

GREATER LONDON AUTHORITY

REQUEST FOR MAYORAL DECISION – MD2461

Title: Communities and Social Policy Programme Budget 2019-20

Executive Summary:

This Mayoral Decision seeks the expenditure approvals necessary for the GLA Communities and Social Policy Unit to deliver key elements of *All of Us* – the Mayor's Social Integration Strategy; *Inclusive London* – the Mayor's Equality, Diversity and Inclusion Strategy (including the GLA's statutory equalities reporting under the GLA Act and the Equality Act); the Mayor's community engagement programme; and research and dissemination of key messages from the GLA Social Evidence Base.

In some areas, where further work is required to develop detailed delivery proposals for a given project/initiative, the Mayor is asked to approve the spending envelope and to delegate approval of detailed expenditure proposals to the Executive Director or Assistant Director via a Director's Decision or Assistant Director's Decision.

Decision:

That the Mayor approves:

- a) Expenditure of £1,148,000 as follows: Social Integration - £694,000; Equality and Fairness - £94,000; Community Engagement - £220,000; Social Evidence Base - £140,000;
- b) Receipt and expenditure of a further £154,000 of Home Office grant funding for social integration work including a particular focus on the resettlement of refugees in London; and
- c) Delegation of authority to the Executive Director, Communities and Intelligence and Assistant Director, Communities and Social Policy to approve expenditure, through subsequent decision forms, of £677,000 as follows: Social Integration - £461,000; Equality and Fairness - £196,000; Community Engagement - £20,000.

The total request for approval in 2019/20 (including Home Office grant funding of £154,000 and in-principle delegated decisions of £677,000) is £1,979,000.

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:

15/5/17

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

Decision required – supporting report

1. Introduction and background

- 1.1 This decision seeks approval for expenditure from the Communities and Social Policy Unit 2019/20 budget of £1,825,000 to deliver key elements of the Mayor's Social Integration Strategy *All of Us* and The Mayor's Equality, Diversity and Inclusion Strategy *Inclusive London*; and to support delivery of the Mayor's community engagement programme and the GLA Social Evidence Base.
- 1.2 This decision also seeks approval for receipt and expenditure of Home Office grant funding of £154,000 for social integration work including a particular focus on the resettlement of refugees in London.
- 1.3 This brings the total expenditure request to £1,979,000 (of which £677,000 will be subject to further delegated decisions).
- 1.4 The activity described in this decision will build on work carried out in 2018-19 and approved by the following related decisions: MD2314 (Equality and Fairness Work Plan), MD2313 (Community Engagement), MD2311 (Social Integration Budget), MD2236 (Home Office Grant Agreement (London Strategic Migration Partnership and Refugee Resettlement)) and MD2254 (A world-leading social evidence base to support policy making).
- 1.5 In some areas, noted in section 2, more work is needed to develop the details of programmes and initiatives being delivered during 2019-20. In these cases, the Mayor is asked to approve the spending envelope and to delegate to the Executive Director or Assistant Director approval of detailed expenditure plans via a Director's Decision or Assistant Director's Decision.
- 1.6 The Mayor's **Social Integration** Strategy *All of Us* defines social integration as the extent to which people positively interact and connect with others who are different to themselves. It is influenced by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live. The programme of work to implement this strategy (led by the GLA's Communities and Social Policy Unit) focuses on:
 - Relationships – promoting shared experiences;
 - Participation – supporting Londoners to be active citizens; and
 - Equality – tackling barriers and inequalities that can limit social integration.
- 1.7 The Mayor's Equality, Diversity and Inclusion Strategy *Inclusive London* sets out the steps that the Mayor will take to help make London a more fair and equal city, working across the GLA group. The GLA's **Equality and Fairness** programme (led by the Communities and Social Policy Unit) has two key elements:
 - Economic Fairness - interventions to address some of the causes and effects of poverty and unfairness, with a particular emphasis on low income Londoners (see also MD 2296 – Economic Fairness Programme); and
 - Mainstreaming Equality - working with colleagues across the GLA (and the GLA group) to ensure the organisation's work actively identifies and reduces inequalities in London, including by engaging with key stakeholders.
- 1.8 The Mayor's **Community Engagement** programme ensures that communities have a voice at City Hall and can be involved in shaping the decisions that affect their lives. The programme aims to

tackle inequalities in voice and power, including by delivering a Civil Society Leadership Programme and a Civil Society Action Plan.

- 1.9 The GLA **Social Evidence Base** is developing and collating robust evidence across a range of social policy issues to ensure that GLA policies and programmes are based on the best available evidence, and that their impact can be effectively monitored and evaluated.

Summary of approvals sought

- 1.10 A breakdown of the expenditure proposed for approval is summarised in table 1 below. It should be noted that some elements of the 2019-20 Communities and Social Policy Unit work programme will be funded by budget carried forward from 2018-19. These are not included below as they are covered by previous decisions which are noted in paragraph 1.4 above.

Table 1: 2019-20 GLA expenditure proposed for approval

Programme	Approval to spend through this MD	Approval to spend via delegation through DD or ADD
Social Integration Programme (excluding income receipts)	£694,000	£461,000
Social Integration Strategy Implementation	£49,000	£51,000
London Family Fund	£170,000	
Workforce Integration Network (WIN)	£130,000	
Social Integration Design Lab	£50,000	
ESOL Plus	£100,000	
European Londoners	£40,000	£60,000
Insecure Status and Migration Policy	£60,000	£310,000
Citizenship and Integration Initiative (CII)	£40,000	£40,000
Built Environment	£55,000	
Equality and Fairness Programme	£94,000	£196,000
Poverty, Welfare and Financial Wellbeing		£106,000
Social Welfare Advice	£9,000	£20,000
Equality, Diversity and Inclusion Strategy Implementation	£85,000	£70,000
Community Engagement	£220,000	£20,000
Celebrations and Commemorations	£85,000	
Civil Society Action Plan	£70,000	£20,000
London Community Story	£10,000	
Community Researchers Network	£15,000	
City Hall Takeover - Europe in London	£40,000	
Social Evidence Base	£140,000	
Commissioned Research	£90,000	

Dissemination and Data Tools	£50,000	
Total	£1,148,000	£677,000

- 1.11 In addition to the above, approval of receipt of external income from the Home Office of £154,000 (and expenditure of the same) is also required for the Social Integration Programme.
- 1.12 Section 2 below sets out details of the above programme broken down into the four areas of work. This includes summaries of project deliverables and impact. For projects which involve grants and/or procurement, standard funding agreements and project management plans will be put in place with external partners. As noted in Section 6, procurement will be conducted in accordance with GLA's Contracts and Funding Code.

2. Objectives and Expected Outcomes

- 2.1. The Communities and Social Policy budget covers four areas of work: Social Integration; Equality and Fairness; Community Engagement and the Social Evidence Base. This section sets out each programme's aims and expected impact for 2019-20. Some aspects of the Communities and Social Policy Unit's work in 2019-20 will also be funded by approved carry forwards from 2018-19. These are not included below as they are covered by previous decisions which are noted in 1.4 above.

2.2 Social Integration

The Social Integration programme works with colleagues across the GLA to:

- Deliver initiatives that promote social integration through building relationships between people from different backgrounds, encouraging active participation in community and civic life, and tackling barriers and inequalities that can limit social integration;
- Pilot new approaches to social integration, including a second round of funding for the London Family Fund, support for Social Integration Design Labs, and new inter-generational approaches focused on ESOL (English for Speakers of other Languages);
- Deliver initiatives targeted at Londoners who face specific barriers to integration, including support for European Londoners, extending the reach of WIN (Workforce Integration Network), and strategic leadership on migration and resettlement of refugees (with the support of Home Office funding); and
- Influence national government to change policies that can limit social integration in London, for example immigration policies.

2.2.1 Social integration strategy implementation

Purpose: To deliver and promote the Mayor's work on social integration in line with the objectives set out in the Mayor's Social Integration Strategy, *All of Us*.

Impact and deliverables:

- External stakeholders and teams across City Hall will embed social integration as a goal within their work programmes; and
- The Mayor and GLA will be seen as a leading voice on social integration – nationally and internationally.

Deliverable	Decision being sought for 2019-20 spend
Fixed term programme post: Grade 5 Policy and Projects Support Officer (60% of post shared with the Equality and Fairness programme).	£24,000
Promotion/events, including Mayor's autumn Social Integration and Equality and Fairness conference.	£25,000
Programme development including future programme design through stakeholder engagement, research, consultancy support and training.	£51,000 (subject to further delegated approval)
Total	£100,000 (of which £51,000 subject to further delegated approval)

2.2.2 London Family Fund

Purpose: To deliver London Family Fund grants for local projects to bring diverse families together to form meaningful relationships. This second round of the fund will build on the current portfolio of funded projects to expand the range and breadth of innovative projects and support partners to develop new approaches to social integration. This year, the first round of projects will be evaluated to capture and disseminate learning for future policy and programme development. This experimental pilot programme has an emphasis on evaluation to test approaches and understand what works in creating more socially integrated communities.

Impact and deliverables:

- At least 150 additional families are supported to develop relationships with people from different backgrounds;
- 60% of families involved in funded projects report a benefit in terms of the diversity of their relationships; and
- Learning and models of best practice will be widely disseminated by the GLA to promote social integration between families.

Expenditure approvals already in place: MD2192 and MD2311 approved proposals for the London Family Fund programme.

Deliverable	Decision being sought for 2019/20 spend
Grant distribution and management, including pre-grant outreach and launch of Phase 2 of the fund.	£40,000
LFF grant funding and full project evaluation.	£130,000
Total	£170,000

2.2.3 Workforce Integration Network (WIN)

Purpose: To build on initial work to address under-representation in London's workforce and share learning and best practice informed by the experiences of under-represented groups. Phase 1 of the programme focuses on supporting young black men into the construction and digital sectors.

Impact and deliverables: Increased representation of under-represented groups in London's workforce with:

- 60 employers in digital and construction industries signing up to the WIN programme and offering jobs to young black men;
- A network of 50 peer ambassadors engaged in WIN by 2020; and
- Learning and best practice captured through programme evaluation and disseminated widely to employers and voluntary sector organisations working to close employment gaps.

Expenditure approvals already in place: MD2192 and MD2311 approved proposals for the Workforce Integration Network.

Deliverable	Decision being sought for 2019/20 spend
Events including jobs fair, business roundtables, peer ambassador network events/training.	£20,000
Fixed term programme post: Grade 8 WIN Project Co-ordinator.	£50,000
Joint evaluation and celebration event.	£10,000
Scoping for phase 2 including research commissioned, evaluation, a series of roundtables.	£20,000
Implementation of phase 2.	£30,000
Total	£130,000

2.2.4 Social Integration Design Lab

Purpose: Enabling London's local authorities to work with social design experts, citizens and public sector innovators to promote greater social integration as a core design principle in public service delivery with a focus on improving relationships, participation and equality.

Impact and deliverables: 16 local authorities across London develop innovative approaches to social integration.

Expenditure approvals already in place: MD2311 approved proposals for the Social Integration Design Lab.

Deliverable	Decision being sought for 2019/20 spend
Commission of a contract for an external partner to deliver year 2 of the Lab to work with at least 16 local authorities, including: <ul style="list-style-type: none"> - Three sessions with at least 16 borough councils in 2020; and - 8 case studies on how London's participating borough councils have embedded social integration principles into their policies and broader services. 	£50,000
Total	£50,000

2.2.5 English for Speakers of Other Languages (ESOL) Plus

Purpose: The Communities and Social Policy Unit has been testing new models for ESOL. This year the Unit will deliver further pilots exploring innovation in approaches to ESOL through inter-generational work and disseminate findings from the first round of pilots (which aimed to improve the accessibility and suitability of ESOL provision for learners with childcare responsibilities and those in low-paid employment).

Impact and deliverables:

- Robust evaluation findings from new approaches to inter-generational voluntary ESOL learning; and
- Successfully advocate for the devolution of the Adult Education Budget to include specific measures to improve social integration through English language provision.

Expenditure approvals already in place: MD2311 approved expenditure to deliver ESOL pilots.

Deliverable	Decision being sought for 2019/20 spend
Grant funding for ESOL Plus pilot projects which are testing approaches to improving access to and the impact of ESOL learning.	£70,000
Fixed term programme post: Grade 8 ESOL project co-ordinator.	£30,000
Total	£100,000

2.2.6 European Londoners

Purpose: To build on existing microgrant programmes to support particularly vulnerable groups of European Londoners to access their settled status rights.

Impact and deliverables: This work is supporting existing targets of:

- 50,000 people accessing the EU Londoners Hub for advice on securing settled status (by end March 2020); and
- 1,800 Europeans reached directly through activity delivered by organisations in receipt of micro-grants.

Expenditure approvals already in place: DD2239 and DD2277 approved expenditure on work to support EU Londoners.

Deliverable	Decision being sought for 2019/20 spend
Community outreach to vulnerable Londoners through micro-grant programme.	£40,000
As future developments relating to Brexit remain uncertain, we are not committing the full 2019-20 budget at this stage. We will seek further approval for the expenditure of the remaining funds. Although further details are to be developed we anticipate expenditure to include training/advice for key stakeholders including translators, local authorities, schools, and employers.	£60,000 (subject to further delegated approval)
Total	£100,000 (of which £60,000 subject to further delegated approval)

2.2.7 Insecure status and migration policy

Purpose: 2019/20 presents a unique opportunity to support Londoners to secure their immigration status. Recent events have led to a substantial increase in demand for GLA work on Windrush, the impact of Brexit on European Londoners, and wider work on citizenship.

Impact and deliverables:

- Increased awareness among Londoners with insecure status of their rights; and
- Increased and more sustainable capacity within the immigration policy advice sector to support vulnerable communities.

Expenditure approvals already in place: ADD2331 approved 2018-19 expenditure to support stakeholder engagement to inform this work.

Deliverable	Decision being sought for 2019/20 spend
To design and deliver pilots focused on better access to legal advice for Londoners with insecure status, supported by tactical outreach. This MD seeks a delegation to approve detailed expenditure for this work once scoping has been completed.	£310,000 (subject to further delegated approval)
Fixed term programme post: G9 Project Co-ordinator.	£60,000
Total	£370,000 (of which £310,000 subject to further delegated approval)

2.2.8 Citizenship and Integration Initiative

Purpose: To promote active citizenship, civic engagement and secure migration status. This is a partnership initiative, including civil society secondments into the GLA funded by City Bridge Trust and Unbound Philanthropy.

Impact and deliverables:

- 5,000 people accessing online guidance for young Londoners with insecure status;
- A clearer pathway to citizenship for young Londoners with insecure status; and
- Policy makers and practitioners are more aware of the issues facing Londoners with insecure status, including young Londoners and vulnerable EEA+ Nationals.

Expenditure approvals already in place: MD2311 approved work on the Citizenship and Integration Initiative (CII) and MD2447 approved work on voter registration which is part of this initiative.

Deliverable	Decision being sought for 2019/20 spend
Work to support young Londoners with insecure immigration status. This will focus on developing the #GetStatusSecure campaign to ensure young Londoners access online guidance, and a forum to bring young Londoners together.	£40,000
In addition, we will seek approval for further expenditure to work with key stakeholders on promoting active citizenship (using key moments such as citizenship ceremonies to increase civic engagement) and evaluation of innovative approaches.	£40,000 (subject to further delegated approval)
A new cohort of CII secondees are starting in Q1 2019-20 and will develop more detailed proposals to take forward shared objectives.	
Total	£80,000 (of which £40,000 subject to further delegated approval)

2.2.9 Built Environment

Purpose: To work with the GLA Regeneration team to develop a better understanding of the status and role of social infrastructure in London and to work with colleagues to reflect this understanding in long term policy (including proposed Supplementary Planning Guidance to the London Plan).

Impact and deliverables: Evidence to inform recommendations for:

- Supplementary Planning Guidance to the London Plan on social infrastructure;
- Good Growth by Design, the Mayor's strategy to develop a built environment for all Londoners; and
- Future phases of the Social Integration Design Lab (see 2.2.4 above).

Deliverable	Decision being sought for 2019/20 spend
Externally-commissioned research into social infrastructure, to inform Supplementary Planning Guidance.	£40,000
Contribution to fixed term Grade 9 programme post (shared with Regeneration).	£15,000
Total	£55,000

2.2.10 Home Office Funding – London Strategic Migration Partnership/ESOL/Community Sponsorship (seeking approval for receipt and expenditure of funds)

Purpose: The Home Office funds the GLA to lead the London Strategic Migration Partnership (LSMP). The purpose of the LSMP is to provide strategic policy coordination on migration and, through working with partners, reduce barriers affecting London's migrant and refugee communities access to services such as ESOL and advice/information.

Impact and deliverables:

To support the LSMP and the delivery of its business plan (including support to the Migrant and Refugee Advisory Panel), develop London's approach to the resettlement of resettled refugees, and coordinate ESOL (English for Speakers of Other Languages) for resettled refugees.

Expenditure approvals already in place: MD2236 approved this work in 2018-19. This work is a continuation of an existing Home Office grant agreement to cover staffing costs for the London Strategic Migration Partnership and associated work on refugee resettlement.

Deliverable	Decision being sought for 2019/20 spend
Fixed term programme posts: Grade 9 Senior Policy and Projects Officer (Migration and Refugees), Grade 8 Senior Project Officer (Resettlement of Syrian Refugees), Co-ordination of ESOL specifically for resettled refugees.	£154,000 (receipt and expenditure of Home Office grant funding)
Total	£154,000 (receipt and expenditure of Home Office grant funding)

2.3 Equality and Fairness

The Equality and Fairness programme works with colleagues across the GLA to:

- Develop and deliver programmes that offer advice and support for low-income Londoners, with specific emphasis on welfare and financial wellbeing, including the creation of an employment rights portal; and
- Deliver targeted activities to meet the objectives and priorities in the Mayor's Equality, Diversity and Inclusion (EDI) strategy *Inclusive London*. Activities will be co-designed with GLA policy teams, and stakeholders convened in the Mayor's EDI advisory group.

2.3.1 Poverty, Welfare and Financial Wellbeing

Purpose: This workstream aims to improve economic fairness by focusing on initiatives that tackle the causes and effects of poverty, supporting low income Londoners to increase their income and improve their financial wellbeing. It will also aim to ensure the Mayor's lobbying and advocacy activity on issues relating to poverty, welfare reform and food insecurity is informed by high quality research and analysis.

Impact and Deliverables: Low-income Londoners are supported to increase their incomes or improve their financial wellbeing.

Initiatives are currently in development via a working group under the Mayor's Economic Fairness programme. This MD seeks a delegation on expenditure and further approval will be sought once more detailed proposals have been developed.

Expenditure approvals already in place: this work continues and builds on work approved in MD2314.

Deliverable	Decision being sought for 2019/20 spend
Policy development and project delivery covering awareness-raising and information campaigns on benefit entitlements and promoting fair collection practices.	£106,000 (subject to further delegated approval)
Total	£106,00 (subject to further delegated approval)

2.3.2 Social Welfare Advice

Purpose: Advice on social welfare is one of the most effective ways of protecting Londoners from the problems that everyday life can throw up. Many of these problems have been, or could be, exacerbated by the Government's austerity agenda and could further increase as a result of Brexit or slowing economic growth. This workstream covers research and evaluation activity to inform policy development across the GLA on work relating to social welfare, as well as supporting the delivery of advice on specific areas of social welfare, including through the development of an employment rights hub.

Impact and Deliverables:

- GLA and civil society/public sector partners receive clear recommendations for actions that London organisations could take to increase the reach and impact of social welfare advice;
- Information about employment rights is made more accessible for Londoners; and

- Londoners are signposted to appropriate local support.

Expenditure approvals already in place: DD2321 approved expenditure for a strategic evaluation of social welfare advice provision in London. MD2314 approved expenditure on the development of the employment rights hub.

Deliverable	Decision being sought for 2019/20 spend
Completion of commissioned research into the strategic evaluation of social welfare provision in London.	£9,000
Launch and promotion of employment rights hub.	£20,000 (subject to further delegated approval)
Total	£29,000 (of which £20,000 subject to further delegated approval)

2.3.3 Equality, diversity and inclusion strategy implementation

Purpose: This workstream supports the Mayor's ambition to mainstream equality, diversity and inclusion in all areas of his work. The workstream does not directly deliver the objectives in the EDI strategy – that will be achieved through the work of teams across the GLA group. This workstream includes a set of specific activities directly related to the EDI strategy including support for teams to implement the strategy; producing the Mayor's Annual Equalities Report; effectively engaging with organisations representing equality groups to inform work across GLA through the EDI Advisory Group; and supporting a small number of specific initiatives identified either by the process of implementing the strategy, or by the EDI Advisory Group.

Impact and Deliverables:

- GLA policy is informed and tested by the expertise of stakeholders;
- Policy development in a range of areas linked to EDI strategy objectives is directly informed by communities; and
- Further opportunities for delivering on objectives in EDI strategy are identified and exploited.

Expenditure approvals already in place: this work continues and builds on work approved in MD2314.

Deliverable	Decision being sought for 2019/20 spend
Publish 2019-20 Mayor's Annual Equality Report.	£10,000
Activity including an event to commemorate Stonewall 50 th Anniversary.	£10,000
Running costs of EDI Advisory Group and associated stakeholder networks.	£15,000
Mayor's autumn Social Integration and Equality and Fairness conference (informed by the EDI Advisory Group).	£10,000
Contribution to Community Engagement team's citizen-led research activity for work on peer-led research projects with community groups including BAME LGBT people, Deaf Londoners and Muslim women.	£24,000
Fixed term programme post: 40% of a Grade 5 post shared with the Social Integration Team.	£16,000

Further activity to implement the EDI Strategy, including: <ul style="list-style-type: none"> ○ EDI mainstreaming innovation fund; and ○ Partnering with GLA teams on specific projects identified through action planning. 	£70,000 (subject to further delegated approval)
Total	£155,000 (of which £70,000 subject to further delegated approval)

2.4 *Community Engagement*

The **Community Engagement** programme works with colleagues across the GLA to:

- Develop the whole organisation's capacity to engage in meaningful ways with Londoners;
- Deliver the GLA Civil Society Action Plan and Civil Society Leaders programme; and
- Support the Mayor and Deputy Mayor for Social Integration, Social Mobility and Community Engagement to deepen their understanding of London's communities and strengthen their connections with a range of communities and the voluntary sector.

2.4.1 *Celebrations and Commemorations*

Purpose: A programme of events to celebrate and commemorate key dates for Londoners, with a focus on seldom-heard communities.

Impact and deliverables:

- Strengthen the connection to communities, highlighting key moments, celebrations and commemorations which are of significance to them.
- Successful delivery of community-led events at City Hall with a focus on seldom-heard communities. Events to include: Stephen Lawrence Day, Rwandan Remembrance, Gypsy Roma Traveller History Month, Windrush Day, Slavery Remembrance, Black History Month, Diwali Reception, Interfaith Week.
- Delivery of a programme of work focused on celebrating London's black communities. This will highlight stories of success, with a focus on inspiring young people to strive for excellence.
- Supporting the GLA Events Team to involve and engage communities in Mayoral events on Trafalgar Square including Vaisakhi, Eid, Diwali, Africa on the Square, St George's Day, and St Patrick's Day.

Expenditure approvals already in place: this work continues and builds on work approved in MD2313.

Deliverable	Decision being sought for 2019/20 spend
Community-led events at City Hall.	£85,000
Total	£85,000

2.4.2 *Civil Society Action Plan*

Purpose: This workstream aims to improve the ability of communities to influence our work. Activities aim to strengthen our relationships with civil society, improve their capacity to work with us and create policies that are more informed by community insight.

Impact and deliverables:

- 25 civil society leaders will be developed through a flagship civil society leadership programme;
- Policy decisions will be better informed by community insight;
- The role of civil society and communities will be highlighted raising their status as social policy influencers; and
- The GLA will have a broader network of civil society partnerships, resulting in more opportunities to co-design policy and programmes to improve Londoners' lives.

Expenditure approvals already in place: ADD2314 approved activities and expenditure on the civil society leadership programme in 2018-19, with some expenditure now carried forward to 2019-20.

Deliverable	Decision being sought for 2019/20 spend
Migrant and Refugee Data Project – learning and dissemination.	£5,000
Civil society data conference.	£2,000
Partnership development activities including workshops and events.	£13,000
Fixed term programme post: Grade 8 Civil Society Data Officer.	£50,000
Pilot project to support data/digital capacity building within civil society organisations.	£20,000 (subject to further delegated approval)
Total	£90,000 (of which £20,000 subject to further delegated approval)

2.4.3 London Community Story

Purpose: This project is a community inspired initiative to promote the lived experience of Londoners by showcasing their personal stories.

Impact and deliverables:

- Improvement in policy making through an improved understanding of Londoners' lived experience;
- Development of a web-based platform to showcase six creative projects including films, animations, illustrations; and
- Six commissioned articles that will give a snapshot of London communities' lived experience.

Deliverable	Decision being sought for 2019/20 spend
Commission of six creative projects and six articles providing a snapshot of London's communities' lived experience.	£10,000
Total	£10,000

2.4.4 Community Researcher Network

Purpose: Building on the Citizen- led Engagement programme approved in 2018-19 this workstream will support the sustained engagement of a network of community researchers, providing training, support and development of researchers from the initial pilot and projects funded during 2018-19 (see also section 2.3.3).

Impact and deliverables:

- GLA policy teams will have access to 'on-the-ground' community insight to inform decision-making.
- Feedback from participants will indicate higher political literacy and increased confidence in their ability to influence the work of the Mayor and GLA.

Expenditure approvals already in place: MD2313 approved the Citizen Led Engagement programme. This work builds on that programme to support a wider network of community researchers established through the Citizen-Led Engagement programme and on-going access to research experience.

Deliverable	Decision being sought for 2019/20 spend
Training and development of community researchers.	£15,000
Total	£15,000

2.4.5 City Hall Takeover – Europe in London

Purpose: To engage with European Londoners, celebrate their presence in the capital and offer ongoing support for those applying for settled status.

Impact and deliverables:

- Delivery of a City Hall 'takeover' event focused on engaging and celebrating European Londoners; and
- Develop stronger relationships with European community organisations.

Deliverable	Decision being sought for 2019/20 spend
Event delivery to include: <ul style="list-style-type: none">• Settled Status Ceremony;• Panel event featuring EU Londoners and ambassadors; and• Advice and guidance drop in sessions.	£40,000
Total	£40,000

2.5 Social Evidence Base

The Social Evidence Base programme works with colleagues across the GLA to develop and disseminate a robust set of data on a broad range of policy areas from economic fairness and poverty to social integration, regeneration and equalities. This year the Social Evidence Base programme will:

- Publish and disseminate analysis from the Survey of Londoners and other research projects on social integration, economic fairness and food insecurity (including updated sets of measures as set out in the Mayor's Social Integration and Equality, Diversity and Inclusion strategies);
- Provide analytical support for evaluation of programmes in these areas, including a social integration measurement toolkit; and
- Commission and conduct further policy research to fill gaps in the evidence base, as required.

2.5.1 Dissemination of Social Evidence Base

Purpose: to disseminate the evidence produced from the Survey of Londoners and other research projects, targeted to reach different audiences in the UK and internationally.

Impact and deliverables:

- Evidence from the Survey of Londoners is widely used by GLA, Boroughs, civil society, and stakeholders in other cities in formulating policy and delivering projects.
- Outputs will include events and seminars to disseminate findings, new easy-read reports, and interactive tools to visualise and search for evidence on the London Datastore.

Expenditure approvals already in place: MD2254 approved the 2018-19 programme including the Survey of Londoners.

Deliverables	Decision being sought for 2019/20 spend
Launch of Social Evidence Base pages on London Datastore by July 2019.	£25,000
Creation of new outputs and tools by November 2019.	
Series of events in Autumn/Winter 2019-2020.	
Total	£25,000

2.5.2 Inequality in higher education outcomes and employment progression

Purpose: To improve the GLA's understanding of the causes of inequality in higher education outcomes and employment progression with an emphasis on barriers faced by minority ethnic groups.

Impact and deliverables: Evidence on inequalities leads to development of policy to improve fairness. Outputs will include externally commissioned research to understand the cause of unequal outcomes in higher education and employment progression using administrative data and depth interviews.

Deliverables	Decision being sought for 2019/20 spend
Research commission to be delivered by September 2019.	£40,000
Total	£40,000

2.5.3 Experience of reporting hate crime

Purpose: To improve GLA and MOPAC's understanding of experiences of those reporting hate crimes in London.

Impact and deliverables: Recommendations to build Londoners' trust and confidence in reporting hate crime. Outputs will include an externally-commissioned qualitative research project to understand the experiences of those reporting hate crimes with the police and justice systems, including interviews with victims and staff. This work will be delivered in partnership with MOPAC.

Deliverables	Decision being sought for 2019/20 spend
Research to be commissioned and completed by January 2020.	£25,000
Total	£25,000

2.5.4 Understanding poverty and crime

Purpose: To better understand how to target funding and interventions for young people growing up in poverty, for the prevention of crime.

Impact and deliverables: More effective targeting of funding and interventions for young people for prevention of crime. Outputs will include externally-commissioned qualitative research project to understand the ways in which growing up in poverty can make some young people more vulnerable to involvement in crime, and meta-analysis of public health data for London where prior evidence shows these factors are linked to crime. This work will be delivered in partnership with MOPAC.

Deliverables	Decision being sought for 2019/20 spend
Research to be commissioned and completed by March 2020	£25,000
Total	£25,000

2.5.5 Social integration measurement and evaluation toolkit

Purpose: To develop a toolkit to support organisations including the GLA to measure social integration in London. This has been specifically requested by organisations who work in this area and should help improve consistency of measurement across our work and support organisations bidding for GLA funding to effectively measure and evaluate their impact on social integration.

Impact and deliverables: More consistent and effective measurement and evaluation of social integration impacts, including by organisations bidding for GLA programme funding.

Deliverables	Decision being sought for 2019/20 spend
Toolkit produced by November 2019.	£25,000
Total	£25,000

3. Equality comments

- 3.1. Under Section 149 of the Equality Act 2010, as a public authority, the GLA must have 'due regard' of the Public Sector Equality Duty (PSED), that is the need to:
- Eliminate unlawful discrimination, harassment and victimisation;
 - Advance equality of opportunity; and
 - Foster good relations between people who have a protected characteristic and those who do not.
- 3.2. Equality is a key driver of the Communities and Social Policy Unit's programme. The work within the programme is specifically targeted at advancing equality of opportunity and fostering good relations between people who have protected characteristics and those who do not.
- 3.3. Specifically, the Communities and Social Policy Unit helps to ensure the GLA fulfils the PSED through the publication and implementation of two strategies – *Inclusive London*, the Mayor's Equality, Diversity and Inclusion Strategy; and *All of Us*, his Social Integration Strategy.

- 3.4. *Inclusive London* in particular fulfils the Mayor's specific duty to prepare and publish, at least once every four years, a set of equality objectives to guide the work of the organisation in fulfilling the general PSED. These objectives were informed by consultation with a wide range of Londoners, including individuals sharing protected characteristics and organisations representing groups sharing protecting characteristics. Both strategies are underpinned by extensive evidence bases containing information on disadvantages experienced by and the needs of people from protected groups, as well as where their participation in public life is disproportionately low. By demonstrating how their work contributes to the fulfilment of these objectives and how it has taken into account the evidence underpinning those objectives, teams across the GLA can demonstrate the 'due regard' that the PSED requires.
- 3.5. In this way, the decisions for which approval is sought in this MD – particularly those which relate to the implementation of *Inclusive London* – are fundamental to providing the resources and processes necessary for the GLA to fulfil its statutory obligations under the Equality Act 2010.
- 3.6. In addition, the programme of work for which this MD seeks approval is made up of a number of individual projects and workstreams that will themselves contribute to the fulfilment of the equality objectives set out in *Inclusive London*.
- 3.7. The Social Integration programme explicitly contributes to the Mayor's equality objective to "work with others to address the inequalities and barriers that limit some Londoners' ability to build strong relationships and be active citizens" (Objective 35).
- 3.8. The decision requested by this MD to launch the second phase of the London Family Fund will contribute to the Mayor's equality objective to work with others to "support improved access to high quality, flexible early education and childcare for all" (Objective 15). This objective is underpinned by evidence of the segregation that exists in early years settings according to ethnicity, disability and deprivation/level of income. The London Family Fund has been explicitly designed to pilot new approaches to address this segregation.
- 3.9. The decision requested by this MD also builds on the initial work of the Workforce Integration Network to address underrepresentation in London's workforce and will contribute to the Mayor's equality objective to work with others so that "as many Londoners as possible can participate in, and benefit from employment opportunities in London" (Objective 19). This objective is underpinned by evidence of the wide range of groups – including disabled people, young black men, veterans, carers, care leavers, mothers, older Londoners and homeless people – that are under-represented in the workforce. The Workforce Integration Network is initially focused on supporting young black men.
- 3.10. The Equality and Fairness programme contains a workstream of specific activities fundamental to the implementation of *Inclusive London*, including publishing the Mayor's Annual Equality Report, engaging with organisations representing equality groups through the EDI Advisory Group, and supporting specific initiatives identified through the process of implementing the Strategy, or by the EDI Advisory Group.
- 3.11. The decision requested by this MD to delegate authority to authorise expenditure on policy development and project delivery aimed at supporting low-income Londoners to increase their incomes and improve their financial wellbeing will contribute to a number of the Mayor's equality objectives, including:
- The objectives to work with others to "increase the supply of homes that are genuinely affordable to buy or rent" (Objective 1) and to "make preventing homelessness a priority" (Objective 5) by informing lobbying and advocacy work targeted at the welfare reforms that are making the private rented sector unaffordable to low-income Londoners and driving homelessness. This objective is informed by evidence that welfare reforms are particularly

affecting women, disabled people, some BAME Londoners and people above state pension age; and

- The objective to work with others to “help address the root causes of child poverty” (Objective 13). This objective is underpinned by evidence of the changing nature of child poverty which increasingly affects children in working families and those living in the private rented sector as well as the fact that migrants, families with non-working mothers, and some BAME groups are amongst those at the greatest risk of living in poverty.

- 3.12. The decision requested by this MD to delegate authority to authorise expenditure on the launch and promotion of an employment rights hub will contribute to the Mayor’s equality objective to work with others to “help ensure London’s employers have fair and inclusive employment practices” (Objective 20). This objective is underpinned by evidence that women, those with caring responsibilities and disabled people are more likely to work part-time; that young people are over-represented in low-wage sectors; and that Pakistani and Bangladeshi employees are more likely than white employees to earn less than the London Living Wage. It is also informed by evidence that many women are forced to leave their jobs because of harassment and discrimination during pregnancy, maternity leave and on their return to work. The development of the employment rights hub has been informed by this evidence and by other evidence of who is at the greatest risk of exploitation in the workplace. The promotion of the hub will continue to take this evidence into account.
- 3.13. The Community Engagement programme directly delivers the strategic community engagement objectives set out in *Inclusive London* which are: “to develop stronger relationships with disadvantaged and excluded communities in London so that we can develop policy and projects that are better informed by the lived experience of Londoners” and “to work with London’s civil society organisations to strengthen London’s diverse voluntary and community sector”.
- 3.14. The events programme for which authorisation is sought through this MD will bring a wide range of diverse communities into City Hall. The decisions for which authorisation is sought will also help to bring more marginalised community voices into the policy development process and will build capability within civil society.
- 3.15. This MD also seeks approval for the Social Evidence Base programme which will deliver improved data and research on a wide range of GLA priorities identified through the *All of Us* Social Integration Strategy. It will also directly contribute to the regular updating of the evidence base that underpins *Inclusive London* and which provides more detailed data than has previously been available on individual groups, including those sharing protected characteristics.

4. Other considerations

Risk register

Risk	Mitigation measures	Current probability (1-4)	Current impact (1-4)	RAG	GLA Lead
Stakeholder expectations exceed what it is possible to deliver within GLA/Mayoral powers.	Clarity in strategies (and in stakeholder interactions) on the scope of the Mayor’s powers and the need to work in partnership to	2	4	A	Assistant Director

	achieve positive change.				
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; work with trusted partners where possible.	2	2	G	Assistant Director
Financial mismanagement of any funding provided by the GLA to partners involved in the programmes outlined above.	The GLA will conduct due diligence on all partners, appropriate funding agreements will be in place before funding agreements are signed.	1	3	G	Assistant Director

Links to Mayoral strategies and priorities

- 4.1 Social integration is one of the Mayor's top priorities. The projects listed in this MD directly address objectives from two Mayoral strategies:
- *All of Us* the Mayor's Strategy for Social Integration, approved in MD2250, and launched by the Mayor in March 2018.
 - *Inclusive London* the Mayor's Equality, Diversity and Inclusion strategy, approved in MD2314, and launched by the Mayor in May 2018.
- 4.2 Work proposed within this decision which relates to other areas of GLA work, including the Early Years Hubs, the Skills Strategy, the London Violence Reduction Unit, Culture and Creative Industries, Team London and Sports programmes, Environment, Housing, Regeneration and Planning, and Economic Fairness will be coordinated with the relevant officers from other GLA units.

5. Financial comments

- 5.1 Approval is sought for expenditure of up to £1.825m on the Communities and Social Policy Unit work programme for 2019-20.
- 5.2 The total cost of £1.825m will be funded from the Communities and Social Policy Unit's 2019-20 budget. Further breakdown is as follows:

Programme	Approved within Current Decision	Expenditure subject to further Decision	Total Expenditure
Social Integration	£694,000	£461,000	£1,155,000
Equality & Fairness	£94,000	£196,000	£290,000
Community Engagement	£220,000	£20,000	£240,000
Social Evidence Base	£140,000		£140,000
	£1,148,000	£677,000	£1,825,000

- 5.3 Approval is also sought for receipt and expenditure of £154,000 in Home Office grant, to fund the work streams associated with the London Strategic Migration Partnership.

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:
- pay due regard to the principle that there should be equality of opportunity for all people;
 - 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
 - consult with appropriate bodies.
- 6.2 The Mayor is restricted by section 31(3) of the GLA Act 1999 from incurring expenditure in providing any educational or social services that could be provided by a London Borough or public body. However, the Mayor is not prevented from incurring expenditure in co-operating with, facilitating or co-ordinating the activities of a London Borough Council or other public body. The initiatives described in this Mayoral Decision document do not constitute the provision of an education or social service by the GLA but instead have as their aim strengthening the delivery of such services. The role of the GLA is a co-operative, facilitative and co-ordinating one and is, therefore, permitted under the GLA Act.
- 6.3 In taking the decisions requested, the Mayor must have due regard to the Public Sector Equality Duty; under section 149 of the Equality Act 2010, that is, the need to eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010 and to advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic (race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment) and persons who do not share it.
- 6.4 Officers must ensure that they are content that the GLA can comply with any conditions to which Home Office funding is subject. In any event no reliance should be placed upon such funding until there is a legally binding commitment from Home Office to provide the same.
- 6.5 Services required to deliver the initiatives detailed in section 2 above 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.
- 6.6 Officers must ensure that appropriate contract documentation is put in place and executed by the successful bidder(s) and the GLA before the commencement of the services.
- 6.7 Officers have indicated above that the GLA intends to award grant funding to third parties to deliver programmes/activities that align with the objectives and outcomes detailed above. Officers must ensure any funding is distributed fairly, transparently, in accordance with the GLA's equalities and in a manner which affords value for money in accordance with the Contracts and Funding Code.
- 6.8 Officers must ensure that an appropriate funding agreement is put in place between, and executed by, the GLA and a recipient before any commitment to fund is made.

- 6.9 The above report indicates that fixed-term members of staff will be recruited to help deliver the programmes detailed above. Officers must ensure such recruitment is in line with GLA's HR protocols including obtaining permission from the Head of Paid Service as appropriate, and that contracts appropriate for fixed term appointments are entered into.

7. Planned delivery approach and next steps

- 7.1 Once this MD has been approved the team will develop detailed delivery plans for each of the programmes for the year. Key milestones are set out below.

Key Milestones/activity	Timeline
Voter Registration Pilot delivery partner appointed WIN Peer Ambassador Network Young Londoners with insecure status research report published First meeting of older Londoners stakeholder network	May 2019
WIN Business Roundtable Launch ESOL intergenerational pilots Social Integration Measures published Household Food Insecurity Measures published	June 2019
Commission Built Environment Research Child poverty/schools pilot interim findings Social welfare interim findings Stonewall 50 th anniversary and Pride reception Refugee Migrant Sector Data project report London Civil Society Conference City Hall Takeover – Europe in London	July 2019
	August 2019
All of Us Strategy One Year on Report Published London Voter Registration Week Social Integration Design Lab Showcase event Commission access to legal advice pilots	September 2019

EDI advisory group second meeting	
Voter Registration Evaluation Complete London Family Fund Phase 1 Projects Completed	October 2019
Mayoral Conference (joint Social Integration and Equality and Fairness event) Final results of social welfare advice research London Community Story - publication	November 2019
Launch Phase 2 of the Social Integration Design Lab WIN Celebration Event Final results of child poverty/schools pilot	December 2019
Launch WIN Phase 2	January 2020
Citizen-led research results/launch London Civil Society Leaders project end	February 2020

Appendices and supporting papers:

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) 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 it has been approved or on the defer date.

Part 1 - Deferral

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

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

Part 2 - Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included 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:

Kathleen Kelly/Jeanette Bain-Burnett have 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:

Debbie Weekes-Bernard 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 13 May 2019.

EXECUTIVE DIRECTOR, RESOURCES:

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

Signature

Date

13.05.19

TOM MIDDLETON ON BEHALF OF MARTIN CLARKE

CHIEF OF STAFF:

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

Signature

Date

13/5/2019.

