

GREATER LONDON AUTHORITY

REQUEST FOR MAYORAL DECISION – MD2689

Title: Commission for Diversity in the Public Realm work programme

Executive Summary:

This decision relates to the Mayor's Commission for Diversity in the Public Realm ('The Commission') which is a new programme of work led by the GLA, boroughs and partners, jointly managed and delivered by the GLA Communities and Social Policy Unit and GLA Culture and Creative Industries Unit.

On 9 June 2020, the Mayor of London announced the establishment of the Commission. It will review and improve diversity across London's public realm to ensure the landmarks across the city reflect its diversity and achievements, focusing on increasing representation among Black, Asian and Minority Ethnic communities, women, the LGBTQ+ community and disability groups. The Mayor is asked to approve funding for the first phase of the Commission's work involving recruitment to the Commission itself, gathering intelligence to support boroughs, community engagement and the development of an action plan for the Commission's approval.

Total expenditure for this phase of the programme will be up to £247,000, including £110,000 which is subject to later approval under delegated powers through an Executive Director's decision.

Decision:

That the Mayor approves:

Total expenditure of up to £247,000, to support the delivery and management of the work of the Commission for Diversity in the Public Realm in 2020/21, including

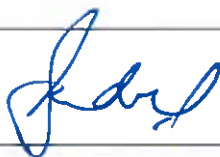
1. approval to spend £137,000 (£77,000 covering community engagement, recruitment costs, staffing costs and relevant expenses and £60,000 on mapping, research and best practice tools); and
2. delegated authority to the Executive Director, Communities and Skills to approve detailed proposals for £110,000 towards a community fund which will be co-designed with the Commission.

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:

17/4/20

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

Decision required – supporting report

1. Introduction and background

- 1.1 On 9 June 2020, the Mayor of London announced the establishment of a commission to review and improve diversity across London's public realm to ensure the capital's landmarks suitably reflect London's achievements and diversity.
- 1.2 The Commission for Diversity in the Public Realm will focus on increasing representation among Black, Asian and Minority Ethnic communities, women, the LGBTQ+ community and disability groups.
- 1.3 London is one of the most diverse cities in the world, with more than 300 languages spoken every day, yet statues, plaques and street names largely reflect Victorian Britain – as highlighted by recent Black Lives Matter protests across the UK and here in London.
- 1.4 The Mayor is committed to ensuring that the capital's history is celebrated and commemorated and reflects our contemporary culture. Following his support for the installation of a statue of suffragist leader Millicent Fawcett in Parliament Square in 2018, discussions have taken place with council, community and arts leaders across the capital to assess the best way to improve diversity in the public realm.
- 1.5 The Mayor has previously pledged his support for several new memorials in the capital, including for Stephen Lawrence, the Windrush generation, a National Slavery Museum or Memorial, and a National Sikh War Memorial.
- 1.6 The Commission will be advisory and will review murals, street art, street names, statues and other memorials that currently makes up London's public realm, further the discussion into what legacies should be celebrated, and make a series of recommendations aimed at establishing best practice and standards.
- 1.7 This programme of work will share the principles of the *Fourth Plinth Programme* which promotes best practice in public art commissioning including how to provide a contemporary perspective on historic sites and memorials. It will also embrace best practice in promoting diversity of who commissions and is commissioned in the public realm.
- 1.8 The Commission will be co-chaired by the Deputy Mayor for Social Integration, Social Mobility and Community Engagement (Dr Debbie Weekes-Bernard) and Deputy Mayor for Culture and Creative Industries (Justine Simons OBE), and 15 other independent other members (to be recruited through an open and transparent process) will comprise of arts, community and council leaders across the capital, as well as historians as detailed further below.
- 1.9 The Commission is a shared project between the GLA Communities and Social Policy Unit and Culture and Creative Industries Unit, who will work collaboratively to achieve the programme objectives and outcomes.

2. Objectives and expected outcomes

Key objectives

- 2.1 The purpose of the Commission is to lead a London-wide conversation on how to practically achieve greater diversity of representation across the public realm and heritage sites. This will have a focus on increasing presence and visibility of underrepresented groups including people from Black, Asian and Minority Ethnic backgrounds, women, LGTBQ+ and disabled groups and to include consideration of representation of socio-economic diversity. The key principles for the Commission are opening wide debate; listening to communities; delivering a high standard of programme; showcasing best practice; and demonstrating leadership.
- 2.2 The work of the Commission will:

- review and map existing diversity in the public realm, including mapping contested heritage;
 - establish the scope of wider public engagement through activities such as public dialogues and community conversations; and
 - make recommendations for improving representation and consider how best to improve representation of overlooked narratives that have contributed to the London story.
- 2.3 The programme will be delivered in phases, the first of which will take place between October 2020 and March 2021. Further phases will be developed iteratively and in close collaboration with partners and communities, once the commission has been established.
- 2.4 The first phase of the commission will focus on the following, explained in further detail below:
- open recruitment to the Commission;
 - setting the context through Mapping, Research and Case Studies/Guidance for boroughs;
 - community engagement; and
 - developing an action plan for the Commission.

Commission Appointment

- 2.5 Deliverable: A well-promoted, fair and transparent recruitment process resulting in a group of 15 Commission Members in addition to the two Co-Chairs with broad-ranging knowledge, expertise and lived experience relevant to the work of the commission.
- 2.6 Recruitment will follow the Mayoral Protocol on Appointments and will take place through an open recruitment. Applications will be sifted based on the criteria outlined in the commission prospectus, which was launched on September 11.
- 2.7 Following assessment of applications against criteria for appointment, shortlisted applicants will be invited for interview. A selection review panel will make recommendations for appointment to the Mayor.

Timescale

- 2.8 Commission Members will be appointed by the Mayor for an initial period of up to two years subject to termination on notice and other usual grounds.
- 2.9 The Commission will bring together a range of people with proven leadership ability and influence, working across some or all of the following fields: the arts, public art, built environment, architecture, community engagement and planning. Members will have complementary skills and experience. The membership will be representative of London's diversity.
- 2.10 The Commission meeting schedule will be set by the Co-Chairs in consultation with the Commission Members starting from December 2020.

Remuneration, expenses and access

- 2.11 The Commission Members will be entitled to be reimbursed, in accordance with the GLA's Expenses and Benefits Framework, for travel and other expenses reasonably incurred in performing their role with the Commission.
- 2.12 We are committed to creating an inclusive structure. Support will be considered to ensure individuals working as independent practitioners or in small civil society organisations or charities whose capacity may be limited to take part are able to participate.
- 2.13 A framework to cover this eventuality will be put in place before the Commission is appointed and will take into account current GLA policies as well as other examples within the GLA family. Budget has been set aside as part of this decision to ensure that this commitment can be met. These payments are likely to be made on a case by case basis, are not intended to be a salary or an attendance fee and are unlikely to be in excess of £1,000 per member per annum and aim to ensure that there are no financial barriers/ inequalities in relation to participation in the commission.

Setting the context through mapping, research and case studies

- 2.14 Deliverable: A strong evidence base for the commission to consider and share with partners and decision-makers.
- 2.15 This will include evidence on the current public realm in London and best practice examples on commissioning, which will be procured from independent researchers and/or consultants for example:
- a mapping tool, offering insight into what is already happening in London regarding diversifying the public realm and where there are opportunities to deliver an ambitious programme;
 - a research report, taking into account the historical and contemporary context of how London's public realm has been shaped; and recommendations for how it should be shaped in the future to address gaps in representation and cases of misrepresentation; and
 - a series of up to ten case studies from London, the UK and worldwide of how public realm practice is changing within the contemporary context.
- 2.16 £60,000 has been allocated for the above work to be carried out by independent researchers, consultants and through consultation and partnership, for example with boroughs and partners' Board members.

Community engagement

- 2.17 Deliverable: Strong positioning of the Commission's work within London's communities.
- 2.18 This will be shared by three engagement strands: Community Research, Community Awareness Events, Co-design Sessions.
- 2.19 In order to ensure that the views of London's diverse communities are represented at meetings of the Commission, the GLA will seek the support of an organisation or consultant to lead an initial community research project. This will result in a report and recommendations in two phases to be presented to Commission members. This research will seek to:
- gather views from Black, Asian and Minority Ethnic communities, women, the LGBTQ+ community and disability groups, ensuring that voices from these communities are heard at the initial meetings of the Commission and therefore embedded and central in the Commission's work;
 - gather insight on what communities and community organisations think of the objectives of the Commission and how they would like to be part of its work going forwards; and
 - begin to build a network of diverse communities and community organisations that the Commission/GLA's Community Engagement Officer can connect with as the project progresses.
- 2.20 The GLA will partner with community organisations to host a series of up to six events and workshops raising awareness of the Commission and sharing early ideas.
- 2.21 Once the Commission is established, the community engagement team will facilitate a series of up to six co-designed sessions with groups identified through the research and awareness events to offer opportunities to be a part of designing solutions in collaboration with the Commission. This will include having a say on the approach to a community design grant/competition focused on Diversity in London's Public Realm.
- 2.22 £35,000 has been allocated for the above work to be carried out by partner organisations, consultants and GLA teams.

Staffing, recruitment and access

- 2.23 Staffing - £22,000 (Programme manager at Grade G9 for 4 months within 2020/21) towards a 2-year post which will be further funded by the Good Growth Minor Programmes budget. This role will be subject to a chief officer's decision.
- 2.24 Recruitment of Commission - £5,000 has been allocated for specialist recruitment support

- 2.25 Governance and Access - £15,000 has been allocated to ensure access, including disabled access and BSL translation, expenses and remuneration as relevant.

Community Commission Grants and Competition – £110,000 (for further delegated decision)

- 2.26 This is an amount in principle, subject to a further delegated decision once the community engagement and co-design phases are complete. This will include £80,000 grants to be distributed for local design projects with the ambition to have a small project in every borough; up to £10,000 for grant management and distribution and up to £20,000 for co-design activities and promotion of a competition for community designs to be further developed in the next phase of the Commission's development. These plans are subject to change depending on the views of the community and the Commission members, thus the total amount for this financial year of £110,000 is subject to a delegated decision.

3. Equality comments

- 3.1 Under Section 149 of the Equality Act 2010, as a public authority, the GLA must have 'due regard' to the Public Sector Equality Duty (PSED), that is the need to:
- eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity; and
 - foster relations between people who have a protected characteristic¹ and those who do not.
- 3.2 The Commission will review and improve diversity across London's public realm to ensure it suitably reflects London's achievements and celebrates the contribution and legacies that our diverse communities make to the cultural fabric of our capital. Achieving greater diversity and representation in the public realm will form the foundation of the Commission's work and reflects the PSED objectives of advancing equality of opportunity and fostering good relations
- 3.3 The purpose of the Commission is to lead a London-wide conversation on how to achieve greater diversity of representation across the public realm and heritage sites and will have a focus on increasing presence and visibility of underrepresented groups. The Commission will work in cooperation with external stakeholder agencies to consider a diverse range of perspectives, which will inform how to deliver the Mayor's vision to improve diversity across our public realm and how we tell a more accurate story of our city's rich cultural offer. Compliance with the PSED will be kept under review as the Commission develops its work through the GLA.

4. Other considerations

Risk register

Risk	Mitigation measures	Current probability (1-4)	Current impact (1-4)	RAG
Commissioned partners fail to deliver resources to expected quality or to time	Clear specifications outlined in contracts and agreements including regular monitoring meetings to spot risks early.	2	3	G
Programme fails to meet stakeholder	Strong alliances with local London boroughs and	2	4	A

¹ Protected characteristics are: age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage or civil partnership status (the duty in respect of this last characteristic is to eliminate unlawful discrimination only). In line with best practice, the impact on groups who also have the potential to be socially excluded are also considered.

expectations due to complexity in planning and delivery of public realm projects	heritage, public realm and planning partners through Boroughs working group and Partner Board.			
Unsuccessful in recruiting diverse members with relevant technical expertise and contextual knowledge	Prominent announcement, maximising the use of existing networks and all communication channels available to the GLA.	1	4	G

Links to Mayoral strategies and priorities

- 4.1 Work proposed within the Decision relates the Mayor's public commitment to set up a Commission for Diversity in the Public Realm.
- 4.2 The Commission for Diversity in the Public Realm will review London's public realm, further the discussion into what legacies should be celebrated, and make a series of recommendations aimed at establishing best practice and standards.
- 4.3 Three Mayoral strategies – *Culture for all Londoners*, *Inclusive London*, the *Mayor's Equality, Diversity and Inclusion Strategy* and *All of Us*, his *Social Integration Strategy*– will not only speak to the work of the Commission but also sets out the Mayor's expectations for equality, diversity and inclusion in the public realm.
- 4.4 The establishment of the Commission and its work are relevant to the following Mayoral strategy policies:
 - To help to increase diversity within the creative workforce;
 - To work with industry to champion and advocate business practices that create more diversity; and
 - The Mayor's target to achieve equal gender balance on all of his boards and for them to be more representative of London's diverse population.
- 4.5 The Mayor is committed to ensuring that the capital's history is celebrated and commemorated in the most appropriate way. Following his support for the installation of a statue of suffragist leader Millicent Fawcett in Parliament Square in 2018, the Mayor and his senior team have held discussions with council, community and arts leaders across the capital to assess the best way to improve diversity in the public realm.
- 4.6 The Mayor has previously pledged his support for a number of new memorials in the capital, including for Stephen Lawrence, the Windrush generation, a National Slavery Museum or Memorial, and a National Sikh War Memorial.
- 4.7 The work of the Commission will be wide in scope and consider murals, street art, street names, statues and other memorials.

Consultations and impact assessments

- 4.8 The Commission includes a comprehensive programme of community and stakeholder engagement which will inform the activities carried out by, and on behalf of, members. This includes multiple opportunities for consultation including a community research programme and public engagement through a virtual roadshow and using the Talk London digital consultation platform.

- 4.9 As part of the programme set-up, GLA officers have carried out scoping conversations with key stakeholders from the Culture and Creative Industries and Communities and Social Policy sectors across London.
- 4.10 The co-chairs of the Commission hosted a roundtable for leaders of London borough councils and have received support for the project. A borough working group will be convened regularly for ongoing consultation at local level.
- 4.11 Integrated impact assessments will be carried out on public realm projects which emerge from the work of the Commission.
- 4.12 Commission members and partners will be asked to declare conflicts of interest in accordance with the GLA's conflict of interest policy.

5. Financial comments

- 5.1. Approval is sought for expenditure of up to £247,000 on 2020/21 for the Diversity in the Public Realm workstream. A detailed breakdown is as follows:

Programme	Approval for expenditure in 2020/21	Expenditure subject to further decision
Mapping, Research and Case Studies	£60,000	
Community engagement activity	£35,000	
Community fund/competition		£110,000
Staffing costs	£22,000	
Recruitment	£5,000	
Governance	£12,000	
Access	£3,000	
Total	£137,000	£110,000

- 5.2. This expenditure will be funded by the 2020/21 Public Realm Budget, within the Communities and Social Policy Unit.

6. Legal comments

- 6.1 The GLA (acting by the Mayor) has the power under section 30 of the GLA Act 1999 to do anything that it considers will further any one or more of its "principal purposes" which are promoting economic development and wealth creation in Greater London and promoting its environmental improvement and social development.
- 6.2 The establishment of the Commission, appointment (and terms of appointment) of individuals to it and its proposed activities are likely to further the promotion of social development and economic development in Greater London and so fall within section 30 and the GLA's subsidiary powers under section 34 of the GLA Act 1999 to do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of any its functions. The Commission's activities are also consistent with the Public sector Equality Duty referred to in Section 3 of this form above. The Commission will be advisory only and recommend best practice to stakeholders including other public bodies. The power conferred by section 30 is exercisable only after consultation with such bodies or persons as the Mayor may consider appropriate in this particular case. Reference is made above at paragraphs 4.9 and 4.10 to the consultation and engagement that has taken place as part of programme set-up.

- 6.3 Where works, services or supplies are required to deliver the activities of the Commission they will contract through the GLA and they must be procured in accordance with the GLA's Contracts and Funding Code including putting in place appropriate legal documentation before the commencement of procured services or grants are awarded.
- 6.4 Where fixed-term or temporary members of staff are recruited to help deliver the activities 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 appropriate contracts for fixed term or temporary appointments are entered into.

7. Planned delivery approach and next steps

Activity	Timeline
Consultation - roundtables with stakeholders and engage key partners	September 2020
Advertise commission member roles	September 2020
Interview and appoint commission members	October – December 2020
Commission Community Research, Mapping and Borough research	November 2020
Launch Community Involvement 'road show'	October 2020
Recruitment Programme Manager	November 2020
Announcement of commission members and first meeting Agree final terms of reference and plan of work, present material and shape of current landscape	December 2020
Further commission meetings including evidence sessions, agree small grants programme, agree further work on map	January 2021 Onwards (dates TBC)
Announce first part of community-led commissioning fund	January 2021
Grants meetings and awards	February 2021

Appendices and supporting papers:

Appendix 1: Recruitment Prospectus

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

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:

Jeanette Bain-Burnett has drafted this report in accordance with GLA procedures and confirms the following:

✓

Sponsoring Director:

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

✓

Mayoral Adviser:

Dr 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 28 September 2020.

EXECUTIVE DIRECTOR, RESOURCES:

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

Signature

D. Gane

Date

30 September 2020

CHIEF OF STAFF:

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

Signature

D. Bellamy

Date

28 September 2020

