

July 2009

Equal Life Chances for All



MAYOR OF LONDON

The Mayor wants to see a London where there are
Equal Life Chances for All

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www.london.gov.uk
enquiries 020 7983 4100
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My vision is for a London that excels among global cities – expanding opportunities for all its peoples and enterprises, achieving the highest environmental standards and quality of life and leading the world in its approach to tackling the urban challenges of the 21st century.

I will ensure there is an equality framework in place across the GLA group¹, and invite London councils, the public, voluntary and community sectors to join with us in this and implement policies and actions that will benefit all London’s communities. I want to set the standard and encourage others to follow our lead in achieving exemplary equality policies and practices.



Boris Johnson, Mayor of London

This requires a comprehensive understanding of all the different social, economic and cultural elements that make up London – London continues to be divided by huge inequalities in income, employment and quality of life. Poverty in London is linked to both inequality between different groups and to geography: many inner London wards show higher levels of deprivation than outer London wards but there are areas of serious deprivation in outer London too; and most equality groups experience higher levels of poverty, poorer employment and social opportunities and higher levels of ill health overall, though experience varies from group to group.

London is faced with three key challenges: a growing and more diverse population; a more competitive global business environment and a changing climate and needs to set a new course for its development over the next twenty years.

London’s strength is its energy, dynamism and diversity. As greater numbers of people move to cities worldwide, and London continues to be a magnet for migrants, we have the opportunity to set the benchmark for successful large-scale urban living. To do this we need to concern ourselves with the needs of all Londoners and focus help on those facing the greatest disadvantage in employment, housing, transport and participation in community life.

As well as promoting economic growth in London, it is also important that all Londoners have the opportunity to benefit from that growth. The Mayor wants a London where everyone can play their full part. By promoting equality and tackling deprivation by spreading economic opportunity, we can end the division between the haves and have nots. There is an unacceptable level of deprivation in London which we must tackle for reasons of fairness

¹ The Greater London Authority, London Development Agency, London Fire and Emergency Planning Authority, Metropolitan Police Authority and Transport for London

and social cohesion but it is also economically important that all Londoners are equipped to reach their economic potential, and that barriers to reaching that potential are removed.

The Mayor wants his vision to herald a new approach to tackling inequality. It starts with adopting a new definition for equality.

An equal society protects and promotes equal, real freedom and the opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.¹

This definition is more aspirational than the formal legal definitions of equality. It is about what we can do to create a fairer society and recognises that equality is an issue for us all. We don't all start from the same place and to create a fairer society we need to recognise different needs. This focuses on promoting equality for those groups who enjoy legal protection against discrimination², but also for other groups who may face discrimination and disadvantage – for example, due to class or income – whose needs have often been ignored.

¹ Fairness and Freedom: The Final Report of the Equalities Review 2007

² Discrimination on the grounds of age, disability, gender, gender reassignment, race, religion or belief, and sexual orientation is currently outlawed

The Mayor wants London partners to work together to deliver the vision and clear equality outcomes which:

- ensure the capital's diverse communities, particularly the most vulnerable and disadvantaged, benefit from London's success and are supported in the economic downturn
- embed equality at the heart of business and corporate planning, exemplifying the gold standard for best practice which brings real change to people's quality of life
- require working with the GLA group and more widely with London councils, the public, private, voluntary and community sectors to provide practical solutions that effectively tackle inequality
- support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA group Diversity Works for London and Responsible Procurement programmes.
- ensure services delivered by the GLA group are accessible and appropriate to all Londoners
- ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games and a legacy to benefit all Londoners.
- ensure we communicate and engage with all of London's communities so we understand and respond to the different needs of all Londoners.

The Mayor is determined that Equal Life Chances for All will make a difference to people's lives, so we have identified what changes we expect to see, if the framework is successful. **Measuring Success** reflects our ambitions. It sets out specific outcomes expected for each objective. Some can be achieved in the short to medium term, some however will take much longer to show tangible outcomes. Areas such as reducing health inequalities and child poverty are for the longer term.

Equality Framework

An Equality Framework, which is a key part of the apparatus necessary to deliver this vision, has been developed. This recognises the progress that has been made, but focuses on what still needs to be done to provide concrete, sustainable improvements in equality for the city.

The GLA has a statutory duty to promote equality³ and is responsible for driving the agenda and will develop, implement, monitor and report work on Equal Life Chances for All throughout the organisation as part of our strategic planning and performance management processes.

³ Greater London Authority Act 1999, sections 33 and 404

We will

- use the process of mainstreaming – which is where equality is integrated into everything the organisation does and the work that everyone does on behalf of the organisation. This is supported by the statutory equality schemes; a focused central equalities resource that provides advice and support, shares good practice to ensure efficiency; and facilitates on-going strategic dialogue with other partners concerned with equalities in London
- adopt an evidence-based approach where we seek quantitative and qualitative evidence and undertake research into inequality and disadvantage experienced within London.
- produce informed equality mapping to determine needs and priorities and inform policy for economic development, community safety, regeneration, housing, transport, education, health and other key policy areas that affect Londoners' quality of life
- ensure that all formal decisions are assessed for their impact on equality, inclusion and community cohesion and that an appropriate equality impact assessment or integrated impact assessment is carried out on all strategies, policies and appropriate programmes
- provide organisational, managerial and staff capability to build competence through training, guidance and toolkits to enable staff and partners to mainstream Equal Life Chances for All in the work that they are doing for the GLA and ensure continuous improvement and shared good practice

- continue to develop initiatives, which tackle barriers to equality, for instance through support for childcare, carers and the Older People's Action Plan
- develop a programme of action to tackle health inequalities in London
- look to the GLA group to deliver appropriate services, using the Equalities Network, to interpret the Mayor's vision and shape services
- promote initiatives, like Responsible Procurement and Diversity Works for London, as models of best practice
- develop and support a workforce that reflects London's population at all levels and work towards eliminating discrimination (including institutional discrimination), under-representation and disadvantage on any grounds
- work in partnership with the range of local, pan-London, regional and national organisations to create new and better actions
- make consultation and engagement with all stakeholders in London a cornerstone of developing new equality actions
- provide leadership on the Equal Life Chances for All agenda in London and seek to influence the local, national and international agenda.

Measuring Our Success

The GLA Equality Policy Steering Group will monitor the overall implementation and effectiveness of the Equal Life Chances for All policy. It is responsible for providing strategic advice to the Mayor on equality policy issues and ensuring the right mechanisms for delivery are in place for the GLA, GLA group and

partners. It will regularly monitor and report on progress of objectives and actions set out in the Measuring Success template and specified in our strategic plan, equality action plans and the equality schemes.

The London Assembly scrutinises the implementation of the Equal Life Chances for All policy with regard to GLA's role as an employer, by receiving regular monitoring reports whilst recognising the delivery of ELCfA is the responsibility of many partners.

The GLA has adopted the Equality Framework for Local Government as a means of assessing that Equal Life Chances for All is being effectively mainstreamed.

The Mayor will ensure value for money, by making sure Equal Life Chances for All work is appropriately resourced and effective progress is being made on its priorities through an annual audit of equality and inclusion expenditure.

The GLA will lead the Equalities Network which brings together the equalities leads from each of the GLA group organisations. The network will track progress, share good and effective practice and address obstacles and difficulties.

The GLA will support and be a member of the London 2012 Equality and Diversity Forum, which will ensure Equal Life Chances for All is being progressed effectively through delivery of the London 2012 Olympics and Paralympics programme.

The GLA will work with London borough councils and pan-London organisations, such as the Equality and Human Rights Commission, Capital Ambition, the Improvement and Development Agency, the Audit Commission, the London Child Poverty Commission, the London Strategic Migration Partnership and other key organisations in scrutinising and auditing our progress and developing projects and models, and to set high standards that we and others can adopt and work towards.

The GLA will work with local, regional, national and international decision-makers to drive and influence the future agenda for Equal Life Chances for All and deliver improved outcomes, and to share and promote the adoption of best practice.

Putting the framework into practice

The Framework is a systematic way to put in place the necessary policies and actions to address social and economic inequality, discrimination and disadvantage in London with a three-year timeframe in which to deliver change. Some actions are already in place through the statutory Race Equality Scheme, Gender Equality Scheme and Disability Equality Scheme.

Other actions are mainstreamed through other work, for instance the Mayor publishes a number of other strategies and plans which are particularly relevant to delivering equality including the London Plan and the Economic Development and Housing strategies.

The feedback from consultation has been utilised; in addition to changes to the Equal Life Chances for All framework specific suggestions

and comments have been passed on to the relevant teams in the GLA and the GLA group to shape the London Plan and the Housing, Economic Development and Transport strategies.

New work is in development following the Mayor's aspiration for closer working and collaboration with the boroughs. As a result the GLA is now an active member of the newly created London Equality Network (LEN), which boasts equality and diversity representation from each London Borough. The GLA is also a key member of the Regional Equality Group (REG), a high level strategic regional forum that influences the direction of LEN. Some initiatives are planned for the future, like working with partners to build LEN into a pan-London forum for equality best practice; and planning a London wide Community Cohesion Week.

An important part of the Framework is the measurement of progress, which has been integrated into the GLA's Strategic Plan.

Despite 40 years of legislation inequality and discrimination persist, and the Mayor's vision and the framework to deliver it are a concerted attempt, by 2012, to bring not just continuous improvement but discernable change for all Londoners.

Measuring Success

The Mayor wants London partners to work together to deliver the vision and clear equality outcomes which:

1. Ensure the capital's diverse communities, particularly the most vulnerable and disadvantaged people, benefit from London's success and are protected in the economic downturn.

Desired outcome: Support deprived communities and vulnerable people and promote community cohesion	
Desired outcome	Measure to monitor
Inclusive engagement with London's excluded communities informs the development and delivery of all GLA strategies, plans and programmes	Identify target audiences and monitor who responds to consultation exercises
Increase in the percentage of Londoners who see London's diversity as a positive aspect of living in the capital	Percentage of Londoners who see London's diversity as a positive aspect of living in the capital
More Londoners feel that there is less discrimination in their neighbourhood than 3 years ago	Percentage of people who feel that there is less discrimination in their neighbourhood than 3 years ago

2. Support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA Diversity Works for London and Responsible Procurement programmes

Desired outcome: Increase in the levels of employment of excluded groups	
Desired outcome	Measure to monitor
Workforces should reflect London's diversity in all occupations and at all levels	Workforce profile at all levels
Close the gap for individuals and communities who experience low participation and success rates ¹	Employment rate by excluded group compared to employment rate of all Londoners

Desired outcome: Decrease in the difference in income between the equality groups and others from deprived communities and the wider community	
Desired outcome	Measure to monitor
More employers will have adopted the London Living wage	Number of employers who have adopted the London Living wage ²
Decrease in the pay gap between excluded groups and average pay	Employees pay and/or average hourly rate, broken down by excluded groups
Raise the skill levels of Londoners, in particular reducing the proportion of London's population with no qualifications	Working age individuals with no qualifications ³
Provide employment opportunities particularly for young or disadvantaged Londoners	Numbers of apprenticeships and work placement opportunities

¹ London Skills & Employment Board outcome.

² <http://www.londoncitizens.org.uk/livingwage/employer.html>

³ Source: Labour Force Survey

Desired outcome: Spread equality through business and procurement	
Desired outcome	Measure to monitor
Ensure our procurement process is open to all including SME's, diverse suppliers and the third sector	Percentage of goods and services procured from local SMEs reflecting London's diversity
More businesses signed up to the Diversity Works for London programme	Number of businesses signed up to the Diversity Works for London programme
More boroughs adopting Responsible Procurement policies	Number of boroughs adopting Responsible Procurement policies
More diverse range of London businesses registered with CompeteFor	Number of London businesses registered

3. Embed equality into the heart of business and corporate planning exemplifying the gold standard for best practice which brings real change to people's quality of life

Desired outcome: Better quality of life and health, and higher life expectancy	
Desired outcome	Measure to monitor
Improved quality of life for Londoners	Relevant London Plan key performance indicators (KPI's) London Sustainable Development Commission Quality of Life indicators
Reduced health inequalities	Improvement of outcomes against the London Health Commission's health inequalities headline indicators Measures will also be based on the final Health Inequalities Strategy KPI's

Desired outcome: Demonstrate leadership and best practice	
Desired outcome	Measure to monitor
The GLA's equality schemes will be up to date, and being implemented	Annual review of the equality schemes
The GLA has best practice equality policies and practices in place	Equality policies and practices in place
Relevant strategic research and analysis published that informs practice	Relevant reports published and used as evidence base
GLA will still be assessed as having reached the Excellence level of the Equality Framework for Local Government	EFLG level retained
GLA group and London boroughs demonstrate continuous improvement in their diversity and inclusion programmes	Evidence from independent assessments, audits and peer challenge of equalities programmes

Desired outcome: Increase in representation which reflects London's diversity	
Desired outcome	Measure to monitor
Mayoral appointments reflect the diversity of London	Diversity of Mayoral appointees
London's MPs, councillors and assembly members reflect the diversity of London	Diversity profile of representatives

4. Require working with GLA group and more widely with London councils, and the public, private, voluntary and community sectors to provide practical solutions to effectively tackle inequality

Desired outcome: Decrease in education underachievement levels	
Desired outcome	Measure to monitor
Decrease in educational underachievement gap between disadvantaged groups and the wider community	GCSE results
Relatively fewer young people not in education, employment or training at 16	Percentage of young people not in education, employment or training at 16

Desired outcome: Decrease in levels of child poverty	
Desired outcome	Measure to monitor
Decrease in levels of child poverty ⁴	Percentage of children living in poverty before/after housing costs

Desired outcome: Decrease in the levels of homelessness and increase in diversity of housing	
Desired outcome	Measure to monitor
Decrease in the levels of homelessness.	Homeless acceptances
Increase in the amount of affordable housing	Amount of affordable housing
Increase in the amount of family size housing	Amount of family size housing
Increase in the amount of Lifetime homes	Amount of Lifetime homes

⁴ Central government has set national targets for halving child poverty levels by 2010 with a view to eradicating child poverty by 2020. Part of the GLA's work will be to report on the capital's progress towards the Government's child poverty targets.

Desired outcome: Childcare places for all who need it

Desired outcome	Measure to monitor
More affordable accessible childcare places will be available/Parents enabled to work	Number of childcare places
	Take-up of subsidised childcare places (including those for disabled children) benchmarked against the LDA Childcare Affordability Programme

Desired outcome: Fewer traffic accidents

Desired outcome	Measure to monitor
Decrease in the numbers of young people, particularly from areas with high accident rates, involved in road traffic accidents	Regular monitoring of accidents in areas with high accident rates Number of reported road traffic accidents and diversity group profiling

5. Ensure services delivered by the Functional Bodies are accessible and appropriate to all Londoners**Desired outcome: Accessible, affordable and safer transport**

Desired outcome	Measure to monitor
Improvements in the accessibility of travelling	Number of step-free underground stations and number of accessible overground stations and bus stops
Fares affordable for those on lower incomes	Concessionary fares available for children, pensioners, jobseekers
Safer travelling in London	Percentage of Londoners who feel personal safety on buses, the tube and trains has improved
Safer travelling in London at night, particularly for women	Percentage of women who feel safe using local bus, tube, local train, black cabs, mini cabs at night, alone

Desired outcome: People feel safer whenever and wherever they are in London

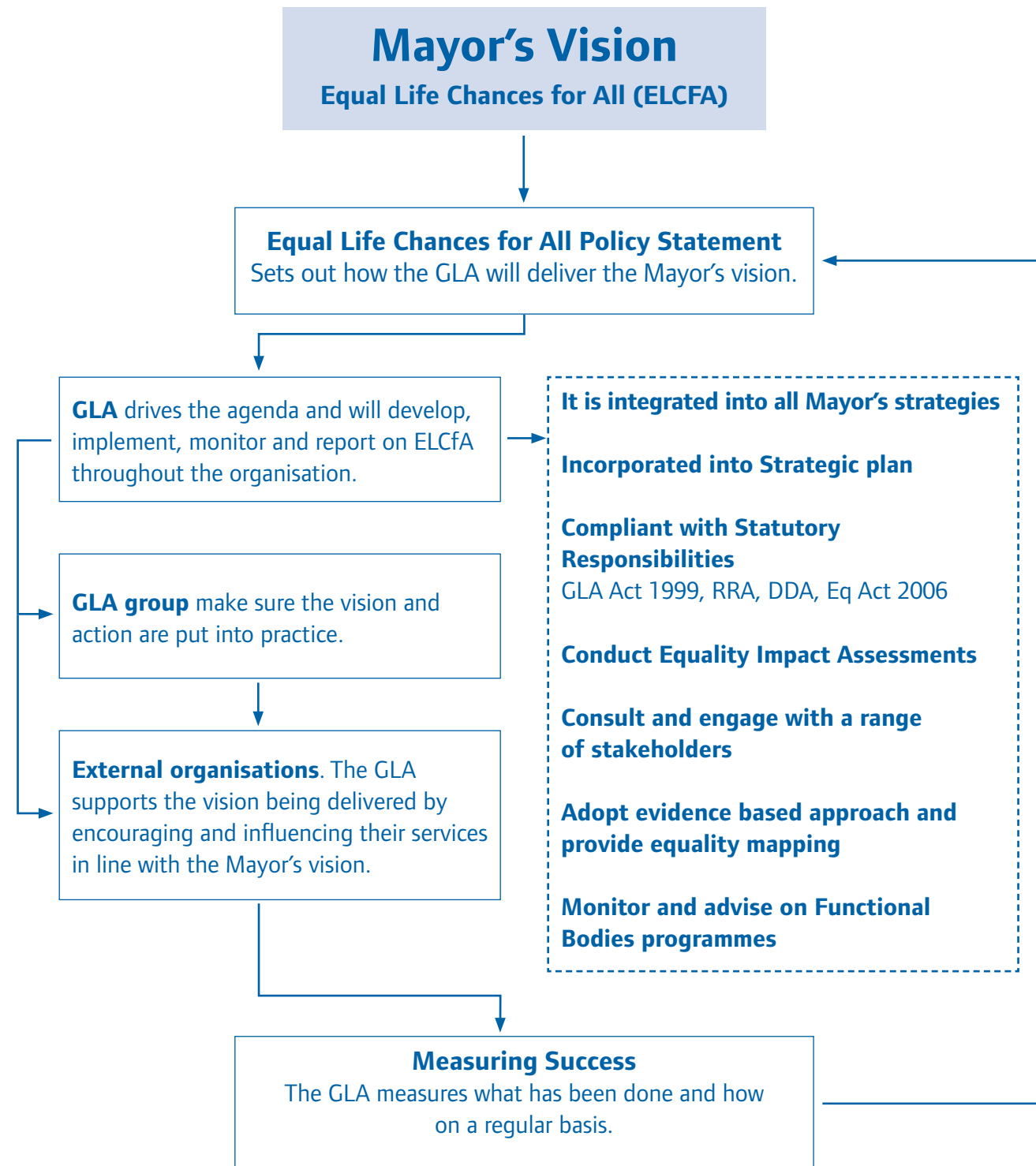
Desired outcome	Measure to monitor
Increase in the percentage of people who feel safe whenever and wherever they are in London	Percentage of people who feel safe whenever and wherever they are in London
Increase in reporting of hate crimes	More crimes reported
Increase in the sanction detection rate ⁵ following reports of homophobic, racial and faith hate crimes	Homophobic, racial and faith hate crimes sanction detection rate
Increase in the sanction detection rate following reports of domestic violence, rape and sexual assault	Domestic violence, rape and sexual assault sanction detection rate. Measures will also be based on the final Violence Against Women Strategy
Increase in satisfaction of victims with the Metropolitan Police Services overall services	Satisfaction levels of different groups of victims with respect to the MPS's overall service

6. Ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games with a legacy to benefit all Londoners**Desired outcome: Accessible and inclusive London 2012 Games**

Desired outcome	Measure to monitor
A significant number of disadvantaged people from the local boroughs employed on 2012 Games related programmes	Percentage of people employed on 2012 Games related programmes from local boroughs
	Percentage of previously unemployed people from the local boroughs employed on 2012 Games related programmes
A significant number of London SMEs (including businesses run by excluded groups) obtaining contracts for 2012 Games related programmes	Percentage of London SMEs obtaining contracts
Everything will be in place so that London 2012 Olympic and Paralympic Games will be the most accessible and inclusive Olympic and Paralympic Games ever	Accessibility of routes to and areas of the Olympic park. Evidence of accessible hotel rooms available, high quality information on accessible travel available, inclusive design standard
The 2012 Games is a demonstration of regeneration bringing benefits to local communities	Jobs and employment training programmes for residents of the 5 host boroughs

⁵ Sanction detection: A detection in which a person was charged, reported for summons, cautioned or issued with a fixed penalty notice, or the offence was taken into consideration by a court.

Equal Life Chances for All Process Map



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Public Liaison Unit

Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

Telephone **020 7983 4100**
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Chinese

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Vietnamese

Nếu bạn muốn có văn bản tài liệu này bằng ngôn ngữ của mình, hãy liên hệ theo số điện thoại hoặc địa chỉ dưới đây.

Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.