. The website aims to: increase awareness of how volunteering contributes to stronger communities; celebrate the diversity of volunteers in London; signpost to sector activity; enable collaboration; and support people to take action, in particular on food volunteering, providing critical support in response to the cost-of-living crisis.
- The Mayor's Youth-led Social Action programme empowers underrepresented young Londoners to address local issues and amplify their voices. It works in the following ways:
  - Young Ambassadors connects young people to their communities through AP and school-based social action. To date, it has supported 4,977 young people – particularly those at risk of exclusion and with special educational needs, with over 131 grants awarded to schools for equalities projects. This programme is delivered in collaboration with 36 PRUs, 29 SEND schools, and 98 schools serving areas of high deprivation across London.
  - HeadStart Action engages those aged 14-18 in youth-led community social action, offering employability and training opportunities. To date, the programme has supported 817 under-served young people; and provided capacity-building support to grassroots organisations in 11 London boroughs.
  - My London develops tailored youth social action projects in collaboration with community organisations. It works to improve the mental health and wellbeing of vulnerable young people aged 11-24; and has assisted 252 of them in six London boroughs.
- The Sport Unites programme uses sport and physical activity to bring people from diverse backgrounds together, to: reduce inactivity; improve mental health and wellbeing; and support young people affected by violence. The programme works in the following ways:
  - The Sport Unites fund supported Londoners most affected by the COVID-19 pandemic, including young and older people; and those with long-term health conditions and poor mental health. Participants totalled 4,300.
  - The London Together programme uses sport for change and aims to increase social integration. In partnership with Comic Relief, the programme engaged a total of 8,062 participants between 2018 and 2023.
  - The NFL Foundation UK London partnership programme with investment from the Mayor's Sport Unites initiative was launched in March 2022. During 2022-23, 15 community organisations received grant funding and capacity-building support to deliver NFL Flag projects in their local areas. The projects focused on under-served young people, 50 per cent of whom are females. From March 2022 to March 2023, 2,054 young people were engaged in the programme, with 78 per cent from an ethnically diverse background.
- In March 2023, the Mayor launched the London Coaches programme in partnership with the National Basketball Association (NBA), delivered by Basketball England. This



collaboration will train, and support 500 aspiring London-based coaches aged between 16 and 30 – who in turn will reach thousands of young people over three years.

- From February 2022 to February 2023, the Open Doors programme provided 402 young people who have been excluded from education, or are at risk of exclusion, with opportunities for sport and physical activity, and a mentor in local safe and familiar spaces. It has done so by opening school facilities during school holidays.
- London Youth Games Disability Inclusion programme will improve: accessibility to sport for disabled young people; talent pathways, ensuring disabled young Londoners with talent can realise their potential; and social action opportunities for both able and disabled young people. The appointment of a Disability Activation Manager supported the school games and borough networks to coordinate and improve participation and progression. In 2022-23, 1,031 disabled young people competed across 13 para-games events; and 160 across new events and sports.
- Funded by the London's VRU, the Sport team launched sport interventions for young people affected by violence. These include the Future Ready Fund, which has awarded grants to 13 organisations to deliver sport coaching and mentoring to support young people at risk of exclusion during the transition between primary and secondary school; the Young People Affected by Violence Steering Group, which ensures that young people are heard and afforded the opportunity to make changes within this area of work; and afterschool and holidays provision, which supported 4,635 young people in 2022-23, and upskilled the community sport workforce to deliver mentoring to young people with diverse needs.
- In March 2023, the Mayor launched the Go! London Fund with partners London Marathon Foundation and Sport England, and with support from London Sport and London Marathon Events. Currently at £19.5m, the fund aims to transform the lives of under-served young Londoners, aged 4-24, through sport and physical activity. The fund focuses on under-served children and young people; and those who experience a higher risk of poverty, social exclusion and discrimination. Go! London funds organisations that have a good reach to, and are trusted by, under-served children and young people. Priority is given to organisations that:
  - centre youth voice
  - are led by and for marginalised communities
- The Mayor has invested £6m through two rounds of VAWG Grassroots Funds to specialist organisations delivering services to prevent, and end, VAWG in minoritised and marginalised communities. Recipients of the Grassroots funding can take part in a learning programme that seeks to build capacity and knowledge. The programme offers training and learning sessions, networking opportunities and wellbeing and one-to-one support. Grantees have fed back that these sessions provided opportunities for learning and knowledge sharing, and building networks; and enabled access to key decision-makers.

# Appendix 1 - Updates on Inclusive London EDI objectives (2018)

This section provides updates on actions the Mayor has taken against the objectives set out in Inclusive London. This covers the period between 1 April 2022 and November 2022.

## Chapter 1 – A great place to live

**Objective 1: To work with housing associations, councils, developers, investors and government to create more homes that are genuinely affordable to buy or rent. This will help to address the inequalities experienced by certain groups of Londoners most affected by the city’s shortage of affordable homes.**

- 2022-23 was another record-breaking year for affordable housing in London, with construction starting on 25,658 affordable homes under the Mayor’s affordable housing programmes. This means that, through working with partners, the Mayor has surpassed the target of starting 116,000 genuinely affordable homes for Londoners between 2015-16 and 2022-23, with 116,782 started.
- Alongside the starts delivery, the Mayor also delivered 13,954 completions of genuinely affordable homes for Londoners, taking the total since 2016 to 63,817.
- Increasing the provision of genuinely affordable homes benefits communities most likely to live in overcrowded, poor-quality or unaffordable housing; they are disproportionately likely to be in poverty, and from a Black, Asian or Minority Ethnic background. Building affordable homes is expected to help eliminate discrimination; advance equality of opportunity; and foster good relations between those who share a protected characteristic and those who do not. An Equality Impact Assessment for the Affordable Homes programme is available [here](#).

**Objective 2: To work with councils, landlords and government to help improve property conditions, management standards, security and affordability for private renters. This will help to support the growing numbers of households with children in private rented homes, as well as groups who are more likely to live in the sector.**

- Continued to deliver the Rogue Landlord and Agent Checker. This holds almost 3,000 records of enforcement action where landlords have been prosecuted or fined. From April 2022 to the end of October 2022, the checker was viewed 45,453 times, and Londoners submitted 837 reports of rogue landlords or agents through the ‘Report a Rogue’ tool.
- Launched a property licence checker tool in November 2020 to enable Londoners to check if their home should have a property licence. If it doesn’t, and they think it should, they can report it to their local authority to investigate. This checker was viewed 21,913 times between April and October 2022.
- Secured government funding to create a programme helping to improve standards and practices in the private rented sector. In 2022-23, 240 individual council officers from 31 boroughs undertook enforcement training sessions facilitated by the GLA.

- Called on government to empower the Mayor to freeze private rents in the capital for two years, to help thousands of Londoners struggling to cope with the rising cost of living.
- Called on government to pass once-in-a-generation legislation to ban section 21 no-fault evictions and give renters greater security in their homes.

**Objective 3: To work with government, councils, housing associations, communities and neighbourhoods to protect Londoners living in social housing, including those affected by estate regeneration projects. The aim is to ensure that their views are properly heard and acted upon. This will benefit disabled people; Black, Asian and Minority Ethnic groups; and single-parent households who are most likely to live in social housing.**

- Implemented the Mayor's resident ballot requirement for estate-regeneration projects that are seeking Mayoral funding, ensuring that larger projects involving the demolition of homes have the support of residents. By November 2022, landlords had held 27 ballots in which residents voted in favour of their landlords' proposals for regeneration.
- Applied policy H8 in the [London Plan 2021](#) when making planning decisions, while expecting local authorities to use it in local decisions and policies. The policy requires social landlords planning estate regeneration to consider alternatives to demolition. It also states that if they do demolish affordable homes, they must replace them with at least the same amount of new affordable housing – including new social rented homes for existing social rented tenants who plan to return to the estate.

**Objective 4: To work with councils, housing associations, government and communities to help improve the supply of homes available to meet Londoners' diverse housing needs. These include needs for accessible and adapted housing, specialist and supported accommodation, and Gypsy and Traveller sites.**

- During 2022-23, over 10,500 survivors of domestic abuse in London have been supported through the Mayor's Domestic Abuse Safe Accommodation (DASA) programme, as part of his Part 4 duties under the Domestic Abuse Act 2021.
- During 2022-23, the Mayor met his target to deliver more than 1,000 longer-term homes for Londoners sleeping rough, 18 months earlier than planned. In addition, 347 homes for older and disabled Londoners started on site in 2022-23, through delivery of the Mayor's Care and Support Specialised Housing Fund. This brings the programme's lifetime starts to 2,164.
- During 2022-23, 104 social housing tenants were supported to move to a new home in the capital through the Housing Moves scheme which prioritises former rough sleepers ready to move on from supported housing and victims and survivors of domestic abuse to move to safer homes.

**Objective 5: To work with councils, government, the voluntary sector and communities to make preventing homelessness a priority, and make sure that people who lose their home are helped into sustainable accommodation.**

See objective 3 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 6: To work with the government, councils, the voluntary sector and communities to ensure rough sleepers are helped off the streets as quickly and sustainably as possible. There should be a way for every rough sleeper in London to leave the streets.**

- During 2022-23, the Mayor's Life Off the Streets core services worked with 5,330 individuals on the streets of London, and supported 3,009 former rough sleepers in their tenancies.
- The GLA worked alongside London Councils and charity partners to provide an immediate route off the streets for young people sleeping rough; and those at imminent risk of homelessness. In November 2022 the Mayor helped the service to move into a new location in Islington. From that point up to the end of March 2023, this service worked with 55 young people.

**Objective 7: To work with boroughs, communities, transport providers and businesses to help regenerate the most deprived parts of London. This will be in a way that supports good growth and opens up opportunities for the most disadvantaged groups.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

**Objective 8: To work with government, boroughs, communities, businesses, schools, transport providers and others to help protect and provide the social infrastructure needed by London's diverse communities.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

**Objective 9: To work with government, boroughs, developers, businesses and communities to promote inclusive design through planning, procurement and commissioning of projects and programmes. We will also contribute to the development of national technical standards, initiatives, training and professional development programmes.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

**Objective 10: To support effective ways to involve communities in the development of their neighbourhoods and the wider city.**

As part of the Planning for London programme, a series of deliberative events were hosted, inviting a representative group of 160 Londoners to talk about the challenges facing the built environment (covering topics such as housing, the economy, the environment, transport and communities) and their views on tackling them.

**Objective 11: To work with all relevant partners around actions to clean up air and mitigate the effects of air pollution. These will be informed by an understanding of the groups most likely to experience poor air quality.**

The Mayor's Air Quality Fund (MAQF) helps London's boroughs implement local measures to cut pollution and exposure to pollution, including for more vulnerable groups. The fund is delivered jointly by the Mayor and Transport for London (TfL), with boroughs needing to demonstrate how the projects will improve air quality and address inequalities as part of the selection criteria. To date, the MAQF has delivered three rounds of projects, including: Low Emission Neighbourhoods; pan-London projects tackling issues such as construction machinery, idling and healthier streets; and localised borough projects and research.

**Objective 12: To work with government, businesses, transport providers, voluntary groups and all relevant partners to help ensure our approach to tackling fuel poverty and improving green spaces is inclusive.**

See objective 4 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

## Chapter 2 – A great place for young people

**Objective 13: To work with government, boroughs, early-years and childcare providers, and businesses to help address the root causes of child poverty. These include affordability of housing, childcare and transport, low pay, and lack of flexible working, as well as the welfare system.**

See objectives 1, 7 and 8 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 14: To help understand which groups of children and young people are most likely to experience physical and mental health issues, and help them to access treatment and support.**

A Big Conversation was a year-long conversation and action research project as part of London Borough of Culture 2022, led by young people exploring mental ill health and wellbeing for young people in Lewisham. The ambition was to investigate the role of creativity and the arts in addressing the mental health issues young people face in Lewisham. Young people from four organisations conducted their own research, bringing together their findings and expertise. They designed and led a sharing event and open mic, held before a sold-out audience at Albany Theatre at the end of the year.

**Objective 15: To work with London Councils, boroughs and childcare providers to support improved access to high-quality, flexible early education and childcare for all. Provision should respond to the diverse needs of London's families, so children from low-income families can better access all forms of childcare and early-years provision.**

- The Mayor continued to invest in his London Early Years Campaign, which aimed to raise awareness of various early-education and childcare support offers. Through the campaign, the Mayor funded Coram Family and Childcare to work with a group of employers, all accredited by the Good Work Standard, to produce and launch an 'employer toolkit'. This aimed to help London employers better understand and promote childcare support offers. He also funded the Professional Association for Childcare and Early Years to support London's health visitors, Jobcentre Plus staff and social workers to better understand and promote childcare offers and entitlements.

- The Mayor invested £30,000 to help ensure early-years professionals could continue to access the ‘one-stop shop’ for business support created through his previously funded Strong Early Years London programme (May 2021 to March 2022).

**Objective 16: To work with schools, boroughs and London Councils to support greater educational progress for the lowest-attaining groups, and reduce disparities in exclusions.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

### Chapter 3 – A great place to live

**Objective 17: To work with London businesses, boroughs and the voluntary sector to create more opportunities for young people to gain work experience and wider career and employment opportunities. This focuses on the science, technology, engineering and maths, digital, cultural and creative sectors.**

London’s Careers Programme aims to improve social and economic mobility, equalities and life chances for young people when progressing from education to work. At the core of the programme are the four sub-regional Careers Hubs. Established in October 2021, these currently provide support to c.700 state-funded secondary schools, post-16/FE colleges, and alternative provision (AP) and special schools. The hubs support educational institutions to raise standards of employment-focused careers education. This in turn helps students make informed choices and take their next best steps into education, training and employment pathways. The hubs focus support on schools serving the most disadvantaged young people, including AP settings and institutions with a higher-than-average student population receiving free school meals. The hubs also support students with special educational needs inside and outside mainstream education provision.

**Objective 18: To work with boroughs, education and skills providers, businesses, and voluntary and community groups. The aim is to help increase the number and diversity of people gaining the skills they need. This includes progression through further/higher level learning and training, and higher level and degree apprenticeships, and into higher skilled work.**

- Through the Adult Education Budget (AEB) (including Free Courses for Jobs funding), which amounts to circa £340m per academic year, the Mayor has funded the delivery of education and training for Londoners aged 19 and over. The AEB is a key lever in supporting Londoners to get the skills they need to find good jobs.
- The AEB has been delegated to the Mayor of London from 2019. Since taking responsibility, the Mayor has introduced changes that have made London’s AEB the most accessible in the country. This includes (but is not limited to) the following:
  - Supporting more Londoners in low-paid work by extending the financial eligibility threshold for AEB learners to London’s Living Wage (£11.95 per hour).
  - Fully funding Deaf Londoners to take qualifications in British Sign Language where this would better support them to access further learning and work. As of September 2022, this flexibility is available to all unemployed or low-income Londoners.

- Giving skills providers the flexibility to fully fund learning that upskills teachers and support staff to deliver improved training for disabled Londoners, supporting them to access, participate in, and achieve in learning.
- Fully funding people seeking asylum for AEB-funded provision; and removing the three-year residency requirement for Londoners on certain immigration schemes. This helps migrant Londoners, who are here for the long term, upskill and contribute to a productive economy and support social integration.
- Funding Londoners who are not in employment and cannot evidence state benefits. This enabled approximately 400,000 Londoners to access AEB-funded training opportunities to help them into good jobs and improve social integration outcomes.
- Taking action such as this has led to more Londoners accessing learning – including those from communities that can face barriers and disadvantage when accessing education and employment. This is demonstrated by the diversity of learners participating in AEB-funded learning in 2022-23:
  - 69 per cent were female
  - 59 per cent were from a Black, Asian or Minority Ethnic background (including Mixed, Asian, Black and Other Ethnic Group learners)
  - 62 per cent were aged 24-49
  - 15 per cent considered themselves to have a learning difficulty, and/or disability, and/or health problem.
  - 49 per cent were eligible for the disadvantage uplift funding
  - 6 per cent of all learners received learner support to enrol in 44,070 courses.
- In academic year 2022-23, there were 230,060 AEB-funded learners in London. This represented an increase in total learner participation by 4 per cent (compared to 221,280 in academic year 2021-22).

**Objective 19: To work with employers, education and skills providers, and voluntary and community organisations. The aim is to ensure as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise and jobs market.**

- The Mayor's Skills Academies (MSA) programme is a £14m programme established to support sector-specific academies in growth sectors (digital, green, creative, hospitality, health and social care). The aim is to give Londoners an advantage in securing good jobs – particularly those who are underrepresented in each sector, or have been disproportionately affected by the pandemic.
- Since launching in 2022-23, the MSA programme has supported over 2,000 Londoners to enter employment, apprenticeships or paid work placements; and engaged over 700 new employers. It has also supported over 20,000 Londoners to participate in training

and education relating to identified key recovery sectors. The programme received an additional £500,000 (from NHS England and NHS Improvement; and Health Education England) to fund two more health hubs.

**Objective 20: To work with employers and their organisations, unions, and the voluntary sector. The aim is to help ensure London's employers have fair and inclusive employment practices to retain and help their employees progress. There will be a focus on those groups that experience major barriers at work.**

The Making London a Living Wage City programme, part of the wider Living Wage campaign, addresses the objective through employer engagement. The programme launched in 2021, and held its first steering-group meeting, chaired by the Mayor, in May 2022. Sector-specific action strands focus on promoting the Living Wage in low-pay sectors that are also characterised by highly diverse workforces (including hospitality; service provision; health and social care; and creative and cultural industries). Top-level goals by spring 2024 are:

- accredit 1,000 new Living Wage employers (3,700 total)
- 50,000 more Londoners uplifted to the Living Wage (164,000 total)
- 250,000 more people employed by newly accredited Living Wage employers (1.4m total).

**Objective 21: To work with skills and training providers, as well as employers, to help increase the diversity of their workforces in vital sectors in London. These include digital, construction, creative and the built environment.**

The Mayor of London's Good Work Standard, particularly the Diversity & Recruitment, and Skills & Progression pillars, includes criteria and tools to help employers diversify their workforce and leadership in a way that better reflects London's population.

**Objective 22: To work with important stakeholders to encourage inclusive growth in London. This is through better planning and provision of business support, including access to finance for businesses led by members of the Black, Asian and Minority Ethnic communities, women, and people with disabilities.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

## Chapter 4 – Getting around

**Objective 23: To work through TfL and with London boroughs, development partners and other planning authorities to help change London's streets and public places. The aim is to address barriers to walking and cycling, and make sure they focus on accessibility and inclusion issues.**

The Mayor, through TfL, has taken the following actions:

- Secured £80m through its funding agreement with the government, to be invested in walking and cycling schemes. This includes: starting the construction of safer junction schemes at Holloway Road/Drayton Park and Battersea Bridge; a new pedestrian crossing on Grosvenor Place in Westminster; pedestrian and cycling improvements at



Lambeth Bridge; the opening of the Evelyn Street section of cycleway 4 with 1.4km of two-way protected cycle track, new or upgraded pedestrian crossings, wider footways and a new public space at New King Street; and lowering speed limits across London to reduce road danger.

- Allocated £69m per year of direct borough funding to support more localised investment in walking, bus priority and cycling schemes across the city. As part of this funding, a further £9.8m was provided to the boroughs in 2022-23 as part of the Cycle Network Development programme. £12.8m was also announced for London's boroughs, as part of the London Implementation Plans Bus Priority programme. This funding was to support the delivery of the Bus Action Plan (published in March 2022) and journey time improvements, contributing to the target of building 25km of new bus lanes by March 2025.
- In May 2022, partnered with Trace TV and social media influencers to encourage more women and underrepresented groups to try cycling. TfL also continued to deliver the Walking and Cycling Grants London programme in partnership with the London Marathon Charitable Trust. The programme supports projects that aim to increase participation in walking and cycling among traditionally underrepresented groups, such as disabled people; those from Black, Asian or Minority Ethnic backgrounds; homeless people; refugees; and asylum seekers. In this way, the programme helps tackle the barriers that prevent people from getting active; and helps to make London a more sustainable, inclusive and healthy city.
- Published London's first Leisure Walking plan to enhance and expand leisure walking routes, making them more accessible and better connecting London's communities with green spaces. Through this work, TfL partnered with Go Jauntly to digitise the Walk London network and make it available through the Go Jauntly app.
- Since October 2022, following the addition of five boroughs, the e-scooter trial has been operating in 10 boroughs – Camden, Ealing, Hammersmith & Fulham, Lambeth, Richmond upon Thames, Southwark, Tower Hamlets, Westminster, Royal Borough of Kensington & Chelsea, and the City of London

**Objective 24: To work through TfL and with London boroughs, London Councils, and other transport and travel information providers, to offer more affordable transport and to make people more aware of the cheapest travel options on offer.**

The Mayor, through TfL, has taken action by:

- operating the Hopper fare, with unlimited bus and tram pay-as-you-go journeys within an hour of first touching in, for £1.65; and maintained TfL's free door-to-door Dial-a-Ride service
- promoting TfL's range of free and discounted concession schemes
- working with Time Out to promote best-value fares – including off-peak travel and, where relevant, tips on how to save money

- continuing to run its public transport recovery campaign, to raise awareness of some of TfL's best-value fares – including under-11s go free, daily caps, the Hopper, and off-peak fares
- running a campaign focussed on informing customers about key aspects of TfL's fares and ticketing policies – for example always using the same card or device when touching in and out.

**Objective 25: To work through TfL and with London boroughs, development partners and other planning authorities. This will ensure that inclusive design is an important principle in all new transport schemes and those where major renewal works is being done.**

The Mayor, through TfL, has taken action by working with the British Standards Institute, and other industry partners, to produce a Publicly Available Specification (PAS) 6463, Design for the Mind – Neurodiversity and the Built Environment. This will help designers create environments that remove barriers for those who may be neurodiverse, have a neurodegenerative disease, or have mental ill health.

**Objective 26: To work through TfL and with other transport providers to help increase staff awareness and understanding of how to offer an inclusive service, including providing disability equality training.**

The Mayor, through TfL, has taken action by:

- delivering virtual Disability Equality Training to approximately 472 London Underground staff in frontline roles – amidst COVID-19 restrictions, and to ensure the safety of suppliers (all of whom are disabled, classing them as 'vulnerable'), staff and customers, we did not offer any face-to-face training for Professional Services staff during this period
- training 33 members of staff through the Dementia Awareness eLearning module
- developing new bus driver EDI training and new Equality Impact Assessment training

**Objective 27: To work through TfL and with the London boroughs, transport providers, the Metropolitan Police Service (MPS), the British Transport Police and the City of London Police to help reduce crime, and the fear of crime, on London's streets and transport system.**

The Mayor, through TfL, has taken action by:

- carrying out targeted patrols and engagement to support school children to travel on the network safely, particularly after longer breaks (e.g., in September, after summer holidays)
- launching the Have a Word campaign, encouraging men to reflect on their own behaviour and say something to their friends when they behave inappropriately towards women
- rolling out body-worn cameras to all customer-facing TfL teams

- introducing Operations officers on the bus network to enforce TfL bye-laws; provide a visible deterrent against aggressive behaviour on the network; and work closely with TfL's policing partners to help focus activity at hotspot locations
- identifying hotspots on the network and targeting enforcement in those areas; for example, a year-long project specifically tackling workplace violence and aggression began at Stratford station in September 2022.

## Chapter 5 – A safe, healthy and enjoyable city

**Objective 28: To work with local authorities, the MPS, criminal justice agencies, and voluntary and community sector (VCS) partners to help reduce the disproportionate impact of crime on children and young people, who are at risk of becoming either victims or perpetrators of crime.**

- In March 2021 the Mayor's Office for Policing and Crime (MOPAC) published [Action Plan: Tackling Ethnic Disproportionality in Youth Justice](#). This included commitments from agencies across the youth justice system to respond to the overrepresentation of children from Black, Asian and Minority Ethnic backgrounds in London's youth justice system. To support this work, in June 2022 MOPAC launched a Disproportionality Challenge Fund (£500,000 total) and awarded grants to three projects, covering six London boroughs. All boroughs eligible to apply for funding had some of the highest ethnic disproportionality within London's youth justice system in London. All projects commenced work in October 2022 for 12 months of delivery. The fund was designed to support a needs-based approach to tackle local drivers of disproportionality in the youth justice cohort. All boroughs were required to collaborate with VCS organisations as part of this work.
- The **Disproportionality Challenge Fund**, committed by MOPAC to support the action plan, also included £200,000 for projects to specifically progress agreed actions in the action plan. As part of this, a university was awarded funding by MOPAC, to develop an app for children in custody to help them to understand their rights and processes. The Centre for Justice Innovation also received funding to develop guidance for professionals, and information for children and families, regarding the use of out-of-court disposals – these can provide a highly effective diversionary option for children who may otherwise be sentenced and formally enter the justice system.
- MOPAC invested £300,000 into borough-led interventions to tackle after-school robberies as part of the after-school robbery programme, which ran until January 2024. Working with five local authorities, the programme has delivered various interventions – ranging from positive diversionary activities for children and young people at risk of criminal exploitation, to implementing more innovative mechanisms for children and young people to report a robbery. In March 2023, £55,000 of funding was also allocated to support an ongoing MPS-targeted media campaign to equip children and young people with information on reporting robberies, and to provide safety tips.
- MOPAC maintained investment in the **Response & Rescue (R&R) service**. This is the first pan-London county lines support service, and provides one-to-one support for

children and young people exploited by county lines drug distribution networks. The service includes specialist provision for girls and young women impacted by exploitation.

- In 2022-23, R&R received 392 referrals, engaging 110 children and young people with support (this includes the previous year's allocations). Of these referrals only 19 per cent were aged 18-25; by contrast, 67 per cent of the wider County Lines cohort (i.e. the national cohort of individuals impacted by exploitation as recorded by the National Coordination Centre for County Lines) fell into this age bracket. Of the 392 referrals, 50 per cent were Black (compared to 66 per cent of the County Lines cohort); and 81 per cent were referrals for young men and boys, compared to 19 per cent for young women and girls.
- The Mayor continued investment of £500,000 in **the Lighthouse**, a multi-agency service whose work, based on international best practice, supports victims and survivors of child sexual abuse aged 24 or under. The Lighthouse is still the only 'Child House' multi-agency co-located service of its kind in England. During the year, 256 children were supported by the service. Girls made up 84 per cent; just under two thirds (64 per cent) were aged 12-16; and just under half (45 per cent) were from a Black, Asian or Minority Ethnic background.
- In 2022-23 the Mayor also expanded funding of a further £650,000 for children and young people who have survived child sexual abuse. This funding was delivered across four Child Sexual Abuse Hubs providing early emotional support across London. These four hubs have supported 400 survivors aged under 18 during the year.
- The Mayor continued investment in **Empower**, an organisation supporting girls, young women and non-binary young people who are the victim of, or at risk of, sexual exploitation, typically in the context of gang association. It has received 113 referrals in 2022-23. MOPAC has uplifted investment over the life of the programme to £414,000 in 2017-18; and to £552,000 from 2018-19 (this remains the budget for 2022-23). Of these referrals, 98 per cent identify as female, trans or non-binary; 57 per cent are between 13 and 17; 8 per cent are under 13; and 41 per cent are from a Black, Asian or Minority Ethnic background.
- The Mayor continued investment in **London Gang Exit (LGE)**, which provides support for children and young adults involved in, or at risk of, gang-related violence or exploitation. The key overarching aims of LGE are: reduced/ceased harm from gangs; reduced/ceased involvement in gangs; and reduced seriousness and frequency of offending. It has received 172 referrals in 2022-23. MOPAC's total funding since 2015 is £8.6m; funding ends in June 2024. The budget for 2022-23 is £2.05m. Of the referrals, 40 per cent identify as female, trans or non-binary; 63 per cent are 17 or under; and 70 per cent are from a Black, Asian or Minority Ethnic background.
- **Power the Fight** partnered with the Mayor of London's Violence Reduction Unit (VRU) to deliver a research project focused on developing a culturally competent therapeutic service for families and peers affected by youth violence. 140 young people participated in therapeutic workshops and 206 teachers and staff, and 46 parents and carers were supported through training or workshops.

- The Mayor of London invested £6m for eight consortiums across London to deliver local outputs from the **My Ends** programme. This supports local people and communities to help create change and provide better opportunities for young people. My Ends has reached over 54,000 young people and parents through nearly 40,000 activities and interventions. These included detached youth work, intensive mentoring, diversionary activities, community outreach, sport and holistic support.
- Through the VRU, the Mayor invested £1.8m in a three-year **Inclusive and Nurturing Schools** programme, working with 70 schools in seven local authorities to embed nurture approaches and support schools with healthy relationships education. It is dedicated to supporting those disproportionately at risk of exclusion or absenteeism from school; and helping schools to tackle misogyny and the impacts of unhealthy relationships.
- The Mayor continued to fund **DIVERT and ENGAGE**. These ‘reachable and teachable’ programmes embed youth workers in police custody suites as trusted role models, who can engage with young people and divert them away from the criminal justice system. DIVERT custody intervention coaches reached 1,579 young people aged 18-25; and ENGAGE youth workers supported 995 young people aged 10-18.
- The Mayor continued to fund the VRU’s **Young People’s Action Group**, centred on young people’s experiences of adultification. It focuses on their understanding of the term, and the settings in which they may have experienced it. Place-based solutions were developed to improve awareness and understanding of adultification. The VRU is looking to embed an adultification lens across all programmes.
- The Mayor funded the VRU’s **mental health and emotional well-being pilot** supporting Black Caribbean and African parents/carers, and Somali families, to access mental health services. It benefitted 160 parents and carers, and their families, through therapeutic support and community-based support. The participants reported improved confidence, mental health and well-being.
- The Mayor invested £1m in, and worked with 25 local authorities and 22 VCS partners on, a **Parent Carer Champion Network**. This is a pan-London approach that aims to train and upskill parents and carers. It benefitted 7,000 parents and carers, which in turn enabled them to support better outcomes for children and young people through the support received and empowerment of knowledge about youth violence and protective factors.

**Objective 29: To work with local authorities, the MPS, criminal justice agencies, and VCS partners to help address the impact of crime on those groups and communities disproportionately affected. This is particularly with respect to hate crime, domestic violence, and violence against women and girls (VAWG).**

- Following the Mayor’s announcement in March 2022 that he was investing £108,000 to support the development of the [Women’s Night Safety Charter](#), there was increased promotion of and recruitment to the Charter. This led to the 1,000th signatory being recruited in September 2022. This coincided with the return of the Women’s Night Safety Summit, a networking and best-practice event for signatories to inspire them and offer support in their meeting of the seven pledges.

- The number of police-recorded hate-crime offences, of all categories, decreased by 6 per cent in 2022 compared to 2021. The numbers were higher than 2019 (i.e., pre-pandemic), except for antisemitic and Islamophobic hate crime offences which were, respectively, 37 and 22 per cent lower than 2019 levels. The largest increase from 2021 to 2022 was in transgender hate-crime offences (rise of 6 per cent).

**Objective 30: To work with all relevant partners to help reduce differences in groups' experiences of policing, victim satisfaction and perceptions of policing and the criminal justice system. To hold the MPS Commissioner to account for the exercise of duties relating to equality and diversity.**

- The Mayor published his new [Police and Crime Plan](#), setting out his priorities for keeping Londoners safe. Reducing inequalities in outcomes and experience is at the heart of this plan, which aims to ensure all Londoners are and feel safer.
- Delivery of the Mayor's Action Plan for Transparency, Accountability and Trust in Policing to improve trust and confidence in the MPS; and to address community concerns about the disproportionate use of certain police powers affecting Black Londoners continued. As part of this, through MOPAC the Mayor has carried out the following actions:
  - Overseen an MPS pilot to record vehicle stops under the Road Traffic Act to identify any disproportionality in the use of the power. This approach has been adopted in the National Police Chiefs' Council and College of Policing Race Action Plan for all police forces in England and Wales.
  - Continued oversight of the operation of the Gangs Violence Matrix (GVM). Following the publication of the second annual review, on 31 October 2022, the Mayor announced that the number of young Londoners on the Met's GVM was to be halved, with an estimated 1,200 people removed.
  - As of 31 March 2023, public monitoring data from the MPS indicated 496 individuals were named on the GVM; and of this cohort, 73 per cent were Black. This compares to 1,883 individuals on the GVM as of 30 June 2022; of this cohort, 79 per cent were Black. As of 13 February 2024, the GVM has been decommissioned. For further information please see the Mayor's 2023-24 Equalities Report.
  - Continued to support the Stop and Search Community Monitoring Network, with the borough Community Monitoring Groups (CMG) conducting 148 body-worn video (BWV) screenings. As part of this, multiple stop-and-search encounters were viewed and scrutinised. Feedback from all CMG BWV screenings were collated and reviewed quarterly by the central stop-and-search team, to identify any emerging organisational themes and enable wider organisational learning.
  - Recruited an external reference group from London's diverse communities, to help ensure that the voices of these communities are at the heart of the work being done through the Mayor's Action Plan. This, in turn, helps to ensure that all Londoners can have trust and confidence in the Met.
  - Initiated the engagement review led by Black Thrive to consult with Londoners on existing community engagement mechanisms. This work is to make these

mechanisms more transparent; and to identify accessible opportunities for Black communities to be engaged.

- Held four quarterly public review meetings, enabling over 340 people from across London to hear about and inform the delivery of the Action Plan, and develop greater awareness of key policing issues. Following roundtables in 2021 with Black women, more consultation sessions were launched as part of the development of the Mayor's VAWG Strategy. These included sessions held with Black and Asian women specifically.
- Worked with the MPS to further improve transparency in policing. This led to the publication of new data dashboards reporting on police custody, including arrests; the provision of appropriate adults; and the use of strip-search powers.
- The pilot Custody Record Review project – which saw independent custody visitors reviewing over 100 records across nine police custody suites – was completed. The reviews focussed on the records and experiences of children, women and girls. They enabled more in-depth scrutiny of appropriate adult provision; delays between arrests and the authorisation of detention; the use of force; and access to healthcare provision. This led to changes in practice – including for example, a renewed focus on the accurate recording of female rights/entitlements being explained; and the use of the cell call bell for detainees needing officer assistance.
- The Mayor has provided £5m over three years to enable the MPS's efforts to make London's police force more reflective of the city it serves by increasing the number of female recruits, and those from Black, Asian and Minority Ethnic communities. This includes by:
  - offering a bespoke fast-track candidate-management programme that targets the areas of highest process-fail or attrition; and provides a differentiated offer for different groups, including more tailored 'meet and engage' sessions
  - running positive action workshops and one-to-one sessions to help Black, Asian and Minority Ethnic candidates prepare for their assessment; and refreshed assessor training to include input on unconscious bias
  - developing an 'Almost There' programme to support Black, Asian and Minority Ethnic candidates who have failed initial assessments by a small margin, in advance of being fast-tracked to retake the assessment at the next available opportunity
  - implementing a vetting and Police National Computer review to ensure decisions are proportionate
  - ensuring Black, Asian and Minority Ethnic candidates have support from submission of their application, with clear explanations of what is needed, and why, for vetting purposes
  - allocating 'frontline friends' and MPS buddies to help support postholders from the start of their recruitment journey into the MPS.

- The MPS's aim is that, by 2024, Black individuals will make up 3 per cent of sergeants, and 3 per cent of inspectors; and by 2030, 7 per cent of sergeants and 7 per cent of inspectors. In support of this, £1.2m (of the £5m total investment) was made available for a specific Career Development Service (CDS) proposal for Black officers. This funded work includes:
  - the CDS, which aims to increase the number of Black, Asian and Minority Ethnic applicants for promotions to the sergeant and inspector ranks
  - the Inspiring Leadership programme: a structured career and development pathway for Black constables to support their progression to sergeant; and for underrepresented leaders at sergeant and inspector ranks, to support their progression.
- The number and proportion of MPS police officers from Black, Asian and Minority Ethnic communities have increased over the last five years. Officers from these backgrounds account for 17.1 per cent of all police officers (as of the end of March 2023); this is an increase of 3.1 percentage points from 2018. Constituting 5,888 FTEs, this is the highest number of Black, Asian and Minority Ethnic police officers the MPS has ever had. The proportion of Black officers has shown a much smaller rate of increase – rising by 0.4 percentage points over the last five years, up to 3.6 per cent of police officers.

**Objective 31: To work with government, local authorities, the MPS, criminal justice agencies, and VCS partners. The aim is to help reduce inequality and disproportionate representation within the criminal justice system.**

- In March 2021, MOPAC published an Action Plan: Tackling Ethnic Disproportionality in Youth Justice. This included commitments from agencies across the youth justice system, to respond to the overrepresentation of children from Black, Asian and Minority Ethnic backgrounds in London's youth justice system. To support this work, in June 2022 MOPAC launched a Disproportionality Challenge Fund (£500,000 total) and awarded grants to three projects, covering six London boroughs. See objective 28 for more information.
- The Disproportionality Challenge Fund, committed by MOPAC to support the action plan, also included £200,000 for projects to specifically progress agreed actions in the action plan. See objective 28 for more information.
- In July 2022, the London Disproportionality Board discussed the issue of Ethnic Disproportionality in the Adult Criminal Justice System. This led to MOPAC working with partners across the system to establish four workstreams; Pre-Charge and Charge (chaired by the MPS); Courts and Sentencing (chaired by the Crown Prosecution Service); Offender and Sentence Management (chaired by London Probation); and Third Sector and Service User Voice (chaired by Clinks). The aims of the workstreams are to:
  - obtain a shared understanding of the key decision points throughout the system, where ethnic disproportionality occurs; which ethnic groups are overrepresented; and how ethnicity intersects with other demographics to identify specific subgroups impacted – and, in some cases, where a double disadvantage occurs



- identify actions to address and reduce disproportionality in the key areas of the system where ethnic disproportionality has been identified. These might be internal actions for a single agency or areas of collaboration across the system.
- complete several recorded actions; make progress in the identified areas of disproportionality; and identify learning that can be shared across the partnership.

**Objective 32: To work with all relevant partners to help understand and reduce the gap in risks of fires between different communities and engage local communities to better understand and respond to their needs.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

**Objective 33: To lead, and help coordinate, work to understand and address health inequalities and support at-risk communities. The aim is to increase their health skills, knowledge and confidence.**

See objective 12 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 34: To work with communities, employers and the voluntary sector to ensure London's diverse populations no longer experience stigma associated with mental ill-health.**

See objective 12 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 35: To work with others to address the inequalities and barriers that limit some Londoners' ability to build strong relationships and be active citizens.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.

**Objective 36: To work with employers, communities, voluntary sector organisations and others to help reduce the barriers that prevent some people from volunteering.**

See objective 14 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 37: To work with London boroughs, businesses, venues and voluntary and community groups to help organise and promote relevant and accessible activities. This will enable more Londoners to experience, and engage with, the city's culture.**

See objective 13 of the 2022-26 EDI objectives for details of the relevant programmes and initiatives delivered by the Mayor in 2022-23.

**Objective 38: To work with London boroughs, businesses, developers and voluntary and community groups. The aim is to help support, save and sustain diverse cultural places and spaces, by promoting good growth.**

- The [Culture and Community Spaces at Risk](#) programme continued its equity focus. Nearly 80 per cent of its in-depth casework was for at-risk spaces led by and serving underrepresented groups. In partnership with design practice Objectif, the programme delivered We Design for the Community, a pilot pairing grassroots organisations requiring marketing support with design students. Twelve organisations and 16 students took part. Projects included branding improvements; new communication strategies; and photography. All participants were from underrepresented groups, with 58 per cent of organisations operating in highly deprived areas.

**Objective 39: To work with community organisations, the grassroots sport sector, London Sport and other strategic partners to help ensure diversity, inclusion and social integration are important principles of the new sport programme and strategy.**

This objective was discontinued following publication of the new EDI objectives in November 2022, and there are no further updates.