

# GREATER LONDON AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD2314

**Title: Equality and fairness workplan 2018-19**

### **Executive Summary:**

The Equality and Fairness Team (within the Communities and Social Policy Unit) delivers interventions to address some of the causes and effects of poverty and unfairness, and helps the GLA to mainstream equality by supporting other teams to identify equality issues in their work, develop and deliver objectives to tackle these, and monitor impact (thereby meeting its statutory equality obligations). The team is also leading aspects of the Mayor's Economic Fairness work, in particular initiatives aimed at the city's most vulnerable.

This MD seeks approval for delivery of the Equality and Fairness team's annual work programme for 2018-19, with associated expenditure.

It should be read alongside MD 2296 – Economic Fairness programme.

Note further decision forms, at Assistant Director level, will be brought forward to approve detailed expenditure proposals for certain elements of the work programme (as indicated in the table at 2.2).

### **Decision:**

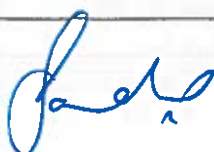
That the Mayor approves expenditure of up to £420,000 to deliver equality and fairness programmes in 2018-19 as detailed in 2.2 below.

### **Mayor of London**

I confirm that I do not have any disclosable pecuniary interests in the proposed decision, and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

**Signature:**



**Date:**

13/7/18

## PART I – NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

### Decision required – supporting report

#### 1. Introduction and background

- 1.1 Despite London's prosperity, many Londoners experience a range of long-standing inequalities and discrimination, and too many Londoners live in poverty.
- 1.2 The Equality and Fairness Team (within the Communities and Social Policy Unit) delivers interventions to address some of the causes and effects of poverty and unfairness, and helps the GLA to mainstream equality by supporting other teams to identify equality issues in their work, develop and deliver objectives to tackle these, and monitor impact (thereby meeting its statutory equality obligations). The team is also leading aspects of the Mayor's Economic Fairness work, in particular initiatives aimed at the city's most vulnerable. Further detail on the Mayor's Economic Fairness programme can be found in MD 2296 – Economic Fairness programme.
- 1.3 This MD approves the expenditure of up to £420,000 of the total £490,000 budget to deliver the equality and fairness programmes in 2018-19. The remaining £70,000 has been approved by previous decisions (indicated in paragraph 2.2. below)
- 1.4 This MD builds on the following previous decisions (as indicated in paragraph 2.2 below):
- ADD 2198 – Child poverty and schools
  - ADD 2212 – Understanding non-continuation and degree transfer of undergraduates in London
  - MD 2212 – Publication of Inclusive London: the Mayor's Equality, Diversity and Inclusion Strategy
  - MD 2254 – A world-leading social evidence base
  - MD 2296 – Economic Fairness programme

#### 2. Objectives and expected outcomes

- 2.1 The programmes approved by this MD will contribute to delivering the Equality and Fairness team's 2018-19 objectives, which are:
- To deliver pilot initiatives that help us identify better ways to address the causes and effects of poverty in London;
  - To co-ordinate, support or deliver a range of initiatives that will increase economic fairness in London, with a specific focus on support for low-income Londoners;
  - To launch and implement the Mayor's Equality, Diversity and Inclusion strategy; and
  - To establish a new equality, diversity and inclusion advisory group to lead stakeholder engagement and establish partnership working on these issues.
- 2.2 Specifically, these objectives will be met via the following projects and programmes:

Activity	Approval sought via this MD	Approved via previous decisions
Tackling child poverty through schools  Approval for the expenditure of £40,000 has already been given through ADD 2198 for an initial scoping	£130k, noting £50k of that is subject to an ADD form	£40k (ADD 2198)

<p>and action learning stage of this project which will involve qualitative research with teachers, families and service providers in between 2-4 primary schools and some limited action learning, comprising of the design, implementation and testing of new or expanded poverty alleviation measures.</p> <p>On the back of this already-commissioned first stage, a larger follow-up pilot with an expanded range of schools will be commissioned to more fully explore the role that schools can play as sites of poverty intervention. This will involve the further implementation and testing of the initiatives and processes identified in the first stage.</p> <p>Outcomes will include the production and dissemination of a model of practical and affordable schools-based interventions to assist low-income families in increasing their household incomes and/or alleviating the effects of poverty, as well as influencing local and national government.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>• To authorise expenditure of up to £80,000 to commission a larger, follow-up pilot in schools</li> </ul> <p>Further follow-up activity on child poverty and schools informed by the action learning and pilot stages outlined above will require expenditure approval for a further £50,000. This will be subject to the Assistant Director agreeing the detail of this activity through an ADD</p>	<p>setting out detailed expenditure proposals</p>	
<p><u>Welfare reform</u></p> <p>The Equality and Fairness team are developing a programme of work around welfare reform to help inform the Mayor's advocacy and to scope potential interventions to develop strategic coordination of activities with boroughs.</p> <p>Funding for research work with Tower Hamlets LBC on the effect of the roll-out of Universal Credit on families in the borough was accounted for from the 2017/18 social mobility budget. MD 2254 'A world-leading Social Evidence Base to support policy making' committed funding to commission a cumulative impact assessment of welfare reform on different groups of Londoners.</p> <p>Funding would be allocated to support the development of policy recommendations and dissemination of these research activities.</p> <p><u>Decision required:</u></p>	<p>£45k, noting £35k of that is subject to an ADD form setting out detailed expenditure proposals</p>	

<ul style="list-style-type: none"> <li>To authorise expenditure of up to £10,000 to commission the dissemination of research findings and policy development informed by those findings</li> </ul> <p>Follow-up initiatives on welfare reform will be informed by the research outlined in this document and in MD 2254. Expenditure approval for up to £35,000 is subject to the Assistant Director agreeing the detail of this activity through an assistant director decision form</p>		
<p><u>Food poverty</u></p> <p>The Equality and Fairness team are supporting the Intelligence Unit with a new measure of household food insecurity through the new Survey of Londoners approved by MD 2254.</p> <p>To complement this activity, funding will also be made available for further partnerships with the Food Team and external partners on initiatives to help Londoners to access affordable, nutritious food</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £10,000 on grant funding for initiatives to support low-income Londoners to access affordable, nutritious food in line with the Mayor's manifesto commitment to reduce Londoners' reliance on food banks</li> </ul>	£10k	
<p><u>Employment rights</u></p> <p>As part of his manifesto commitment to promote economic fairness, the Mayor of London is working to address poor employment practices and assist those at risk of exploitation.</p> <p>Early engagement with stakeholders has indicated that this could be achieved by helping employees and workers to better understand their statutory rights through the better information and signposting (e.g. via a portal on London.gov.uk) to accurate information and advice.</p> <p>Expenditure will cover engagement and outreach work, including dedicated user-testing of existing information and signposting to ensure new work doesn't duplicate existing provision; any initial compilation of data; and the building of any necessary digital functionality.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £50,000 to signpost Londoners to trusted employment rights</li> </ul>	£50k	

information and advice; assist users to understand which aspects of employment law are relevant to their circumstances; and assist users to identify their nearest source of advice		
<p><u>Advice</u></p> <p>A scheme to co-ordinate the provision of advice to Londoners on a range of topic areas through an online portal on London.gov.uk. This work stream will bring together existing initiatives around provision of advice on employment rights (as detailed in this decision document) and the provision of advice to EU nationals on their rights as Britain leaves the EU (as detailed in DD 2239) with other areas where a similar approach of assisting Londoners to understand their rights and entitlement through an online portal could be applied and/or is already being explored – including childcare, welfare benefits, fuel poverty or housing.</p> <p>Expenditure approval for up to £40,000 is subject to the Assistant Director agreeing the detail of this activity under delegation through an assistant director decision form.</p>	£40k, noting this is subject to a further ADD	
<p><u>Income maximisation</u></p> <p>The Equality and Fairness team will partner with relevant GLA teams on the delivery of a benefits check service with specific referral routes for different groups.</p> <p>For example, this would include a specific referral route for households in or at risk of fuel poverty to fulfil commitments made in the Mayor's fuel poverty action plan.</p> <p>Early engagement with stakeholders has suggested that such a service could be delivered for approximately £60,000, although this could be expanded depending on the range of groups to which it is applicable. Other potential funding sources include the environment team, and the economic fairness budget (approved via MD 2296)</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £30,000 of grant funding towards the delivery of a benefits check service</li> </ul>	£30k	
<p><u>Higher education</u></p> <p>The Mayor has commissioned research to understand the reasons behind London's high rates of non-</p>		£30k (ADD 2212)

<p>continuation in higher education and the link that has been demonstrated with ethnicity and socio-economic status.</p> <p>This work is being led in partnership with the Skills and Employment Team and will inform convening and advocacy activity targeted at London's HE sector.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>• None</li> </ul>		
<p><u>Mayor's Equality, Diversity and Inclusion Strategy</u></p> <p>Publication, launch and dissemination costs associated with 'Inclusive London', the Mayor's Equality, Diversity and Inclusion Strategy.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>• To authorise expenditure of up to £10,000 for publication, launch and dissemination costs associated with the publication of the Mayor's Equality, Diversity and Inclusion Strategy</li> </ul>	<p>£10k (replacing approval for expenditure of £20,000 from 2017-18 Social Mobility budget previously authorised under MD 2212)</p>	
<p><u>Mayor's Annual Equality Report</u></p> <p>From 2018-19 onwards, the Mayor's Annual Equality Report will be published separately from the Mayor's Annual Report.</p> <p>The publication of this report will fulfil the GLA's specific Equality Duty to publish information annually and demonstrate compliance with the provision under section 33 of the GLA Act 1999 to publish an annual report assessing the effectiveness of our equality arrangements.</p> <p>Funding will be required for associated launch and publication costs.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>• To authorise expenditure of up to £10,000 for publication and launch costs associated with the publication of the Mayor's Annual Equality Report</li> </ul>	<p>£10k</p>	
<p><u>BSL Charter</u></p> <p>The Mayor has committed the GLA to signing up to the BSL Charter, which is a vehicle through which the GLA can tackle direct or indirect discrimination against Deaf people or BSL users.</p> <p>The Equality and Fairness team will allocate funding to support engagement and inform the development of an action plan if necessary.</p>	<p>£5k</p>	

<p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £5,000 on action planning, engagement and dissemination of the Mayor's work in support of Deaf people and BSL users</li> </ul>		
<p><u>Age-friendly London</u></p> <p>Signing up to the World Health Organisation's (WHO) Global Network of Age-friendly Cities and Communities will help recognise the work of the Mayor in making London a leading age-friendly city.</p> <p>The Equality and Fairness team will allocate funding to support engagement and inform the development of an action plan if necessary.</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £5,000 on action planning, engagement and dissemination of the Mayor's work in support of older Londoners</li> </ul>	£5k	
<p><u>Equality, Diversity and Inclusion Advisory Group, and associated partnership projects</u></p> <p>To support the implementation of the Mayor's Equality, Diversity and Inclusion Strategy, the Equality and Fairness team is establishing an EDI advisory group and a set of linked stakeholder networks.</p> <p>These arrangements will help involve external stakeholders and identify opportunities to deliver specific interventions to address EDI strategy objectives.</p> <p>Expenditure will support a set of stakeholder networks to meet, as well as running costs associated with the advisory group itself, including ensuring meetings are fully accessible for all stakeholders. It will also cover discretionary funding to ensure these arrangements are inclusive of smaller civil society, charitable or voluntary organisations – as well as reserved funding to support specific projects identified by the group/networks (to be signed off by future decision documents as necessary).</p> <p><u>Decision required:</u></p> <ul style="list-style-type: none"> <li>To authorise expenditure of up to £85,000, comprising of: <ul style="list-style-type: none"> <li>£30k to fund the convening of a set of stakeholder networks and the running costs</li> </ul> </li> </ul>	£85k	



of the advisory group to ensure it is accessible; <ul style="list-style-type: none"> <li>o £10k for a discretionary fund for smaller civil society, charitable and voluntary organisations; and</li> <li>o £45k of grant funding and commissioned work to take forward specific initiatives identified by the group and networks</li> </ul>		
<b>Total</b>	420	70
	<b>490</b>	

### 3. Equality comments

3.1 This MD allows the Equality and Fairness team in the Communities & Social Policy Unit to implement a number of pieces of work to directly implement the Equality, Diversity and Inclusion strategy, including the publication of the Mayor's Annual Equality Report and engagement with external stakeholders through the Equality, Diversity and Inclusion advisory group.

3.2 This MD will also allow the Equality and Fairness team to deliver a number of policy interventions that would deliver against objective 13 in the Equality, Diversity and Inclusion strategy, relating to poverty and child poverty.

#### *Child poverty and schools*

3.3 Delivery of this intervention will respond to evidence of the scale and nature of child poverty in London, specifically that child poverty is increasingly characterised by 'in work' poverty and by families living in private rented accommodation. We also know that some BAME groups, migrants and families with non-working mothers are at greater risk of living in poverty.

#### *Welfare reform*

3.4 Delivery of interventions on welfare reform will respond to evidence of the groups we know to have been affected by welfare reform, particularly women and children from BAME groups, and disabled people. In addition, the cumulative impact assessment will give us more information on how specific groups have been affected.

#### *Food poverty*

3.5 Again, research into household food insecurity will yield better information on which groups are at greatest risk of being in, or falling into food poverty. We know that asylum seekers and undocumented children can be at particular risk of food poverty as a result of being ineligible for free school meals.

#### *Employment rights*

3.6 Those vulnerable to exploitation in the workplace will be largely – but not exclusively – workers in low-paid or insecure employment or self-employment. Research has indicated that workers in the following sectors are particularly at risk of experiencing breaches of their rights, such as the non-payment of wages:

- Creative, arts and entertainment activities



- Food and beverage service activities
- Other personal service activities
- Sports activities and amusement and recreation activities
- Libraries, archives, museums and other cultural activities
- Other professional, scientific and technical activities
- Education
- Advertising and market research
- Repair of computers and personal and household goods
- Security and investigation activities

- 3.7 London's high levels of employment in the service sector (where levels of unionisation are lower) and higher proportion of migrant workers mean that the capital's workers potentially face specific barriers to understanding (and therefore enforcing) their employment rights.

#### *Income maximisation*

- 3.8 A benefits check service will potentially be of benefit to a wide range of low-income workers, and will vary according to the referral route. For example, households most likely to be fuel poor are families with children (particularly single-parent families), disabled Londoners and people from BAME groups. Older people and certain BAME groups are at particular risk of ill-health as a result of being unable to heat their homes.

#### *Higher education*

- 3.8 Previously published research has already established that there's a link between a higher education institution's proportion of black or low socio-economic status students and its non-continuation rate. The research we are commissioning will explore this link in greater depth and will include specific qualitative research with black students who have dropped out of higher education.

## **4. Other considerations**

### *Major risks and issues*

<b>Risk</b>	<b>Mitigation measures</b>	<b>Current probability (1-4)</b>	<b>Current impact (1-4)</b>	<b>RAG</b>	<b>GLA Lead</b>
Stakeholder expectations exceed what it is possible to deliver in the scope of the Mayor's powers	<p>EDI strategy clarifies the scope of the Mayor's powers and the need to work in partnership.</p> <p>Implementation of EDI Strategy to involve external engagement arrangements to bring stakeholders into the delivery of the</p>	2	4	A	Equality and Fairness team

	strategy and support partnership working				
Commissioned partners fail to deliver resources to expected quality or to time.	Set clear and specific parameters for commissions; build in regular milestones to check progress	2	2	G	Equality and Fairness team
Lack of clarity on internal arrangements hinders delivery	New economic fairness sub-group will help clarify roles and working arrangements	3	3	A	Equality and Fairness Team

#### *Links to Mayoral strategies and priorities*

- 4.1 As well as supporting the implementation of the Mayor's Equality, Diversity and Inclusion Strategy, a number of programmes approved by this MD would contribute to other mayoral priorities, including the programme of work around economic fairness and the Mayor's Social Integration Strategy. Further detail of the former can be found in MD 2296.
- 4.2 Initiatives around poverty and inequality are also cross-referenced in the following strategies and documents:
- Health Inequalities Strategy
  - Economic Development Strategy

## **5. Financial comments**

- 5.1 Expenditure of up to £420,000 is being sought for the Authority's Annual Equality and Fairness Workplan.
- 5.2 The expenditure will be funded from the 2018-19 Social Mobility Budget within the Communities and Social Policy unit.

## **6. Legal comments**

- 6.1 The foregoing sections of this report indicate that:
- The decisions requested of the mayor (in accordance with the GLA's Contracts and Funding Code) concern the exercise of the GLA's general powers, falling within the GLA's statutory powers to do such things considered to further or which are facilitative of, conducive or incidental to the promotion of economic development and wealth creation, social development or the promotion of the improvement of the environment in Greater London; and in formulating the proposals in respect of which a decision is sought officers have complied with the Authority's related statutory duties to:
    - a) pay due regard to the principle that there should be equality of opportunity for all people

b) consider how the proposals will promote the improvement of health of persons, health inequalities between persons and to contribute towards the achievement of sustainable development in the United Kingdom; and

c) consult with appropriate bodies.

- 6.2 In taking the decisions requested, the mayor must have due regard to the Public Sector equality Duty; namely the need to eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010, and to advance equality of opportunity between persons who share a relevant protected characteristic (race, disability, gender, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment) and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it) section 149 of the Equality Act 2010). To this end, the mayor should have particular regard to section 3 (above) of this report.
- 6.3 Officers have indicated in paragraph 2 that a significant proportion of the proposed expenditure in relation to the equality and fairness programme will amount to the provision of grant funding. Officers must ensure that:
- The funding is distributed fairly, transparently, in accordance with the GLA's equalities and in manner which affords value for money in accordance with the Contracts and Funding Code; and
  - Appropriate funding agreements are put in place between and executed by the GLA and the recipient of the funding before any commitment to fund is made.
- 6.4 All other services or supplies required must be procured by Transport for London Procurement (who will determine the detail of the procurement strategy to be adopted) in accordance with the GLA's Contracts and Funding Code. Officers must liaise with Transport for London Procurement in this regard and ensure that appropriate contracts are put in place between and executed by the GLA and the successful bidders before the commencement of any such services or provision of supplies.

## 7. Planned delivery approach and next steps

Activity	Timeline
EDI strategy launch	May 2018
Recruitment of EDI advisory group launched	June 2018
Higher education research delivered	August 2018
Work in support of signing up to age-friendly London and BSL charter commences	September 2018
First meeting of EDI advisory group	September 2018
First phase of school poverty work delivered	October 2018
Cumulative impact assessment of welfare reform delivered	November 2018
Food poverty interventions delivered	December 2018
Employment rights portal delivered	January 2019
Mayor's Annual Equality Report published	January 2019
Income maximisation project delivered	February 2019
Second phase of school poverty work delivered	March 2019

## Appendices and supporting papers:

None.

**Public access to information**

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

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

**Part 1 Deferral:**

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

If YES, for what reason:

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

**Part 2 Confidentiality:** Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

**Is there a part 2 form – NO**

**ORIGINATING OFFICER DECLARATION:**

Drafting officer to confirm the following (✓)

**Drafting officer:**

Dan Drillsma-Milgrom has drafted this report in accordance with GLA procedures and confirms the following:

✓

**Sponsoring Director:**

Sarah Mulley has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

✓

**Mayoral Adviser:**

Nick Bowes has been consulted about the proposal and agrees the recommendations.

✓

**Advice:**

The Finance and Legal teams have commented on this proposal.

✓

**Corporate Investment Board**

This decision was agreed by the Corporate Investment Board on the 9 July 2018.

**EXECUTIVE DIRECTOR, RESOURCES:**

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

Signature

*M. D. Bellamy*

Date

9.7.18

**CHIEF OF STAFF:**

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature

*D. Bellamy*

Date

9/7/2018