

MAYOR OF LONDON

Navin Shah AM

Chair of the London Assembly

C/o Davena.Toyinbo@london.gov.uk

Our ref: MGLA121120-9927

Date: 21 March 2021

Dear Navin,

London Assembly (Plenary) Meeting 5 November 2020 – Motions

Thank you for your letter of 11 November 2020 about the motions agreed at the London Assembly (Plenary) meeting on 5 November. My reply to each motion is set out below. I apologise for the delay in responding.

Motion 2 – Police Officer Safety

I support and echo the Assembly's condolences. The death of Sergeant Matt Ratana was an absolute tragedy and my heart goes out to the family and loved ones of this brave officer. Tragic incidents such as this are terrible reminders of the dangers our police officers face every single day to keep Londoners safe.

I will continue to support the Commissioner in efforts to safeguard the wellbeing of London's police officers. I have called on the Government for a further uplift to the Assault on Emergency Workers legislation from a maximum of twelve months to two years, reflecting the seriousness with which assaults on emergency workers should be viewed. I have also supported and funded the provision of equipment from taser to body worn cameras to help keep officers safe. I will continue to take operational advice from the Commissioner on the best ways to ensure that officers have the equipment and training they need to keep them as safe as possible.

By its nature, there will always be some element of risk to policing, but we must do all that we can to keep our brave officers safe.

Motion 3 – Tube Noise

I understand you also wrote to Andy Byford, Transport for London (TfL) Commissioner, on this matter. Please consider the response below on behalf of us both.

I want to assure you that Tube noise reduction is a priority for me and TfL. We understand the importance of minimising noise levels for neighbours, customers and staff, and TfL is working hard to achieve this. There are currently no legal limits on the amount of noise or vibration that can be emitted from trains operating on existing railways. Despite this, TfL does not apply a maximum and minimum decibel level to noise complaints but instead handles every complaint on a case-by-case basis. This means that even if noise levels are relatively low, TfL carries out any practical action to

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alleviate noise and vibration concerns when able to do so. While it is not for TfL to set public health standards, it will continue to do everything possible within its financial and engineering constraints to reduce the impact of Tube noise.

At present, until a sustainable funding settlement is agreed, TfL's ability to carry out long-term and expensive interventions to tackle issues such as Tube noise is limited. This is disappointing and frustrating for us all. Despite these financial challenges, TfL continues to invest significant funding in London Underground track renewal and maintenance including a continuous programme of rail grinding and track modernisation. Since November 2020, despite the challenges posed by the COVID-19 pandemic, TfL has:

- Carried out rail grinding on over 7,500m of rail, specifically for the purpose of noise reduction
- Carried out ballast lifting and packing between Sloane Square and South Kensington
- Removed scrap rails between Vauxhall and Stockwell
- Installed a specially designed block joint to replace two existing joints between Manor House and Finsbury Park
- Removed two redundant rail joints between Gants Hill and Newbury Park
- Carried out a track inspection in the Farringdon area, resulting in the lifting and packing of sleepers
- Completed replacement and grouting of sleepers between Oxford Circus and Green Park

TfL continues to explore other potential solutions, for example, an alternative rail fastening product called Delkor 167 on the Jubilee line, which it hopes will reduce in-carriage noise. As a result of the coronavirus outbreak and the unavoidable focus on safety critical works, this work has unfortunately been delayed. TfL expects to have further information on the impact of this product on residential and in-carriage noise levels by summer 2021, and if successful will review plans to rollout this alternative rail fastening at other locations.

TfL investigates every noise complaint it receives thoroughly and promptly. Therefore, it is important that residents get in touch with the TfL Contact Centre if there are any issues, as this allows TfL to identify any noise 'hotspots'. TfL will respond to any noise complaints within 14 days. Key sites are reviewed on a monthly basis by senior responsible managers. Residents can get in touch with the Contact Centre on 0343 222 1234 or at <https://tfl.gov.uk/help-and-contact/contact-us-about-tube-and-rail>.

As a result of current coronavirus restrictions, TfL has temporarily suspended its residential noise monitoring programme in line with government guidelines. However, work to address noise and vibration issues on the network is continuing, and TfL will write to members once it is able to resume residential noise monitoring.

I understand there was a meeting between Assembly Members and Andy Lord, Managing Director of London Underground, on 18 September 2020. Andy recently wrote to you with a general update on noise and vibration and has assured me TfL will continue to provide regular written updates to Assembly Members, residents and other stakeholders on relevant Tube noise-related work and developments as appropriate.

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Motion 4 – Economic Recovery Strategy

In January 2021 [the London Roadmap](#) was published, which sets out a three-phase approach to supporting a safe and full reopening of the economy, to rebuild consumer confidence and enable our retail, hospitality, cultural, leisure and tourism sectors to get back to business. It seeks to put in place the building blocks for longer term recovery, so jobs are protected, London maintains its competitive global position and the harm done to communities is minimised. In October 2020, I set out London's longer-term approach to supporting economic recovery in [the London Recovery Programme](#); further delivery detail was made available at the Recovery Summit on 16 March. In addition, throughout the pandemic, my [London Business Hub](#) has been providing up to date information and support to help London's business community, including access to grants, information and business advice.

Motion 6 – Disability Pay Gap

I agree that the Greater London Authority (GLA) has an important role to play in leading by example by taking action that will reduce pay inequity, and I welcome the Assembly's support of the GLA's activities to address the gender pay gap and ethnicity pay gap within the GLA.

I recognise the value of conducting an annual disability pay gap report and accompanying action plan; the Good Work Standard includes a standard for disability pay gap reporting. The GLA already has a Disability Equality Action Plan in place, agreed by the GLA's Diversity and Inclusion Management Board. The Board has also committed to running a disability pay gap report for the 2020 cycle; this work had to be delayed due to the unforeseen circumstances of the COVID-19 pandemic but the intention is to conduct this work as part of the review of the GLA's Disability Equality Action Plan.

In order to effectively conduct an annual disability pay gap report and action plan, it is vital that we have reliable data. In interpreting the disability pay gap data, we will need to be mindful that with around 12 per cent of London's working population being disabled, it will be less statistically significant than for the gender and ethnicity pay gaps. Accordingly, there will be a greater potential variation in results between years that may not be reflective of the GLA's policies and activities to eliminate discrimination against disabled people. Approximately 9 per cent of GLA staff have not declared any data on whether they are disabled or not.

The GLA ran a diversity census in February/March 2020, to improve awareness of staff self-declaration processes and increase confidence to declare disabilities. As a result of this initiative, the percentage of staff declaring disabilities increased from 5 per cent to 7 per cent. The GLA's Disability Equality Action Plan outlines actions that the GLA is progressing to improve data collection in the recruitment process and within the organisation. As part of this plan, the GLA has conducted a review of workplace adjustments to improve the experience of disabled colleagues in the organisation. The findings have been reported to the Diversity and Inclusion Management Board and the recommendations are being implemented. Officers will continue to work closely with the Staff Network for Disabilities to raise awareness of and improve staff confidence in self-reporting disabilities and improve the experience of disabled staff working in the GLA.

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Motion 7 – TfL Funding Package

Thank you for sharing the text of the motion the Assembly agreed to concerning TfL's finances that you have sent to the Secretary of State for Transport. As the motion notes, on 31 October we reached an agreement with Government currently forecast to be worth around £1.8bn, subject to actual levels of passenger revenue. The agreement has enabled TfL to continue its operations and runs for the remainder of the financial year (until 31 March 2021). I will continue to make the case to Government on our longer-term funding needs.

The coronavirus crisis has had significant consequences for TfL's revenue, with fares income falling by 90 per cent at the height of the pandemic. TfL's revenue reduction, along with the short-term funding agreements with Government, means it has had to make very difficult decisions regarding the prioritisation of its investments and focus on safety and operationally critical work.

As the Assembly knows, before the pandemic TfL was on course to achieving a level of financial self-sufficiency almost unheard of for transport authorities around the world. TfL is now working with colleagues at the Department for Transport regarding options for a long-term funding plan to ensure its financial sustainability. I am grateful to the Assembly for its support for a long-term funding settlement for TfL which, as the motion notes, London needs.

Motion 8 – Impact of COVID-19 – Airport Workers

I am acutely aware of the importance of the aviation sector to London's employment, economy and international connectivity and that it has been one of the worst impacted sectors during the COVID-19 pandemic.

I can see that many businesses in the sector have had to make tough decisions. As a globally recognised leader in the industry, Heathrow is a significant employer in London and the impact of the loss of jobs at Heathrow on unemployment would be substantial.

I have written to Mr Holland-Kaye to urge him to reconsider his plan and do everything in his power to protect jobs and support employees through this exceptionally difficult period.

Motion 9 – Attacks on Shop Workers

I agree that the volume of threats, abuse and assaults on shop workers is completely unacceptable. The vital role that shop workers play has only become clearer during the pandemic. It saddens me that shop workers are being forced to endure this whilst simply doing their jobs; the Deputy Mayor for Policing and Crime is writing to the Government to raise these concerns.

I support the Assaults on Retail Workers (Offences) Bill 2019-21, as do the Metropolitan Police. I will call on the Government to progress the Bill, which is currently waiting for its second reading in the House of Commons.

Motion 10 – EWS1 Forms

I wholeheartedly agree with the Assembly on the issue of EWS1 forms. I support the End Our Cladding Scandal campaign and I want to see a solution to this crisis for the benefit of leaseholders and the housing market. This is why I wrote to the Secretary of State for Housing, Communities and Local Government, back in September 2020. In my letter, I called for a long-term funding solution that protects leaseholders from costs for the remediation of every unsafe building. I outlined

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the need for a more comprehensive method of tracking and enforcing building owners to ensure the safety of their buildings. I called for clearer guidance on which buildings require an EWS1 form, and which do not. I also proposed that the Government set up a training and accreditation programme, which would increase the number of professionals able to carry out safety inspections and upskill existing professionals in the sector. Finally, I urged the Government to work with the insurance industry to set clear standards of professional competence, to rebuild confidence in the provision of PI cover for those able to work on external wall safety. I have not received a response to my letter. In December 2020, I proposed that the Government introduce a ground-breaking levy on the profits of major private property developers that could raise at least £3 billion to fund vital cladding replacement and other building safety work on properties across London.

While the recent Government announcement of additional funding for the Building Safety Fund and the promise of a new levy on the development industry is a step in the right direction, it still falls far short of what is needed. It is shameful for Ministers to tell leaseholders in buildings below 18m that they will have to pay to fix building safety problems they played no part in causing. It is also deeply concerning that leaseholders will not be protected from the cost of other building safety defects if they are discovered when cladding is removed.

Yours sincerely,

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

Sadiq Khan
Mayor of London