

# London Growth Plan: 2025

## EQUALITY IMPACT ASSESSMENT



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## Abbreviations

AI	Artificial Intelligence
EDI	Equality, Diversity & Inclusion
EMB	Ethnic Minority Businesses
EqlA	Equality Impact Assessment
FE	Further Education
GLA	Greater London Authority
GLL	Grow London Local
GLG	Grow London Global
GWS	Good Work Standard
HMG	His Majesty's Government
LC	London Council
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual/Aromantic
LGP	London Growth Plan
LLW	London Living Wage
LVC	Land Value Capture
NHS	National Health Service
PSED	Public Sector Equality Duty
TEFL	Teaching English as a Foreign Language
SME	Small and Medium-Sized Enterprises
UKSPF	The UK Shared Prosperity Fund

## 1. An Overview

The Greater London Authority (GLA) and London Councils have jointly led the development of the London Growth Plan (LGP). The Mayor of London committed to the Plan in his 2024 election manifesto. This aligned with the UK government's ambitions, where securing growth is one of its five missions. The LGP sets London up to deliver both for Londoners and the broader UK. Given the scope and influence of the LGP, an Equalities Impact Assessment (EqIA) is required.

The LGP sets out how London will support the UK government's national industrial strategy and growth mission through a range of interventions, including delivering more affordable housing, major investments in the transport network and vital skills training. The plan identifies huge opportunities for London to unleash growth in the industries of the future, such as artificial intelligence (AI), life sciences, robotics, climate tech, and quantum computing. Unlocking this growth is underpinned by London's core industries of finance, insurance, professional and legal services, creative industries, the experience economy and with supporting London's entrepreneurs and small and medium-size enterprises (SMEs) to grow and scale.

Central to the LGP is the conviction that economic growth means little if people from lower income households cannot feel the benefit in their pockets or see the positive change it brings to their area. The goal is to stimulate inclusive and sustainable economic growth in every borough and every corner of our city, helping to raise living standards and create better places where people want to live, work, and invest.

Currently, too many Londoners are denied the opportunity to contribute to or benefit from growth. Not only does this prevent people from lower income households from improving their economic circumstances, but it also reduces the capital's productive potential and holds us back as a city. The LGP is intended to break this cycle and continue to build a fairer, safer, greener, and more prosperous London for everyone.

The LGP stakeholder engagement process ensured that a broad range of voices was heard across London. There was resounding consensus across all groupings that economic inclusion should be central to the LGP, also reflected in earlier research conducted by GLA's City Intelligence team with Londoners on what it means to live well in London (the GLA Wellbeing and Sustainability Measure). This was reinforced at a leadership level by the Mayor of London, Deputy Mayor of London for Business and Growth, London Councils and borough leadership, and the London Partnership Board.

It is widely acknowledged that the social, economic, and spatial inequalities in the capital will act as future growth and productivity constraints and should be addressed. London stakeholders want a fairer capital and have offered ways to achieving this. This EqIA has been developed using a robust evidence base and stakeholder input to identify key equity issues and actions for the LGP. The LGP remains a high-level strategic document, and the EqIA has captured additional stakeholder solutions in an 'Ideas Bank' that will act as an ongoing resource during the more detailed planning and implementation phases of the LGP.

Driving equitable and sustainable growth in London can only be done in partnership. Some of the required actions fall directly within the ambit of the GLA and the boroughs. Others relate to responsibilities of national government, the private sector, education institutions, trade unions and civil society. The LGP commits to establishing a Growth Mission Board that will oversee the delivery of the London Growth Plan, including mobilising stakeholders to contribute to its ambitions around inclusion. It will include representatives from public and private sectors including businesses, universities, and colleges.

The full London Growth Plan can be found at <https://growthplan.london>

## 2. Introduction

- 2.1 This document is the Equality Impact Assessment (EqIA) of the London Growth Plan (LGP) and its purpose is to:
- a) Demonstrate how equality groups<sup>1</sup> and equalities impacts were considered in the development of the LGP.
  - b) Set out the impact of the LGP on equality groups and address wider issues of socio-economic inequality. These can be found across different sectors and spaces within the London economy and be evident in the labour market, the land and property market, the skills and education system, the built environment, accessibility to public services, and the business participation and support environment.
  - c) Guide the prioritisation of equality issues priorities and actions within the LGP from an equalities' perspective.
  - d) Guide the follow up strategies and implementation plans that will emanate from the LGP.
- 2.2 An EqIA is deemed necessary as the LGP is a high-level strategic plan that will inform and influence a range of cross-cutting policies and programmes at national, regional, and local levels of government and within the private, trade union, education, and civil society sectors.
- 2.3 It was prepared by the Economic Strategy and Innovation team in the Greater London Authority (GLA), which led the development of the LGP.
- 2.4 The Growth Plan is intended to help create 150,000 new, high-quality jobs by 2028 and turbocharge inclusive, sustainable economic growth not only in London, but across the country.
- 2.5 The four ambitions of the London Growth Plan are:
- a) **Productivity:** raise productivity growth rates to 2% per year from 2025 to 2035. This is the primary ambition of the plan.
  - b) **Inclusion:** raise the real household weekly income (after housing costs) of the lowest earning 20% of Londoners by 20% by 2035. This would mean that at least a million London households would have on average an extra £50 to spend each week after paying for housing costs.
  - c) **Climate:** accelerate progress towards achieving London's net zero target for 2030.
  - d) **Global city in service of the UK:** grow London's services exports by an average of 6% per year.
- 2.6 London's growth ambitions are to return to the growth rates of the nineties and noughties, but not to the same growth habits. Instead, the ambition is to create an economy that works for all Londoners, making our city more equal as well as more prosperous.
- 2.7 The challenge is that the growth that London has experienced in recent years has been accompanied by deepening income and wealth inequality. The richest tenth of Londoners have almost ten times the income of the poorest. London households in the bottom half of the wealth distribution own just 5% of total household wealth, while households in the richest 10% own more than 60% of total household wealth.
- 2.8 The purpose of the EqIA is to make visible the differences, and reasons thereof, in wealth and income equality across different protected characteristic groupings and in areas of

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<sup>1</sup> Equality groups are groups who share a protected characteristic under the Equality Act, 2010.

intersectionality across these characteristics. It asks the question as to what can be done to address the factors that are excluding Londoners from the benefits of growth.

2.9 The EqIA places equality groups and issues at the centre of the LGP and ensures that the impacts of the Plan – both positive and negative - are considered and mitigating actions are identified. Some of these actions will fall into the ambit of London government, others will require a partnership with the UK government, and many will be delivered collaboratively with the private sector, trade unions, education sector and civil society.

2.10 The LGP is a high-level strategic document. This EqIA is intended to be used as a resource document by stakeholders involved in delivering the London Growth Plan ambitions and follow on actions.

### 3. Background

3.1 The Public Sector Equality Duty (PSED), as outlined in the Equality Act 2010, requires public authorities to consider how their policies and practices affect people from different protected characteristics<sup>2</sup> and to take steps to eliminate discrimination and advance equality.

3.2 The aims of PSED are:

- a) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- c) Foster good relations between people who share a protected characteristic and those who do not.

3.3 An EqIA is an information gathering tool used to assess the potential impacts of public policies on people with the characteristics that are protected by the Equality Act 2010 and people from low-income backgrounds. It is an instrument to ensure that PSED is fulfilled.

3.4 The Mayor of London's Equality, Diversity, and Inclusion (EDI) Strategy, 'Inclusive London', outlines his ambitions to create a more equal and integrated city. This requires putting 'all Londoners' at the heart of everything we do.

3.5 As well as covering groups protected by the Equality Act 2010, the Mayor is committed to going beyond his legal obligations under the PSED and contribute towards addressing wider

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<sup>2</sup> Protected characteristics are personal characteristics that are protected by law to ensure that individuals are not discriminated against based on these characteristics. These characteristics are outlined in the Equality Act 2010 and include:

1. Age: This refers to a person's age and includes both younger and older people.
2. Disability: This includes physical or mental impairments that have a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.
3. Gender reassignment: This refers to individuals who have or are proposing to undergo gender reassignment, whether or not they have undergone medical intervention.
4. Marriage and civil partnership: This refers to married and civil partnered individuals and protects them against discrimination on the basis of their marital status.
5. Pregnancy and maternity: This includes pregnancy and the period following childbirth.
6. Race: This includes ethnic or national origins, skin colour, and nationality.
7. Religion or belief: This includes religious or philosophical beliefs, including non-belief.
8. Sex: This refers to male and female and includes gender identity.
9. Sexual orientation: A person's sexual or romantic attraction to other people forms a person's orientation identity.

issues such as poverty and socio-economic inequality, as well as the challenges facing groups like young people in care, low-income households, single parents, migrants, and refugees.

- 3.6 The fact that Londoners are deeply tolerant of difference and are least likely to hold negative views about migrants or other marginalised groups in the United Kingdom, creates the foundations for a strong social, economic, and political consensus to truly address inequalities in the capital.
- 3.7 GLA staff are required to make sure the legal duties under the Equality Act and the 'Inclusive London' Strategy are met as they develop strategies, programmes, projects, and policies. Staff must make sure that decision-making processes are inclusive and equitable and that the decision making itself is as objective and informed as possible<sup>3</sup>.
- 3.8 This EqlA was developed concurrently with the LGP to ensure that an equality and 'equity lens' was applied at all stages of the policy-making process.

## 4. Developing the London Growth Plan

- 4.1 The London Growth Plan has been developed by the Greater London Authority (GLA) and London Councils (LCs), in collaboration with boroughs and sub-regional partnerships.
- 4.2 Developing the LGP involved deep engagement across all aspects of the economic system - business and business groups, trade unions, skills and employment service providers, civil society, trade unions, think tanks and – of course – Londoners themselves.
- 4.3 The engagement process included more than 35 roundtables with over 500 participants, multiple bilateral meetings, an online Talk London public engagement gathering views of 1,285 Londoners, a SME Survey of 639 firms and several online briefings.
- 4.4 Particular attention was paid to harnessing the experience and expertise of under-represented groups of Londoners through ensuring a diversity of representation at all LGP events and hosting specific LGP engagement sessions with equity-focussed groups.
- 4.5 An evidence base was developed for the EqlA using insight gathered from the stakeholder engagement process and the following key categories of information:
  - a) **Londoner surveys:** Surveys conducted amongst Londoners by the GLA and Boroughs. These included the Talk London LGP Survey (2024), Grow London Local's LGP SME Survey (2024), the GLA Housing Survey (2019), Cost of Living Survey (2024) and Ealing Borough Safer Ealing surveys (2022). Numerous comments were made by respondents in the Talk

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<sup>3</sup> The following principles drawn from case law underpin PSED:

- Knowledge: everyone working for the GLA must be aware of our equality duties and apply them appropriately in their work.
- Timeliness: the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- Real Consideration: the duty must be an integral and rigorous part of your decision-making and influence the process.
- Sufficient Information: you must assess what information you have and what is needed to give proper consideration.
- No delegation: The GLA is responsible for ensuring that any contracted services which provide services on our behalf can comply with the duty, are required in contracts to comply with it, and do comply in practice. It is a duty that cannot be delegated.
- Review: the equality duty is a continuing duty. It applies when a policy is developed/agreed, and when it is implemented/reviewed.
- Proper Record Keeping: to show that we have fulfilled our duties we must keep records of the process and the impacts identified.



London Survey regarding the areas they lived in, the job market, their perceptions on prospects in the capital and their priority concerns.

- b) **London Datastore:** Information was extracted from the GLA's EDI Evidence Base for London (2019), the London Growth Plan Evidence Base (2024), GLA's Economic Fairness data and the GLA's City Intelligence London Wellbeing and Sustainability Measure (2025).
- c) **Secondary reports:** A wide range of reports were shared with the GLA by stakeholders that shared various equality insights related to financial access and inclusion, urban regeneration, poverty, housing, and specific protected characteristic groups.
- d) **Population Surveys and Census data:** Census and Survey data from the Office of National Statistics was used.
- e) **Targeted stakeholder engagement sessions:** Focused sessions were held with the Trust for London's Race Equity Group; the Deaf and Disabled People's Association; SME stakeholders, including women-owned businesses; a Neurodiversity in Business Roundtable; Pride in Leadership; Borough Town Centre and Area-Based Networks; the London Council's Inclusive Economy Network, an internal GLA Inclusive Growth workshop and participatory research undertaken over an 18-month period for the London Well-Being and Sustainability Measure. The purpose of these sessions was to source direct experiences and insights about the needs of Londoners with protected characteristics and to co-design solutions that could be proposed for consideration in the London Growth Plan.

## 5. Equity Considerations

5.1 The London Growth Plan has been structured according to four ambitions and five drivers. It also highlights London's key growth sectors and places. It also addresses how the Plan will be delivered and actions needed to grow the London economy. The full London Growth Plan can be found at <https://growthplan.london>

5.2 The LGP ambitions are:

- Productivity
- Inclusion
- Climate transition and resilience
- A Global Capital

5.3 The LGP drivers are:

- Inclusive Talent Strategy
- Backing Our Businesses
- Building Housing and Infrastructure
- Inward Investment and Promotion
- Creating Places for Growth

5.4 The inclusion ambition in the LGP recognises that the purpose of economic growth is to improve lives. Too many Londoners are excluded from contributing to and benefiting from growth. This blights their lives, reduces London's productive potential, and undermines social cohesion.

5.5 It is recognised that despite being by far the richest city in the UK, London also has the most people in poverty. Work is not a guarantee out of poverty as there are twice as many Londoners in poverty in working households than in workless ones. Some Londoners are trapped in a vicious cycle of poverty and sickness. London should have a head start in

addressing inequality as London's schools and universities are good at inclusion and closing attainment gaps.

- 5.6 The LGP argues that to reduce poverty, London must: bring down housing costs; turn more jobs into good jobs; break the vicious cycle of sickness and poverty; help Londoners get the skills they need to find employment and progress their careers; increase access to support and advice; support underserved entrepreneurs; and improve public transport.
- 5.7 Whilst inclusion is welcomed as a separate LGP ambition, it is recognised that inequality has many dimensions and complex structural and interdependent causes. Actions to ensure inclusion are, and should be, reflected across all ambitions and drivers within the LGP.
- 5.8 The most powerful government tools to tackle poverty are identified as tax, benefits, minimum wages, enforcement of employment rights and access to affordable childcare. These are at national level.
- 5.9 The important things that London can do to reduce poverty and make growth more inclusive are related to planning, health, skills, jobs, housing, transport and entrepreneurship.
- 5.10 The LGP identifies five key interventions to achieve the inclusive ambition, namely:
- a) *Pay and employment rights*: Reduce in-work poverty by turning more jobs into quality jobs with fair pay and predictable hours.
  - b) *Economic inactivity*: Reduce the number of Londoners in poverty because they are unable to work due to sickness, low skills, or other barriers.
  - c) *Growth sector employment*: Increase employment of underrepresented groups in the higher-paying growth sectors.
  - d) *Small business support*: Grow the incomes of underrepresented small business owners. Support local community businesses which provide vital local services and employ people close to home.
  - e) *Living costs*: Reduce living costs for the poorest by building more affordable housing, keeping transport costs down and helping homes to be more energy efficient.
- 5.11 These interventions are embedded within the LGP drivers: Inclusive Talent Strategy, Backing our Businesses and Housing and Infrastructure.
- 5.12 This EqiA highlights the main equality and equity issues that have emerged from the evidence gathered for the LGP. The issues are organised in relation to each of the five LGP drivers:
- 5.13 *Inclusive Talent Strategy*
- a) **London's changing job market has reduced demand for some lower-skilled, elementary jobs.** Labour market changes post-BREXIT, the COVID-19 pandemic and the growing impact of AI and automation are changing the nature and availability of work.
  - b) **Having a qualification is a major contributor to job market participation.** The employment rate for Londoners aged 16-64 with degree-level qualifications (NVQ4+) is more than twice that for those without any formal qualifications (86% vs. 37%) – a wider gap than in the rest of England.



Thirteen percent of Londoners have no qualifications at all – and people with no qualifications are much less likely to be in work. Deaf and disabled Londoners, people of a Muslim faith, older women and care leavers are more likely to have no qualifications. Londoners without qualifications are at most risk of low pay or unemployment.

For some groups such as Pakistani and Bangladeshi women, having qualifications is not necessarily translating into employment owing to a complex interplay of increasing discrimination, Islamophobia, some cultural conservatism, and the failure of mainstream services (such as employment support, benefit and welfare systems, subsidised childcare, and mental health support).

Autistic graduates are twice as likely to be unemployed after 15 months as non-disabled graduates, with only 36% finding full time work in this period. Autistic graduates are most likely to be overqualified for the job they have, most likely to be on zero-hours contracts, and least likely to be in a permanent role.

- c) **Labour market participation varies across age, race, ethnicity, sex, disability, neurodiversity, and gender.** Young people are more likely to be unemployed than adults aged between 25 and 64. Close to a third (32%) of economically inactive Londoners aged 16-64 are disabled. Employment rates among Black African, Black Caribbean, and Other Black ethnic groups, Bangladeshi, Pakistani, Mixed Ethnic groups, Other ethnic groups and White Gypsy or Irish Travellers are typically lower than the average employment rate for London. Youth unemployment is particularly high among young Black men in London, as well as people of a mixed or other ethnicity.

There are a range of disparities between men and women in relation to employment, with women more likely to work part time, earn below the London Living Wage (LLW), and more likely to be unemployed. Women employed full-time have a lower average hourly rate than men, though the converse is true for part-time employment.

There are approximately 86 000 working age autistic Londoners. It is estimated that about 30% of autistic people are in employment. Training, awareness, and understanding of neurodiversity is still lacking. Many workplaces are not designed to accommodate the needs of neurodivergent individuals, leading to exclusion and difficulties in navigating the space.

Homeless people, veterans, ex-offenders, LGBTQIA+ people, carers and care-leavers face specific barriers to finding employment. In many instances, individuals experience the labour market in an intersectional way, where race, gender, class, sexuality, neurodiversity, and ability work in multiple ways.

- d) **Not all job opportunities offer ‘good work’.** While many London employers do offer good work, 13.6% of employee jobs were paid below the LLW in 2022. An estimated 39,000 Londoners are not being paid the statutory minimum wage. In-work poverty levels are high. By sector, hospitality has the highest proportion of low-paid jobs in London, with almost half of employee jobs paid below the LLW in 2022. There are also large numbers of low-paid employees working in the wholesale and retail, business administration, and health and social care sectors.

The incidence of low pay is higher for younger, female, disabled and Bangladeshi and Pakistani Londoners. Around half of Latin Americans, who are the second fastest growing non-EU migrant population in the capital, work in low-paid elementary, service, caring and processing jobs with marked concentrations in the cleaning sector.

Around 7% of workers in London are in insecure employment. The proportion of Londoners working on zero-hours contracts has risen dramatically over the last decade from below 1% - 3% of the total in employment. There is evidence of widespread employment rights abuse including not paying holiday or sick pay, bogus self-employment, and unfair dismissal.

There is a need to ensure all jobs across all sectors in London offer good work. Jobs in growth sectors pay more and offer better career progression, even for workers with lower skill levels. Expanding job opportunities in the growth sectors will increase numbers of good work opportunities in London. However, workforces in the growth sectors are predominantly high-skills jobs and do not reflect London's diversity and demographics.

- e) **People who work at night are more likely to experience low pay.** While many London night-time employers pay the real Living Wage, 17% of people who work at night in London are paid less, compared to 12% of people who don't work at night. Research suggests that people who work at night face a variety of challenges that people who work during the daytime do not, from difficulty to getting enough sleep to relatively poor pay. Most people who work at night work in industries, such as health and social work, professional and technical activities, and transport and storage.
- f) **Trade union membership is declining in London.** Just 17.3% of employees in London were members of a trade union in 2022, down from 26.1% in 1995. The proportion of Londoners in a trade union is significantly below the UK average of 23.3%. Membership is heavily concentrated in the public sector; four in ten public servants belonging to a union, compared to fewer than one in ten private sector workers. Women (19.5%) are more likely to be members than men (15.3%). This is happening despite proven benefits to employers such as employee, trust, workplace safety, staff retention and increased productivity.
- g) **Social mobility is low in London.** The share of Londoners moving out of low-pay and earning higher wages for a sustained period is below the British average. Work undertaken by the London School of Economics (LSE) exploring the impact of wealth on social mobility, is showing that access to wealth resources (the 'bank of mom and dad'), such as university and housing, is a key factor.
- h) **Knowledge of and access to job opportunities is unequal.** Sixty three percent of Londoners who responded to the LGP's Talk London Survey indicated they were 'not very aware', 'not at all aware' or 'did not know' about job opportunities near where they lived and/or worked. Experiences of discrimination in the recruitment processes have been reported, for example within the LGBTQIA+ community and amongst Bangladeshi and Pakistani women.
- i) **Enabling career progression may require a multi-faceted approach.** Certain groups, such as Bangladeshi and Pakistani women, face multiple barriers to career progression. These include lack of progression and networking opportunities, child-care and other caring responsibilities, lack of career advice, flexible working arrangements and confidence.
- j) **Too few Londoners participate in adult education and training.** Opportunities for adult learning have seen a slight uptick since 2019/20, led by the increase in participation by Black and Other Londoners. Between 2019/20 and 2022/23, for Black Londoners this went from 6% to (just over) 7%, and for Other Londoners this went from 6.3% to 8%. Groups with the lowest levels of work-related training include Pakistani and Bangladeshi Londoners, Muslim Londoners and Londoners aged 16-24. Fifty three percent of

respondents to the LGP Talk London Survey indicated they were ‘not very aware’, ‘not at all aware’ or ‘didn’t know’ about educational opportunities and courses near where they lived and/or worked. The lack of digital skills is regarded as a barrier to job market entry amongst older, disabled, migrant and lower-income communities.

- k) **Sex, race, ethnicity, and disability pay gaps persist.** The ethnicity pay gap is larger in London than in any other UK regions. Pakistani, Bangladeshi and Black African Londoners are consistently among the lowest paid. Disabled people that are in work are paid less on average than their non-disabled colleagues, with a difference in the median pay of around 10 per cent in London. The annual pay of the 5% highest earning employees in London is 3.3 times the pay of middle earners.

Progress in closing pay gaps is stalling. While the gender hourly pay gap across London has decreased over time, that reduction has stalled over the last decade (women’s median pay is 13.6% lower than the median men’s pay for 2023). The overall White/Black, Asian and minority ethnic pay gap has been stable in London since 2014, though has started to fall in recent years, mirroring the narrowing seen nationally.

- l) **The Cost-of-Living crisis is deepening.** The UK has experienced a sharp rise in inflation in recent years. Despite recent decreases, and positive turns in employee real pay growth in London, a significant proportion of Londoners, including full-time workers, still struggle with the cost of living. Average rents in London cost 35% of the average household’s income. Sixty one percent of Londoners who responded to the LGP’s Talk London Survey said that over the last 12 months London has ‘got a bit worse’ or ‘got a lot worse’ in terms of being able to earn enough for a decent standard of living.

Adults from minority ethnic backgrounds are 1.5 times more likely to say they are not coping financially at all or are finding it difficult to cope compared with adults not in minority ethnic groups (52% vs 33%). Seventy-six percent of people from minority ethnic groups stopped saving or investing, reduced the amount they saved or invested, or used their savings or investments to cover day to day living expenses due to the cost of living (compared to 53% not from minority ethnic groups).

- m) **Twenty seven percent of Londoners live in poverty** (the highest poverty rate in the UK). Many low paid Londoners have little or no financial safety net, with 41% having less than £10 left over each week, once they have paid for essentials like housing, food, utilities, and transport. Housing costs are a key contributor to poverty, especially for disabled people, Black, Asian and Minority Ethnic Londoners. Thirty nine percent of Black, Asian and Minority Ethnic Londoners live in relative poverty after housing costs, compared to 21% of White Londoners. Sixty three percent of Bangladeshi households are in poverty compared to 17% of white households. People from minority ethnic groups face greater exclusion from the financial system.

More than a million unpaid carers in the UK who look after disabled, frail or ill relatives are living in poverty, with one in ten experiencing such extreme hardship they struggle to afford to eat regularly or heat their homes.

- n) **Thirty seven percent of London’s children (44% in inner London) live in poverty.** Increases in child poverty is being driven by children living in working families. 1.5 million adults and 400 000 children have low or very low food security. Bangladeshi and Pakistani children are at a greater risk of poverty than children in other ethnic groups. Whilst London children comparatively achieve better outcomes against their UK counterparts,

children in low-income families are less likely to achieve good educational outcomes than those from more advantaged families. This can reinforce the cycle of poverty.

- o) **The COVID-19 pandemic exposed widening health and wellbeing inequalities.** Older, low-income, and disabled Londoners are more at risk of health and well-being challenges. People in poverty struggle to afford healthy diets; have less access to green spaces for exercise; are more likely to live in cold, damp homes; be exposed to air pollution; and do poor quality work which makes them sick. People who are sick are less likely to be working. One in four working age Londoners who are economically inactive are long-term sick – that's a quarter of a million people. London still has lower levels of long-term sickness than the UK average, but the numbers have risen sharply in the last decade, particularly for mental health. One in four adults (aged 16+) show signs of poor mental health, a slight decrease from a pandemic peak. This particularly affects younger adults, a trend mirrored by a decade-long rise in mental health issues in children aged 10 – 15, in London and the UK.

Still recovering from the impacts of the COVID-19 pandemic, London has been faced with new threats to health including the climate crisis, cost of living crisis, low-wages, and the housing market, that are pushing more Londoners poverty.

- p) **Life expectancy and mortality follow a steep socio-economic gradient.** People in more disadvantaged areas facing worse health outcomes than those in more advantaged areas. The life expectancy of those in the most deprived areas in London has reduced more than those in the least deprived areas. Consequently, inequality in life expectancy within London was greater in 2020 than in any other year in the last decade.

Inequalities in health behaviour, such as smoking, alcohol consumption and drug misuse, also follow a similar pattern. At year 5, children living in the most deprived areas are 15 percentage points more likely to be overweight or obese than children in the least deprived areas. London has the highest recorded rates of low life satisfaction among 15-year-olds of any English region. Children living in deprived areas are at particular risk of suffering from low life satisfaction.

- q) **There is unequal access to childcare in London.** The proportion of London children aged 0 – 4 using any childcare in London was 48% in 2021. London faces challenges around the cost and availability of childcare for under-fives. Bangladeshi, Black, and Pakistani children in London are less likely to be enrolled in formal childcare. Migrant mothers often face additional barriers relating to childcare, both because their visa statuses may prevent them from accessing free childcare, and because they may not have close relatives nearby who can help. Women may prioritise childcare over working due to both the cost of childcare as well as cultural notions about 'good' childcare being provided by mothers in contrast to formal providers.
- r) **There is a correlation between low-income households and poorer educational outcomes.** Children eligible for free school meals and children living in deprived areas are also less likely to be school ready than the average. Children from disadvantaged backgrounds are less likely to achieve good educational outcomes than those from more advantaged families.

In general, however, London children do better in educational achievement than those with the same characteristics elsewhere in the UK. London records the highest rate of students continuing in education, after finishing 16-18 study of any region in England.

- a) **Lack of low-cost workspace threatens livelihoods and other valued aspects of urban life.** Thousands of small businesses have either closed or been permanently displaced from London due to high rents. Affordable workspaces support London traders, SMEs, and enables the provision of local jobs, goods, social spaces, and services. Developer-led processes that do not recognise the broader contribution of marginalised traders and small businesses to urban economies and urban life for local, low-income, migrant, and ethnic minority communities have contributed to their displacement.
- b) **Perceptions that planning is not inclusive, and fair has undermined trust.** Whilst regeneration of London's economic spaces is often positive, minority ethnic groups and businesses are disproportionately affected. Failures to constructively engage undermines trust amongst communities, local government and developers. Spaces long inhabited by migrant populations are being lost because of intensive regeneration projects, contributing to further isolation, displacement, lack of ownership and sense of belonging to the place they call home.
- c) **Greater awareness of and access to business support is necessary.** Whilst 44.8% of Londoners who responded to the LGP Plan Talk London Survey feel that London is a good place to start a business, awareness of and access to customised business support is necessary. Disabled, neurodiverse, LGBTQIA+, women, and Black and Other Ethnic Minority SMEs have identified the need for bespoke support. The top general support needs identified in the LGP SME Survey undertaken by Grow London Local were marketing (29%), planning (16%), finance (16%), digital (10%), people (9%) and sales (8%).
- d) **Good work support is necessary in sectors offering low-pay and poor working conditions.** Relative low pay (on a local measure) in London was more common for employees in hospitality (38.5%), arts and recreation (28.1%), and retail (27.3%). Not working satisfactory hours was more prevalent among employees in finance and insurance (30.8%), hospitality (29.1%), and arts and recreation (24.6%). Opportunities for career progression were less common among employee in real estate (46.3%), administration and support, and the wholesale sector (both 46.6%).
- e) **SME support will drive fairer growth.** Of the LGP SME Survey respondents, 547 were willing to share information on annual turnover. 41% (223) of firms were either not trading in the previous year or had no turnover. 30% (163) of the surveyed firms have a turnover under £10,000. Only 29% (161) of firms received an annual turnover of over £10,000. More than a third (37%) of Black female business owners and 36% of female business owners from Asian and Other Ethnic Minority backgrounds report making no profit last year, compared to 16% of White male business owners. Female business owners of all ethnicities experience significantly lower median turnover than male entrepreneurs (£15,000 vs £45,000 per annum), and fewer say they meet their financial aims. Tackling performance barriers and increasing productivity in SMEs through targeted support programmes would grow turnover. Greater London was found to be the toughest place in the UK to be an entrepreneur, with just 71% of business owners in London reporting a profit in 2019.
- f) **Access to business finance is unequal** with women and Black, Asian, and Minority Ethnic groups being most excluded. A British Business Bank report on entrepreneurship and diversity in the UK found that 87% of those with household income of £75,000 or more

made a profit last year, compared to just 76% of those with income below £20,000. Irrespective of gender or ethnicity, those with lower household income are less able to invest in their ideas, have fewer resources to develop their business prior to launch, and struggle to access the finance they need.

Access to finance appears to be a major barrier for Black, Asian and Other Ethnic Minority entrepreneurs, and the reason why many stop working on their business idea. The incidence of discouragement is higher in Ethnic Minority Businesses (EMBs) than SME population, particularly because of the issue of distrust. More than 90% of all discouraged borrowers are creditworthy but have never approached a bank.

- g) Public and private procurement could generate increased social value and inclusion.** This requires procurement to be used more strategically and widely for this purpose. There is good practice to be shared by London boroughs, London's anchor institutions and other stakeholders.
- h) There is greater diversity in London's SME founding teams than in its high growth sectors.** Whilst just 18% of high-growth enterprises include one or more women on the founding team in the UK, the SME sector appears to have stronger female representation. Of the 639 owner respondents who participated in the LGP SME Survey, 59% were female, 40% male, 3 were non-binary and 5 preferred not to disclose gender. Supporting and driving growth in innovative SMEs would add to London's economic diversity.
- i) The chances of successfully starting and growing a business are unequal.** Londoners who are women, from Black and Minority Ethnic backgrounds, or have low incomes run businesses that are on average less profitable and less productive than other groups.

#### *5.15 Building Housing and Infrastructure*

- a) Climate risks disproportionately affect Londoners.** The most deprived areas and disadvantaged Londoners are more exposed and vulnerable to climate risks. Poorer Londoners are more likely to suffer from extreme heat because of the homes they live in and the jobs they do. More deprived areas tend to see higher levels of air pollution. Some Black, Asian and Minority Ethnic Londoners are more likely to be exposed to high levels of air pollution. Age is an important factor in relation to the susceptibility of the health effects of air pollution. Disabled people can be more at risk from the impacts of more intense and severe weather associated with climate change than the general population. Extreme heat and air pollution are growing public health issues, increasing pressure on the NHS, and meaning more Londoners are unable to work.

Availability of green space is lower in more deprived areas and areas with a higher proportion of Black, Asian, and Minority Ethnic residents, with children in London less likely to visit the natural environment than children elsewhere in England.

- b) Fuel poverty disproportionately affects vulnerable Londoners.** Fuel poverty disproportionately affects lone parent households, Black, Asian, and Minority Ethnic groups, and younger households. Ten per cent of households in London are fuel poor, the group most in need to reduce energy bills.
- c) London is increasingly polycentric with wide variances in deprivation.** The pandemic accelerated the move towards polycentricity with more people willing to live further away

from central London as they need to commute less frequently. The emergence of new economic centres also creates local work and service opportunities that reduce commutes for others.

There is massive variation between and within London boroughs reinforced by existing infrastructure. Barking and Dagenham has the highest level of deprivation (32.7%) and Richmond on Thames lowest (9.43%). Within each borough, there is significant variation between neighbourhoods. Some places in London juxtapose extreme prosperity with deep deprivation. In Tower Hamlets, for example, Canary Wharf makes it the most productive borough in London, whilst it also has very high levels of child poverty in neighbouring areas. Existing spatial disparities between inner and outer London boroughs are reinforced by existing public transport networks and other urban infrastructure.

- d) **Access to and usage of public transport varies.** Use of London buses is higher among older and low-income Londoners. Older and disabled Londoners are less likely to walk than average. Older, disabled, and low-income Londoners are less likely to use the Tube. Affordability is more likely to be an issue affecting racially minoritised people working in low-income work and experiencing greater barriers to the labour market. Women are more likely to experience concerns around safety and take precautions against crime when travelling. There may also be some evidence that the frequency of public transport use is affected more for LGBTQIA+ Londoners than the wider population by concerns over crime and anti-social behaviour. Not all Londoners are able to travel to reach good jobs. Access to public transport is uneven across the city and needs to be more accessible for people with disabilities with costs kept down.
- e) **Housing supply and affordability is a driver of inequality and poverty.** Affordability is low and deteriorated sharply in 2020, with housing costs rising to 43% of income for typical private renting households and 39% for social housing renters. Lower-income households are more likely to rent, with households in the poorest 20% of households the most likely to be in social rent housing. Nearly 30% of disabled people aged 16 to 64 years in London rent social housing compared with fewer than 8% of non-disabled people. There are fewer accessible homes available for disabled people than needed and many existing homes require retrofitting to make them accessible.

Both younger and older Londoners are affected by higher housing costs. High housing costs can erode the economic benefits and high wage-premium of living in London, especially for low and middle-income households.

The existing stock of low rent housing is being reduced through the Right to Buy scheme, the 'conversion' of social rents to higher rents within or between tenancies and through estate 'regeneration' or redevelopment or small-site redevelopments. Black, Asian, and Minority Ethnic groups are more likely to live in social housing and are therefore more likely to experience potential negative impacts arising from temporary or permanent relocation caused by redevelopment of existing social housing estates.

Migrants, refugees and asylum seekers, Gypsies and Irish travellers, older Black, Asian, and Minority Ethnic, armed forces, Care Leavers and LGBTQIA+ Londoners face distinctive challenges. Some religious groups such as Sikhs, Hindus and Muslims, experience overcrowding at above average rates.



- f) **Homelessness in London is growing.** Men are more likely than women to be homeless and sleeping rough and may benefit from supported and specialised accommodation and increases in affordable housing more generally. However, women who are single parents or victims of domestic abuse also experience homelessness at a disproportionate rate.
- g) **Digital exclusion is recognised as a challenge in London** and is more common among low-income, older, and disabled people. Outer London boroughs have identified ‘not spots’ that they are addressing.

#### 5.16 *Creating Places for Growth*

- a) **The loss of spatial and economic diversity increases inequality in London.** Thirty percent of London’s jobs are in local neighbourhoods, high streets, and town centres outside the city centre. These often offer accessible, flexible work close to home. Supporting these businesses to grow and recruit locally can help vulnerable or excluded Londoners access the labour market. Low-cost workspace plays an important role in providing jobs close to home and reducing commuting time and transport emissions.

The loss of diversity of economic activity in many of London’s High Streets, markets, and industrial spaces, contributes to growing inequality. It directly impacts on the availability of local jobs, goods and services, affordable housing and workspaces and levels of social inclusion. It reduces the quality of life for Londoners.

Migrant and ethnic retailers and entrepreneurs are often at risk from High Street redevelopment schemes, despite having made significant contributions to the vitality of town centres and high streets over many years. High land and rental costs are flagged as a major reason for firm displacement and the high vacancy levels and decline in some of London’s High Streets. Affordable workspaces are being lost. Migrant and ethnic retailers, young people and entrepreneurs who occupy low value but well-located workspace in high streets and town centres are at greatest risk. Whilst some local authorities are trying to encourage low-cost workspace in new developments, this is not seen as effectively offsetting the overall loss.

There are perceptions that the homogenisation of the High Streets across London and the dominance of tourism and large brands has meant that locals cannot afford the High Street offerings or do not feel that they meet their needs.

- b) **Regeneration should be inclusive.** Opportunity Areas and Strategic Areas for Regeneration in London overlap significantly with some of the places in London with higher concentrations of Black, Asian, and Minority Ethnic communities. While the intention is to meet the housing and employment needs of a growing London, and could have positive impacts on the local communities, the scale of development may displace existing residents and communities, local shops, and services.

Some urban regeneration processes have lacked community engagement and developer accountability resulting in communities and SMEs feeling that their interests have not been protected and resulting in displacement.

- c) **High Streets offer formal and informal economic and social value.** Visitors to high streets include a significant proportion of jobseekers, elderly people, young people, and recent immigrants. High streets provide valuable informal types of participation and support

structures, with shops acting as important hubs and creating informal networks of communities along ethnic and cross-cultural lines.

- d) **Industrial area displacement disproportionately affects SMEs and local firms.** Industrial area displacement is a result of competing pressures with land-hungry sectors, such as logistics and housing developments. Local industrial spaces provide flexible, low-cost workspace within a very expensive city. These firms provide important services to other sectors of the London economy and often offer decent quality and stable employment. Displacement of existing firms by housing developments and larger industrial competitors is underway. There is a gap in current planning policy frameworks to protect this land-use activity and the affected firms.
- e) **Weakened planning powers translate into weak protection of productive spaces.** The replacement of productive spaces in London by higher-value land uses, such as residential, are the result of factors such as perverse incentives related to Land Value Capture and weakened powers of planning authorities. Changes to national planning legislation in 2013 extending Permitted Development Rights to landowners to change office buildings to residential use without the need for planning permission. The encouragement of high-density housing development in high streets and town centres and in some industrial areas has weakened the ability of planners to protect workspaces and well-functioning businesses. The result is a reduction in diverse economic activity, local jobs, markets, goods and services and social inclusion.
- f) **London markets contribute to community cohesion and food security.** This is particularly so in low-income, ethnic minority and migrant communities, and this role is often under-valued when markets are under threat from new development.
- g) **The night-time economy employs nearly 1.4 million people and needs greater attention.** The needs of night-time workers and the users of the night-time economy must be addressed as part of place-based strategies. People who work at night are more likely to experience low pay than those who do not. Seventeen per cent of people who work at night in London are paid less than the real Living Wage, compared to 12% of people in London who don't work at night. Those who work at night are twice as likely to have an insecure job. Eighteen per cent of people who work at night have an insecure job, compared to 9% of those who work only during the day.
- h) **Business and personal safety issues negatively impact on local communities.** The average proportion of Londoners who feel very safe or fairly safe walking alone in their local area after dark was 63% in 2021/22, a decline from 83% in 2016/17. Addressing of personal safety concerns, is a priority for women, older and younger people, and disabled people. Hate crime is on the increase with transgender people and asylum seekers experiencing the highest levels of sexual and physical abuse.

Violent crime in London is disproportionately concentrated in deprived areas, with significant local variations, and disproportionately affects specific socio-demographic groups, including young Black men, men in general (except for domestic violence where women are most affected), and people with disabilities. Asian Londoners are the least likely to feel safe after dark. As of 2023/24, feelings of safety at night are highest for White and Black Londoners (73%), this is slightly higher than the London average of 72%. Mixed and Asian Londoners are the least likely to report feeling safe, at 71% and 68% respectively.

- i) **Usage of London's green spaces is unequal.** Black, Asian and Minority Ethnic Groups and recent residents in London are less likely to spend time outdoors near green spaces every day than established Londoners and those of white ethnicity. Fewer children in London regularly visit a park or green space than elsewhere in England while at the national level, on average, children from Black, Asian, and Minority Ethnic households were less likely to frequently visit the natural environment.
- j) **Infrastructure and public realm improvements are required.** This is necessary to make it easier for older people, disabled people, and wheelchair users to get around. Older and disabled Londoners face barriers in accessing London's built environment, because of street design and clutter, a lack of dedicated parking, wheelchair access and accessible and specialised public toilets.

#### 5.17 *Inward Investment and Promotion*

- a) **Reducing inequality is not a guaranteed outcome of economic growth.** London's economic resilience has been accompanied by persistent inequality. While 70% of survey respondents in the LGP Talk London Survey agreed that London is a good place to work in, only 23% agree that the economy is fair. Growth measures should be focused on the positive impact on Londoners.
- b) **Greater diversity is required in founding teams of high-growth sectors.** Workforces in the growth sectors do not reflect London's diversity and demographics and tend to be high-skilled sectors. In the UK, just 18% of high-growth enterprises include one or more women on the founding team — while all-male founding teams make up 82% of high-growth enterprises.
- c) **Access to venture capital is vastly unequal.** The percentage of venture funding that reaches all-female founding teams has stagnated at just 2% and for Black, Asian, and Minority Ethnic groups at 0.2%.
- d) **There is a relationship between existing land and property markets and inequality.** The restricted supply of space, planning regime, long-term under-supply of housing and attractiveness to international property investors contributes to increasing property costs in London. In turn this places pressure on the cost of housing, wages, living and doing business. The unaffordability of housing contributes to difficulties in businesses attracting and retaining talent. The result of a hyper-competitive industrial land market is resulting in a narrowing of demand and competition leading to intra-industrial gentrification and threats to small manufacturers. Cuts to local authority budgets mean councils are tempted to sell the land they own in town centres, industrial estates, and council estates to balance their books and deliver new housing at the same time.
- e) **Income and wealth inequality in London are entrenched,** with the richest tenth of Londoners having almost nine times the income of the poorest tenth. London households in the bottom half of the wealth distribution own just 5% of total household wealth, while households in the richest 10% own more than 60% of total household wealth. Differences in wealth in London are even greater than those for income. For many of the poorest households, their debts outweigh their assets.

## 6. Equity Actions Proposed by Stakeholders

- 6.1 Stakeholders proposed numerous actions to address the equity considerations raised above. Given that the LGP remains a high-level, strategic document, there will be an ongoing need and opportunity to revisit the EqIA and actions proposed by stakeholders in the more detailed planning and implementation phase that will follow. A table of stakeholder actions has been included as Appendix A of the EqIA. It will act as an 'Ideas Bank' for the LGP during implementation.
- 6.2 To implement the LGP, partnerships across central government, the GLA, boroughs, businesses, trade unions, civil society and knowledge institutions are necessary to mobilise required resources and levers.

## 7. Integrating Equality and Equity Issues into the London Growth Plan

- 7.1 The integration of equity considerations in the LGP has been done at both strategic and action levels.
- 7.2 The LGP directly addresses some of the structural issues within the London economy that drive inequality and poverty. These include:
- **Income inequality:** Whilst the LGP has a focus on high-growth sectors, it aims to ensure good work opportunities across all sectors - high-growth, foundational and low-income – and build career pathways for Londoners within all sectors.
  - **Skills and qualifications gaps:** The Plan's Inclusive Talent Strategy will aim to ensure that Londoners can access the good work opportunities in the capital through targeted education, skills, and career progression programmes.
  - **Spatial inclusion:** The Plan recognises the spatial diversity of the capital and that access to public transport, other social and economic infrastructure and thriving local economies will boost both diverse economic activity and labour market participation in London. It does also recognise the core role of the Central Activities Zone in the London economy.
  - **Land and property market:** the LGP does identify restricted supply of space and the planning regime as areas for reform. Housing affordability is a central issue that is tackled within the Plan. It also responds to stakeholder concerns on the displacement of firms and workspaces through urban development and regeneration.
  - **Poverty:** The LGP states that to reduce poverty, London must bring down housing costs; turn more jobs into good jobs; break the vicious cycle of sickness and poverty; help Londoners to get the skills to get into work and progress their careers; increase access to support and advice; support underserved entrepreneurs; and improve public transport.
  - **Just transition to Net Zero:** The Plan recognises the uneven impact of the climate crisis on communities and offers mitigating actions to address this. These include a major building retrofit programme, boosting participation in the green economy, addressing issues of access to green spaces, and improving air quality within London.
- 7.3 Some of the issues that are raised in the LGP will find their home in other statutory plans such as the Mayor's London Plan, Housing Plan and Transport Plan and MOPAC's Crime Strategy.
- 7.4 The LGP has identified the need for more detailed planning and the development of an Inclusive Talent Strategy, a Business Support Strategy, the London Infrastructure Strategy, and an Innovation Strategy.

7.5 Importantly, the more detailed planning and implementation of the LGP will provide a further opportunity for stakeholders to re-engage with the EqIA and the equality considerations and explore some of the innovative ideas that have been shared by stakeholders as ways to enable economic inclusion.

7.6 The discussion below highlights the equity considerations and inclusion actions that have been incorporated into the LGP thus far and is organised according to the five drivers.

#### 7.7 Driver One: Inclusive Talent Strategy

Impacted Equality Groups	Disability; Age; Race and Ethnicity; Religion/Belief; Neurodiversity; Sex; Sexual Orientation; Gender Reassignment; White Gypsy; Irish Traveller; Homeless; Veterans; Ex-Offenders; Carers and Care-Leavers; Low-Income; Insecure workers; Night-time workers; Migrants; People with no qualifications
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- a) The EqIA has shown that there are many factors that create disparities in labour market preparedness, entry, participation, and progression. These link to the qualifications, age, disability, neurodiversity, race and ethnicity, gender, care leaver status and sex (and intersectionality thereof) of individuals. They also link to broader enabling factors such as the housing market, public transport access and affordability, and the availability, quality, and accessibility of social services such as child-care, corporate parenting, education, and healthcare.
- b) The EqIA has highlighted the inter-relationships amongst poverty, low-income and insecure work, poor health, and educational outcomes.
- c) Stakeholders have offered different solutions on advancing inclusion in the labour market that have been considered and included in the EqIA Ideas Bank.
- d) The LGP has identified London's diverse, open-minded, skilled population as our greatest asset. Talent is regarded as the fuel for both tradeable services and frontier innovation. But a shortage of skilled workers is one of the biggest constraints holding back London's growth. The London economy cannot achieve its full potential until all Londoners achieve their full potential.
- e) The LGP states that diverse teams are more productive, engaged, and innovative. Yet London's workforce in many growth sectors does not reflect the city's diversity. Whilst there is a demand for skills and job vacancies, too many Londoners are not in work or are not working to their full potential for reasons such as disability or health condition, discrimination, skills needs or caring responsibilities.
- f) Developing an Inclusive Talent Strategy is identified as a vital task in the LGP. It is intended to be London's workforce plan to create the pipeline of talent for growth and to support marginalised Londoners into good work. It is critical to boosting productivity, reducing poverty, and training enough workers for the green transition.
- g) It will integrate London's careers, skills, employment, and health systems and link the work and career ambitions of Londoners to a truly employer-led skills, careers, and employment offer.
- h) The LGP is explicit about making London a centre of excellence for fair pay and good work. This will be achieved through explicit interventions to turn more jobs into quality jobs through championing the LLW and secure hours, employment rights and supporting the new Fair Work Agency. Employers will be encouraged to adopt inclusive employment practices and remove barriers to the labour market, such as childcare, to close the employment and pay gap.

- i) The LGP commits to making sure that London remains attractive for the best talent in the world through interventions supporting London's universities that stabilise both funding and the student pipeline.
- j) The UK government's devolution intent and the consolidation of funding within the skills and training sector are seen as important enablers of an Inclusive Talent Strategy
- k) The table below summarises the 10-year plan and one-year actions for this driver:

<b>Inclusive Talent Strategy Actions</b>	
<b>10-Year Plan</b>	
<ul style="list-style-type: none"> <li>• Create an Inclusive Talent System for London, an integrated workforce plan for the city: <ul style="list-style-type: none"> <li>○ Making sure that work is safe and decent, with fair pay and conditions.</li> <li>○ Supporting people to get into work, particularly if they are struggling with ill health or other issues.</li> <li>○ Education, skills, and training to help Londoners to grow their skills and progress, particularly in the growth sectors.</li> <li>○ Careers advice, recruitment and pathways to careers, and sectors.</li> <li>○ Attracting the world's best talent to London.</li> <li>○ Priorities will be: <ul style="list-style-type: none"> <li>▪ Support Londoners who face barriers to work to get quality jobs, adding to London's supply of workers.</li> <li>▪ Grow and diversify workforces in the growth sectors.</li> <li>▪ Coordinate a massive investment in green skills.</li> </ul> </li> </ul> </li> <li>• Make London a centre of excellence for fair pay and good work.</li> <li>• Make sure London remains attractive for the best talent in the world.</li> </ul> <p><i>LGP housing and infrastructure driver is critical to growing a skilled workforce.</i></p>	
<b>One-year actions</b>	
<ul style="list-style-type: none"> <li>• Publish the Inclusive Talent Strategy.</li> <li>• Pilot the new integrated approach to help economically inactive and young Londoners.</li> <li>• Start to change the way London commissions adult education.</li> <li>• Launch a new fund targeted at reducing key skills gaps holding back growth.</li> <li>• Deliver a London Youth Guarantee to reduce the proportion of young people not in education, employment, or training.</li> </ul>	
<b>Partnership with the UK government</b>	
<p><i>Foundations:</i></p> <ul style="list-style-type: none"> <li>• Sustainable funding for London's adult skills (FE) system.</li> <li>• Sustainable funding for London's universities</li> </ul> <p><i>Freedom:</i></p> <ul style="list-style-type: none"> <li>• Allow London to develop an employer-led Inclusive Talent System.</li> </ul>	

- l) The EqIA raises issues that will need ongoing consideration in the development of the Integrated Talent Strategy and the implementation of the plan. These include:
  - Addressing good work challenges in low-skill, low-wage sectors.
  - Addressing sex, race and disability pay gaps.
  - Refreshing the GWS to ensure alignment with industry best practice and the New Deal for Working people.
  - Addressing barriers at all stages of labour market participation – preparedness, entry, participation, and progression – through considering the needs of individuals and diverse groups.
  - Responding to the immediate challenge of households and children living in poverty in partnership with the UK government and boroughs.
  - Strengthening the role of boroughs in delivering services to the most vulnerable.

## 7.8 Driver Two: Backing Our Businesses

Impacted Equality Groups	SMEs; London Traders; Migrants; Disability; Age; Race and Ethnicity; Neurodiversity; Sex; Sexual Orientation; Migrants
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- a) The EqIA highlights issues related to SME participation and performance, including access to affordable workspace, finance, business support and procurement opportunities. It has shown the nuances of how different protected characteristics, and the intersectionality thereof, impact on SME participation and performance.
- b) The LGP commits to *Backing Our Businesses* to raise finance, win new customers, hire, and train great talent, use new technologies, develop their leadership skills, reduce their carbon footprint and energy bills, and grow internationally.
- c) The LGP argues that current business support in London is small-scale, low quality and does not meet the real needs of entrepreneurs. As such, the intention is to adopt a new approach, bringing together a coalition to provide the strategic, co-ordinated support that London's entrepreneurs deserve.
- d) There is a commitment to tackling some of the knotty, long-term problems which are holding too many SMEs back – starting with access to finance – and to tackling the deep inequalities faced by specific groups of entrepreneurs, including women, people from minoritised backgrounds and disabled people.
- e) In addition, targeted actions to support protected characteristic groups and community and social economy enterprises, systematically address access to finance and the opening of supply-chains.
- f) The LGP aims to develop industrial innovation corridors that will build both new industrial innovation facilities to scale up frontier innovation; and support existing manufacturers to adopt innovation.
- g) The table below captures the 10-year plan for *Backing Our Businesses* and the immediate actions that will be followed in partnership with the UK government.

<b>Backing Our Business Actions</b>
<b>10-Year Plan</b>
<ul style="list-style-type: none"> <li>• Coordinate a pan-London business support offer with a coalition of partners which will: <ul style="list-style-type: none"> <li>○ Increase SME productivity.</li> <li>○ Scale businesses in the growth sectors.</li> <li>○ Systematically increase access to finance.</li> <li>○ Close the entrepreneurship gap.</li> <li>○ Support community and social economy businesses.</li> <li>○ Help businesses to take climate action.</li> </ul> </li> <li>• Make London's public sector an accelerator of innovation.</li> <li>• Open the supply chains of London's anchor organisations to smaller and diverse-led businesses.</li> <li>• Make London the springboard to global growth for innovative companies across the UK.</li> </ul>
<b>One-year Actions</b>



- Create an evidence-based Business Support Strategy.
- Launch a new London Tech and Inclusive Growth fund to provide loan and equity funding for high-growth SMEs.
- Support scaleups in the growth sectors to expand into international markets.
- Invest in a new quantum tech incubator in partnership with London universities.
- Explore a large-scale intervention on SME finance, in partnership with the British Business Bank and others in the responsible finance sector.
- Accelerate the work to make it easier for SMEs to win contracts from London's public sector organisations.
- Set a City Innovation Strategy for how London's public sector will adopt innovation to solve problems for Londoners and, in doing so, grow frontier sectors like life sciences and green innovation.

#### **Partnership with UK Government**

##### *Foundations*

- Sustainable funding for business support.

##### *Freedom*

- Enable London to invest in its own growth by retaining and re-investing the benefit of some of the growth it creates.

##### *Funding*

- Investment from the British Business Bank.
- National scaleup export support.

h) The development of a shared London Business Support strategy and co-ordinated business support service will provide further opportunity to further address the equity considerations raised in this EqlA. These are:

- Protection of low-cost workspace for London traders and SMEs.
- Protection of industrial spaces, small industrial businesses, and production-based users of industrial spaces.
- Inclusive urban regeneration planning processes.
- Protection of community markets and encouraging new ones.
- Community awareness of business support.
- A need for more locally distinct and bespoke business support programmes, including some funded and implemented by boroughs.
- Support for community business, governance, co-operatives and mutuals and asset ownership models.
- Support to low-wage firms to meet the Mayor's GWS and pay the LLW.
- Support for businesses and workers in the night-time economy.
- Tackling High Street crime.

#### **7.9 Driver Three: Building Housing and Infrastructure**

Impacted Equality Groups:	Deprived areas; Low-income Londoners; Disability; Age; Race and Ethnicity; Religion/Belief; Sex; Sexual Orientation; White Gypsy; Irish Traveller; Homeless; Veterans; Migrants; Refugees; Asylum Seekers; Care-Leavers
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a) This EqlA has identified the rapid building of affordable homes, the extension and upgrading of public transport infrastructure, the provision of cheaper and cleaner energy and digital connectivity as critical for economic and social inclusion in London. Devolution

asks as well as the major increases in HMG investment in housing and public transport are proposed as part of the solution.

- b) The LGP prioritises London's housing crisis. The massive and quick building of new quality homes, especially affordable homes is seen as necessary to reduce poverty and raise productivity.
- c) The LGP recognises the need for growth enabling infrastructure - transport, logistics, low-carbon energy, clean water, waste, and digital connectivity - designed for the future and climate resilient.
- d) It is recognised that growth increasingly happens in hubs outside the city centre as well as within it, creating needs for infrastructure in new places. Transport extensions, including buses, are essential to unlock housing at scale and support new growth clusters.
- e) London will not achieve its climate and nature goals without massive investment in resilient infrastructure and upgrading existing buildings. London will need to build, retrofit, electrify, install, plant and clean like never before. That will need a huge workforce, electric grid capacity and massive amounts of building materials, equipment, and technology.
- f) The table below captures the 10-year plan for building housing and infrastructure and the immediate actions.

<b>Building Housing and Infrastructure Actions</b>
<b>10-Year Plan</b>
<ul style="list-style-type: none"> <li>• Set a long-term framework and plan for London's infrastructure.</li> <li>• Rapidly build more homes, prioritising genuinely affordable homes.</li> <li>• Develop and implement a new London Plan which prioritises housing and growth.</li> <li>• Stabilise funding for London's world-class public transport network.</li> <li>• Extend and upgrade the public transport network, prioritising projects to unlock new homes and growth.</li> <li>• Extend internet and digital connectivity.</li> <li>• Explore new potential energy sources to power London's growth.</li> <li>• Grow international travel connections.</li> </ul>
<b>One-Year Actions</b>
<ul style="list-style-type: none"> <li>• Publish a London Infrastructure Framework which sets out long-term priorities.</li> <li>• Publish Towards a London Plan, the direction of travel on London's new spatial plan.</li> <li>• Launch the first wave of rent-controlled Key Worker Living Rent Homes.</li> <li>• Work to reduce the time taken for planning applications.</li> <li>• Speed up electricity grid connections for major projects by continuing to work with UK government, National Energy System Operator, regulators, and utilities companies.</li> <li>• Warmer Homes London to start funding work to retrofit homes for vulnerable Londoners.</li> <li>• Identify London's long-term logistics needs, with industry, to inform the next London Plan and TfL priorities.</li> <li>• Support housing viability in the short-term through further steps within the current London Plan and Affordable Homes programme frameworks.</li> </ul>
<b>Partnership with UK Government</b>
<p><i>Foundations</i></p> <ul style="list-style-type: none"> <li>• Sustainable funding to deliver the core public services that enable growth.</li> </ul> <p><i>Freedom</i></p> <ul style="list-style-type: none"> <li>• Let London fund investment in its own growth.</li> <li>• Let TfL bring the capital's suburban rail services up to the standard of the London Overground.</li> <li>• Let London run more of its own infrastructure (especially digital and heat network zoning).</li> </ul> <p><i>Funding</i></p> <ul style="list-style-type: none"> <li>• Fund the housebuilding boom that London urgently needs.</li> <li>• Help fund London's transformational transport projects to boost growth and unlock thousands of new homes.</li> </ul>

- g) There will be further opportunity to engage the with equity considerations in the more detailed planning actions that will follow the publication of the LGP – especially the next London Plan, the refreshing of London’s Infrastructure Framework and the new London Infrastructure Plan. Some of the priority issues are listed below:
- Maximising London’s Net Zero focus to drive economic inclusion and equality through targeted skills, work, land access and procurement opportunities.
  - Prioritising the most deprived areas and disadvantaged individuals in retrofit programmes and when building climate resilient infrastructure.
  - Consideration of innovative ideas to encourage inclusion through the land and property market, such as: social value through S106, unlocking public land for public rental stock, community land trusts, estate redevelopment schemes, limits on landlord property ownership, timely action on empty homes and taxation on second homes or those above a certain price.
  - Prioritising public transport accessibility, affordability, and safety.
  - Strengthening local government planning powers not just to enable housing delivery, but also to protect productive land and workspaces.
  - Promoting inclusive planning to build social trust and ensure that the diverse needs of Londoners and London businesses are considered.

#### 7.10 *Driver Four: Inward Investment and Promotion*

Impacted Equality Groups:	Low-Income; Sex; Race and Ethnicity
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- The EqIA raises equity concerns regarding a growth-focused model to London’s development. They include entrenching income and wealth inequality through perpetuating existing land and financial markets and a focus on growth sectors at the expense of foundational sectors.
- Many of the actions contained in the other LGP drivers - the Inclusive Talent Strategy, Backing Our Businesses, Building Housing and Infrastructure and Creating Places for Growth - are intended to mitigate some of these over-arching equality concerns.
- Concerns around a narrow growth and innovation sector focus (i.e., Life Sciences and Climate and Nature enabled by core technologies including AI, quantum bioengineering, advanced robotics, and material science), are mitigated by the attention that is paid in the LGP to the foundational economy, including the financial, professional, and business services, international education, creative, experience, housing, water, energy, and transport sectors.
- This sectoral diversity will contribute to ensuring that the benefits of economic growth will be more broadly spread across London, London firms and Londoners.
- However, the LGP does recognise the risks of perpetuating inequality through a growth-focused model, and inclusion is one of its four ambitions. While equity considerations have informed the LGP, it is abundantly clear that they need to be central to ongoing LGP planning and implementation, if the desired economic growth is to benefit all Londoners.
- The LGP identifies *Inward Investment and Promotion* as its fourth driver for growth. This driver is premised on delivering investment at scale to underpin London’s growth. London is required to lead the world in partnering with private capital to build homes and infrastructure. It needs to dramatically increase the capital available to innovative companies and for the world’s most exciting businesses to keep choosing to locate in London.

- g) The reforms to UK capital markets and pension funds are regarded as a powerful enabler. London must respond by creating the right opportunities for institutional investment.
- h) This LGP driver focuses on promoting London as one of the world's favourite cities for visitors, students, events, talent, and investors. London's many advocates are required to unite to tell London's story, part of which is that London is foremost a capital that is culturally diverse and welcoming.
- i) The plan and immediate actions are captured in the table below.

<b>Inward Investment and Promotion Actions</b>
<b>10-Year Plan</b>
<i>Investment</i> <ul style="list-style-type: none"> <li>• Dramatically boost capital investment into innovative companies: <ul style="list-style-type: none"> <li>○ Get our Local Government Pension Scheme pools investing in innovation in London.</li> <li>○ Continue to champion UK capital markets reform.</li> <li>○ Extend our inward investment infrastructure to institutional investors in innovation.</li> </ul> </li> <li>• Focus London's powerful inward investment machine on priority sectors and places.</li> </ul> <p>Attract significant institutional capital for net zero infrastructure and real estate.</p> <ul style="list-style-type: none"> <li>○ Be clear and consistent.</li> <li>○ Create investment models that work.</li> <li>○ Connect investors with projects which are ready and commercially viable.</li> </ul> <ul style="list-style-type: none"> <li>• Drive onward investment from London to other parts of the UK, in partnership with nations and regions.</li> </ul> <i>Promotion</i> <ul style="list-style-type: none"> <li>• Unite Team London to tell London's story to the world.</li> <li>• Develop a sustainable, long-term solution to fund London's experience economy sector.</li> <li>• Encourage visitors to use London as a gateway to tourism across the UK.</li> </ul>
<b>One-Year Actions</b>
<i>Investment</i> <ul style="list-style-type: none"> <li>• Align London's inward investment activity to the LGP's growth sectors and places.</li> <li>• Explore an innovation investment fund, anchored by London's two Local Government Pension Scheme pools.</li> <li>• Explore a new public-private partnership to attract more international institutional investment into UK venture capital funds.</li> </ul> <i>Promotion</i> <ul style="list-style-type: none"> <li>• Create London's offer for investors in green innovation, AI and other growth sectors.</li> <li>• Refresh London's international brand messaging and encourage more organisations to use it.</li> <li>• Create a coalition of the organisations with powerful, global London brands to work together to promote the city.</li> <li>• Co-ordinate a calendar of high-impact international trade and investment missions.</li> <li>• Turbocharge London Life Sciences Week.</li> <li>• Work towards a world-class business visitor centre in central London.</li> </ul>
<b>Partnership with UK government</b>
<i>Foundations</i> <ul style="list-style-type: none"> <li>• Sustainable funding for London's cultural institutions</li> </ul> <i>Freedom</i> <ul style="list-style-type: none"> <li>• Let London fund investment of its own growth.</li> </ul> <i>Funding</i> <ul style="list-style-type: none"> <li>• Investment from British Business Bank.</li> <li>• Investment from the National Wealth Fund.</li> <li>• Onward investment.</li> </ul>

- j) High-level equity considerations that will be taken forward in the detailed planning and implementation phases of the LGP are:

- Reducing inequality is not a guaranteed outcome of economic growth and mitigating actions must be deliberate and consistent.
- Whilst there is a focus on supporting high-growth sectors to drive innovation and growth, foundational and low-pay sectors need support. Indeed, the highest equality and equity returns may be through the changes driven in these sectors.
- London's existing land, property and financial markets contribute to inequality and focused measures to encourage inclusion are necessary.
- Gender and race inequalities in accessing finance, including venture capital, must be addressed.
- Measures to reduce both income and wealth inequality are required.

#### 7.11 *Driver Five: Local Places*

Impacted Equality Groups	SMEs; Small Industrialists; Market Operators; Migrant and Ethnic Retailers and Entrepreneurs; Disability; Age; Race and Ethnicity; Religion/Belief; Neurodiversity; Sex; Sexual Orientation; Gender Reassignment; Low-Income; Night-time workers
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- The EqIA has raised the importance of revitalising and stimulating London's High Streets and town centres across the capital in support of a more diverse economy, skills, and jobs market.
- The EqIA has noted that how this revitalisation happens is important for inclusion. Stakeholders raised concerns about the homogenisation of the High Streets and the displacement of existing economic activities by large retailers and tourism-focused businesses, which have undermined the character and social and economic fabric of these areas.
- The LGP recognises the centrality of London neighbourhoods and places to the experiences of Londoners and London businesses. It is understood that growth feels real when people feel their local area is improving to be safer, greener, and cleaner; with more opportunities to work, learn, meet up, go shopping, eat, and drink, and be part of the local community and culture.
- The approach is to start with the basics: clean streets; tackling crime and anti-social behaviour; and designing safe and pleasant public spaces and neighbourhoods. This requires the stabilisation of local government funding.
- The LGP recognises that many Londoners work in London's local economies, particularly in the 'everyday' economy sectors like care, construction, retail, and hospitality. These local economies offer jobs close to home and are often the first step for people who have struggled with employment. Local businesses, with thriving town centre and industrial estates across the city must be supported.
- The table below outlines the plan and immediate actions for implementation for the Local Places driver.

<b>Local Places Actions</b>
<b>10-Year Plan</b>
<ul style="list-style-type: none"> <li>• Create local places where people want to spend time and money, day, and night.</li> <li>• Tackle crime and antisocial behaviour in the city centre and town centres.</li> <li>• Use the procurement and planning systems more strategically to achieve local inclusive growth ambitions.</li> <li>• Increase the capacity for boroughs to develop more local growth strategies and to win the investment to make them happen.</li> <li>• Improve transport between town centres, particularly in outer London.</li> </ul>
<b>One-Year Actions</b>
<ul style="list-style-type: none"> <li>• Support town centres and High Streets with stronger neighbourhood policing.</li> <li>• Work to attract investment in major projects to revitalise London's town centres.</li> <li>• A new High Street Fund of £20m for boroughs to invest in improving local areas.</li> <li>• Explore a publicly owned, mission-driven property agent and manager.</li> <li>• Create an action plan for London's nightlife.</li> <li>• Continue the successful Creative Enterprise Zones programme.</li> </ul>
<b>Partnership with UK Government</b>
<p><i>Foundations</i></p> <ul style="list-style-type: none"> <li>• Sustainable funding to deliver the public services that underpin growth in a global city, particularly local government, policing, and the core transport network.</li> </ul> <p><i>Freedoms</i></p> <ul style="list-style-type: none"> <li>• More powers to push forward growth (i.e., wider powers for Mayoral Development Corporations, land assembly and compulsory purchase).</li> </ul>

- g) Attention to the following equity considerations in the more detailed planning and implementation phases for this driver of the LGP are:
- Recognising and supporting both the economic and social value of High Streets.
  - Protecting existing affordable workspaces in the High Streets.
  - Protecting industrial land as productive spaces.
  - Protecting London markets and recognising their role in community cohesion and food security.
  - Enabling the inclusive use of public open spaces through public realm improvements and infrastructure investment.
  - Meeting the needs of the night-time economy workers and users as part of place-based strategies.
  - The central role of boroughs in driving place-based strategies.

## 8. How the Growth Plan will be Delivered

- 8.1 A Growth Mission Board will oversee the delivery of the London Growth Plan. It will include representatives from public and private sectors including businesses, universities, and colleges. The Growth Mission Board will be chaired by the Deputy Mayor of London for Business and Growth and a member of the London Councils Executive.
- 8.2 A mission lead will oversee the delivery of the London Growth Plan. Their role will be to convene and coordinate the public sector agencies to deliver the plan; and to build coalitions and partnerships for collective action between public and private sectors.
- 8.3 The starting point will be to reset UK government's relationship with London, as its most powerful partner in growth. UK and London government will enter a long-term, strategic partnership to grow the London economy.

- 8.4 The EqIA has demonstrated that the voices of Londoners and those of protected characteristic groupings have been heard in the development of the LGP. The challenge is to ensure that these voices continue to be heard during the delivery thereof.
- 8.5 Whilst the EqIA is positioned as an ongoing resource in the further planning and implementation of the LGP, it cannot replace the need for ongoing engagement and accountability.
- 8.6 The EqIA highlighted the fact that inclusion was placed as a priority ambition in the LGP by all London stakeholders. Keeping inclusion as a priority will require the ongoing commitment of all stakeholders, and especially that of the Growth Mission Board and London's leaders.



## 9. Appendix A: The London Growth Plan Equity Ideas Bank

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
Affordable work- spaces	Race; Ethnic minorities; Low-Income; Youth	<ul style="list-style-type: none"> <li>• Protection of industrial spaces.</li> <li>• Affordable business rates and rents.</li> <li>• Protect small workshops, office spaces, markets, C grade offices and older spaces like council depots and railway arches.</li> <li>• Repurpose surplus commercial units with social leases.</li> <li>• Establish low-cost workspace hubs, reserving space for community and social enterprises.</li> <li>• Replicate the UK's first dedicated space for disabled entrepreneurs at the Queen Elizabeth Olympic.</li> </ul>	Backing Our Businesses and Creating Places for Growth
Business support and financing	Race; Ethnic minorities; Age; LGBTQIA+; Disability	<ul style="list-style-type: none"> <li>• Locally bespoke business support programmes funded and implemented by boroughs.</li> <li>• Tailored support programmes dealing with structural and systemic barriers.</li> <li>• Build cultural competencies in business support organisations.</li> <li>• Build two-way relationship between business support organisations and ethnic minority communities.</li> <li>• Business support organisations to publish key performance indicator information about their services.</li> <li>• Facilitate access to business finance, including start-up loans &amp; venture capital.</li> <li>• Support community business, co-operative and mutual models.</li> <li>• Showcase entrepreneurial rôle models from diverse backgrounds.</li> <li>• Provide mentoring support.</li> <li>• Address perceptions of unfair access to bank finance.</li> <li>• Implement procurement and supply chain reforms for business inclusion.</li> <li>• Create local community business support hubs.</li> <li>• Support alternative financing institutions such as Credit Unions, Community Development Finance Institutions and Sharia-compliant financiers.</li> </ul>	Backing Our Business
Career progression	Low-income and low skills; Age; Sex; Gender	<ul style="list-style-type: none"> <li>• Reduce barriers to career progression in low-wage and high-growth sectors.</li> <li>• Implement upward mobility and professional development workplace programmes.</li> </ul>	Inclusive Talent Strategy

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>• Include mental health and wellbeing support in career progression programmes.</li> <li>• Encourage diversity in leadership and equitable workplace cultures.</li> <li>• Support trade union learning, such as the scheme delivered by TUC and the GLA.</li> </ul>	
Child-care	Race; Ethnic minorities; Marriage; Age; Low-Income; Sex	<ul style="list-style-type: none"> <li>• Facilitate access to child-care, including employers taking greater responsibility.</li> <li>• Provide child-care business support.</li> <li>• More responsive local commissioning.</li> <li>• Local authorities to broker partnerships for school-based nursery expansion.</li> <li>• Support not-for-profit nursery trusts.</li> <li>• Develop childcare into a consistently high quality, inclusive and integrated service.</li> </ul>	Inclusive Talent Strategy
Co-operative and Mutuels	SMEs	<ul style="list-style-type: none"> <li>• Recognise and support all forms of co-ops and mutuels.</li> <li>• City Hall to engage with industry-led Mutual and Co-operative Business Council.</li> <li>• Community-ownership models to address loss of community buildings and spaces.</li> <li>• GLA to consider co-operative and mutual commercial forms for its businesses.</li> <li>• Consider community energy projects.</li> </ul>	Backing our Businesses
Corporate Parenting responsibilities	Care Leavers	<ul style="list-style-type: none"> <li>• Government to strengthen its corporate parenting responsibilities and implement tangible policy changes such as including Care experience as a protected characteristic giving legal protection against discrimination; local authorities to act as rental guarantors and provide deposit assistance for care-experienced individuals 18-30; establish dedicated mental health support within Local Authority Leaving Care teams; grant care leavers the same Universal Credit as individuals over 25; expand care leaver internship and apprenticeship schemes.</li> </ul>	Inclusive Talent Strategy and Building Houses and Infrastructure
Development Financing	All protected characteristics; Low-income	<ul style="list-style-type: none"> <li>• Land Value Capture to pay for public services, infrastructure, and council housing.</li> <li>• Generate social value through procurement and S106.</li> </ul>	Building Houses and Infrastructure
Digital inclusion	Low-income households; Disability	<ul style="list-style-type: none"> <li>• Provide digital skills training and provide access to devices.</li> <li>• Provide free data and wifi.</li> <li>• Continue Connected London, Streetscape programme and Get Online London.</li> <li>• Provide online public services.</li> <li>• Offer integrated support e.g., training, apprenticeship, and incubator models.</li> </ul>	Inclusive Talent Strategy and Building Houses and Infrastructure

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
Good work	Low-income; Carers; all protected characteristics; SMEs; low-wage sectors	<ul style="list-style-type: none"> <li>• Massive recruitment for LLW.</li> <li>• Hold employers accountable for fair pay.</li> <li>• Facilitate awareness of worker rights.</li> <li>• Encourage Trade Union membership and recognition agreements.</li> <li>• Prioritise low-pay sectors for good work.</li> <li>• Address discriminatory workforce practices.</li> <li>• Improve statutory provisions for sick pay and pensions.</li> <li>• Implement the Buckland report on Autism and Employment.</li> <li>• Eradicate zero-hour contracts.</li> <li>• Promote secure payment methods.</li> <li>• Incentivise inclusive workspaces.</li> <li>• Encourage sector-specific diversity targets.</li> <li>• Promote flexible working options.</li> <li>• Provide guidelines on reasonable workplace adjustments.</li> </ul>	Inclusive Talent Strategy and Backing Our Businesses
Financial services accessibility	Race; Ethnic minorities; Low-income	<ul style="list-style-type: none"> <li>• Facilitate fair access to bank accounts and credit options.</li> <li>• Tackle the debt stigma.</li> <li>• Offer comprehensive debt advice.</li> <li>• Develop subsidies/ programmes to reduce the poverty premium.</li> <li>• Offer community financial literacy.</li> </ul>	Inclusive Talent Strategy
Health	All groups	<ul style="list-style-type: none"> <li>• Joined up working and partnerships.</li> <li>• Greater support for care leavers mental wealth and welfare.</li> </ul>	Inclusive Talent Strategy
High-Growth Sectors		<ul style="list-style-type: none"> <li>• Learn from good examples of state/private investment in high growth sectors that meet needs of local communities e.g. relevant tech jobs</li> </ul>	Inclusive Talent Strategy
High-Street development	SMEs; Race; Ethnic minorities; Migrants; Low-Income	<ul style="list-style-type: none"> <li>• Support community-led High Street development.</li> <li>• Prioritise economic activity over housing.</li> <li>• Do not permit ground floor residential.</li> <li>• Protect deep spaces behind high street frontages.</li> <li>• Consider a Vacancy Tax.</li> </ul>	Creating Places for Growth
Housing	All protected characteristics; low-income; Care Leavers	<ul style="list-style-type: none"> <li>• Deliver a massive increase in housing supply through public sector investment and selective use of the green belt.</li> <li>• Protect public housing stock - review Right to Buy Scheme, buy back ex-Council stock.</li> <li>• Ensure rent regulation and stability.</li> <li>• Make available public land for public rental stock.</li> <li>• Encourage community land trusts.</li> <li>• Undertake tenancy reform.</li> <li>• Co-design housing with communities.</li> </ul>	Inclusive Talent Strategy and Building Housing and Infrastructure

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>• Ensure estate redevelopment schemes benefit existing residents.</li> <li>• Retrofit and upgrade rental housing.</li> <li>• Limit landlord property ownership.</li> <li>• Stop foreign investors buying residential properties for renting.</li> <li>• Do not allow mortgages for landlords.</li> <li>• Stop businesses buying residential property.</li> <li>• Do not allow profiting from rentals.</li> <li>• Clamp down on rogue landlords.</li> <li>• Ensure succession rights for children in social housing.</li> <li>• Abolish viability testing.</li> <li>• Establish a transparent register of residential property ownership and usage.</li> <li>• Take timely action on empty homes.</li> <li>• Consider taxation on second homes and homes above a certain price.</li> </ul>	
Industrial space	SMEs; Race; Ethnic minorities; Sex	<ul style="list-style-type: none"> <li>• Make visible the role of industrial spaces as economic and employment hubs.</li> <li>• Retain and protect existing industrial land above new mixed-use developments.</li> <li>• Apply a 'No net loss' policy to all industrial land sites.</li> <li>• Facilitate engagements between smaller manufacturers and less competitive industrial land users with larger occupiers and players.</li> <li>• Monitor industrial intensification and co-location to assess delivery of suitable accommodation.</li> <li>• Ensure small industrial businesses and production-based users are not displaced by logistics sheds, warehouses, data centres and other large-scale non-productive uses.</li> </ul>	Backing Our Businesses and Creating Places for Growth
Job creation	All protected characteristic group; low-income	<ul style="list-style-type: none"> <li>• Protect existing jobs.</li> <li>• Help communities establish businesses that serve local needs.</li> </ul>	Backing our Businesses
Labour market participation	Low-income; Age; Race; Ethnic minorities; Sex; Sexual Orientation; Parents; Care-Givers; Disabled; Offenders; Neurodivergent; Care-Leavers	<ul style="list-style-type: none"> <li>• Balance 'attracting talent' and creating jobs for Londoners.</li> <li>• Develop a holistic approach that includes housing, transport, social and child-care.</li> <li>• Facilitate transitions from education to work.</li> <li>• Encourage organisations and firms to sign up to the Disability Employment Charter.</li> <li>• Remove barriers to workplace participation rather than managing people out of jobs.</li> </ul>	Integrated Talent Strategy

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>Facilitate access to child-care and social services.</li> <li>Encourage flexible working arrangements.</li> <li>Include age in diverse and equalities policies and reporting.</li> <li>Ensure further education tackles re-skilling.</li> <li>Address workforce discrimination.</li> <li>Undertake community and school outreach regarding job and career opportunities.</li> <li>Incentivise employers to increase diversity in the workplace.</li> <li>Local authorities to act as brokers facilitating connections between employers and minority groups.</li> <li>Use Employment Councils to broaden employment support to offenders in the community.</li> </ul>	
Market spaces	Race; Ethnic minorities; Low-Income	<ul style="list-style-type: none"> <li>Encourage more and protect existing community markets.</li> <li>Support public or community ownership of markets.</li> <li>Place traders, traders' groups and consumers at centre of decision-making.</li> <li>Offer low stall rentals.</li> <li>Assess and acknowledge the contribution of markets.</li> </ul>	Backing Our Businesses and Creating Places for Growth
Neuroinclusion	Neuro diverse	<ul style="list-style-type: none"> <li>Mayoral leadership to position London as the most neuroinclusive city in the world.</li> <li>Ensure employment support for neurodivergent individuals at the recruitment, hiring &amp; induction, and retention (including training) phases.</li> <li>Promote the Autistica Neurodiversity Employers Index.</li> </ul>	Integrated Talent Strategy
Net-zero	All protected characteristics; low-income	<ul style="list-style-type: none"> <li>Repurpose buildings rather than build new ones.</li> <li>Roll out massive retrofit programme supported by public initiatives to structure workforce training, steady workflow, and good quality control.</li> <li>Retrofit and upgrade all rental housing.</li> <li>Put in place a dedicated core of trained construction specialists in local authorities working with residents in situ, and planners in low-carbon technology and materials.</li> <li>Ensure all government-owned vehicles are electric or hybrid.</li> </ul>	Building Housing and infrastructure

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>• Provide more public recycling.</li> <li>• Promote walking and cycling.</li> <li>• Tackle energy prices.</li> <li>• Be explicit re who gets access to jobs, finance, and land.</li> <li>• Use public transport and housing investments to ensure proximity between where people live and work.</li> </ul>	
Night-Time economy	Low-income; Race; Ethnic minorities; Sex	<ul style="list-style-type: none"> <li>• Support the night-time economy through a long-term vision; enabling planning, regulations and building design; access to TfL network; link to the GWS; and a focus on the role of art and culture.</li> <li>• Ensure a strong police presence and improved public transport to enable the night-time economy.</li> <li>• Ensure night-time workers have better access to affordable or healthy food.</li> <li>• Promote the LLW amongst night-time employers.</li> <li>• Safety for workers and visitors.</li> </ul>	Creating Places for Growth and Backing Our Businesses
Pay Gaps	Gender; Disability; Race; Ethnic minorities	<ul style="list-style-type: none"> <li>• Businesses to report on gender, disability, race, and ethnicity pay gaps.</li> </ul>	Inclusive Talent Strategy
Places	All protected characteristics	<ul style="list-style-type: none"> <li>• Focus on local economies, the high street, and local companies.</li> </ul>	Creating Places for Growth
Planning	Race; Ethnic minorities; Disability; Age; Low-Income	<ul style="list-style-type: none"> <li>• Boroughs to undertake strategic planning with a vision for the high streets, markets, and local industry.</li> <li>• Scrap permitted development rights.</li> <li>• Apply new management tools to high streets: proactive planning policies; new business rates regime; obligation on landlords to disclose and be in contact with boroughs etc.</li> <li>• Provide a joined-up public sector asset management and service offering.</li> <li>• Provide more tools for planners to protect industrial spaces.</li> <li>• Encourage land auctions.</li> </ul>	Creating Places for Growth and Backing Our Businesses
Procurement	SMEs; all protected characteristic groupings; Armed forces	<ul style="list-style-type: none"> <li>• Greater use of local procurement as a lever for ethical business practices.</li> <li>• Incentivise inclusive workplaces.</li> <li>• Promote the Armed Forces Covenant.</li> </ul>	Backing Our Businesses and Inclusive Talent Strategy
Public Realm improvements	Race; Ethnic minorities; Age; Disability; Migrants; SMEs	<ul style="list-style-type: none"> <li>• Provide a government-wide response for the repair of public assets.</li> <li>• Undertake infrastructure maintenance and public realm improvements.</li> <li>• Recognise and protect social value of public spaces.</li> </ul>	

Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>• Maintain pavements.</li> <li>• Ensure less litter.</li> <li>• Ensure accessibility of public spaces for disabled people and wheelchair users.</li> <li>• Provide more public toilets.</li> <li>• Repurpose Red telephone boxes as quiet spaces.</li> <li>• Provide solar-powered water fountains.</li> <li>• Replace lawns/ weed at estates and railway lines with food and bee-friendly pollinators.</li> </ul>	Creating Places for Growth
Public transport	Disability; Low-income; Sex	<ul style="list-style-type: none"> <li>• Close the transport accessibility gap.</li> <li>• Undertake bike lane equality impact assessments for safety.</li> <li>• Encourage a stronger shift from radial to orbital transport networks.</li> <li>• Increase connectivity through public transport infrastructure provision.</li> <li>• Ensure all government-owned vehicles are electric or hybrid.</li> </ul>	Building Housing and Infrastructure and Integrated Talent Strategy
Racism	Race; Ethnic minorities	<ul style="list-style-type: none"> <li>• Eliminate structural racism in public life.</li> <li>• Provide resources for historically disadvantaged communities and their support organisations.</li> <li>• Investigate racial inequalities and local patterns of deprivation.</li> <li>• Seek out and consult Black and minoritized communities when collecting equalities data.</li> </ul>	Integrated Talent Strategy and Creating Places for Growth
Recruitment	All protected characteristic groupings; Armed forces	<ul style="list-style-type: none"> <li>• Encourage employers to tackle bias in recruitment.</li> <li>• Recognise that the Armed Forces Community bring a variety of transferable skills and qualities to the job market.</li> </ul>	Integrated Talent Strategy
Safety	Sex/Gender; Age; Sexual orientation; Gender reassignment, Religious; Migrant; SMEs	<ul style="list-style-type: none"> <li>• Address personal safety, hate crime, domestic and youth violence.</li> <li>• Tackle crime, not just retail crime as the crime varies across areas, more High Street crime.</li> </ul>	Creating Places for Growth and Backing Our Businesses
Skills development	All protected characteristics; low-income	<ul style="list-style-type: none"> <li>• Pool the Apprenticeship Levy and other resources.</li> <li>• Offer re-skilling programmes, especially for 45+ Londoners.</li> <li>• Offer flexible, quality, and varied skills programmes.</li> <li>• Provide supported internships.</li> <li>• Offer financial literacy programmes.</li> <li>• Reinstate TEFL courses offered by FE colleges.</li> <li>• Devolve the Access to Work programme.</li> </ul>	Inclusive Talent Strategy



Issue	Inter-sectionality	Proposed Actions by Stakeholders	Relevant LGP Driver
		<ul style="list-style-type: none"> <li>Link digital skills and literacy programmes to apprenticeship and incubator models.</li> </ul>	
Social infrastructure	Low-Income; Race; Ethnic minorities; Sex	<ul style="list-style-type: none"> <li>Ensure equitable social infrastructure access such as child-care, health and well-being services.</li> </ul>	Inclusive Talent Strategy and Creating Places for Growth
Spatial integration	Low-income	<ul style="list-style-type: none"> <li>Undertake infrastructure investments, such as public transport, digital connectivity, and energy.</li> </ul>	Creating Places for Growth and Building Housing and Infrastructure
Trade Unions	All protected characteristics; low-income	<ul style="list-style-type: none"> <li>Champion benefits to employers of working with a recognised trade union such as employee trust, safety, retention, skilling and productivity.</li> </ul>	Inclusive Talent Strategy
Urban Regeneration	Low-Income; SMEs; Race; Ethnic minorities	<ul style="list-style-type: none"> <li>Ensure voices of local businesses and communities are heard.</li> <li>Preserve and enhance community assets.</li> <li>Protect racialised communities.</li> <li>Put in place accountability mechanisms for developers.</li> <li>Make big franchises pay for housing and art as condition of their permit.</li> </ul>	Creating Places for Growth and Backing Our Businesses