

# GREATER **LONDON** AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD2212

**Title: Publication of Inclusive London: The Mayor's Equality, Diversity and Inclusion Strategy**

### **Executive Summary:**

Inclusive London is the Mayor's Equality, Diversity and Inclusion (EDI) Strategy. Its purpose is to help the GLA group to deliver the Mayor's ambitions for achieving greater equality and fairness for Londoners. It also enables the group to meet its public sector equality duty under section 149 of the Equality Act 2010 and its obligations under section 33 of the GLA Act 1999 as amended. It does this by setting out cross-cutting strategic EDI objectives for the GLA group informed by evidence gathered and cited in the strategy. It also includes an outline of the work that the GLA will undertake to deliver these objectives.

Inclusive London has been the subject of public consultation. Appendix C summarises the consultation process and how that consultation has influenced the draft strategy's text. The responses to the consultation have also been made available to the Mayor. The Mayor is asked to approve this final version.

The Mayor approves the establishment of an Equality, Diversity and Inclusion Advisory Group to be the main mechanism through which the GLA engages with organisations and networks representing equality groups and communities.

### **Decision:**

That the Mayor approves:

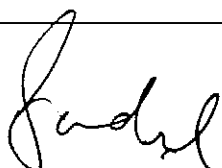
- (a) the content of the revised Equality, Diversity and Inclusion Strategy for publication contained in Appendix B
- (b) the associated publication costs of up to £20,000
- (c) the creation of an Equality, Diversity and Inclusion advisory group to be the main mechanism through which the GLA engages with organisations and networks representing equality groups and communities at Appendix E

### **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:**

21/3/18

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

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1 The Mayor's 'Vision for a Diverse and Inclusive City' was published for consultation from 19 June until 11 September 2017. Following consultation and further work to collate a 'state of equality in London' evidence base, a final strategy (contained at Appendix B) has been developed with teams across the GLA and functional bodies.
- 1.2 'Inclusive London' includes relevant evidence and long-term strategic objectives that set out what the GLA group is aiming to achieve across all Mayoral functions in relation to equality, diversity and inclusion.
- 1.3 This strategy does not have a specific budget assigned to its delivery and will rely on the integration of its objectives into the work of other GLA teams and functional bodies.

#### **2. Objectives and expected outcomes**

- 2.1 The purpose of this strategy is to outline the role that the GLA group will play in tackling long-standing inequalities and discrimination, as well as the need to encourage good relations between communities. This strategy focuses on, but is not limited to, those groups protected by the Equality Act 2010. It also goes further by looking at wider issues like those affecting low-income Londoners, young people in care, care leavers, single parents, and migrants and refugees.
- 2.2 The strategy includes long-term and strategic equality, diversity and inclusion objectives. These will inform the work of all GLA teams and the GLA group. The objectives reflect and build upon commitments and plans in the Mayor's draft statutory strategies. They make clear the equality, diversity and inclusion issues the GLA group is addressing and how. Separate internal objectives have also been identified that will help the GLA group to be an organisation that leads by example.
- 2.3 The intention is for the strategy and its evidence base to be a resource for the whole GLA group to draw upon in order to mainstream equality, diversity and inclusion considerations into policy making and delivery.

#### **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 need to eliminate unlawful discrimination, harassment and victimisation, and any conduct that is prohibited by or under this Act; and to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. Protected characteristics under the Equality Act 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). Appendix D sets out the public sector equality duty in full.
- 3.2 Under section 33 of the GLA Act 1999 the GLA is required to have in place arrangements to ensure that due regard has been had to equality of opportunity for all people in the exercise of the Mayor's general powers, as well as in the formulation and/or implementation of the statutory strategies he must publish under section 41 of that Act.
- 3.3 This strategy is one of the tools that demonstrates how the GLA group will meet these statutory obligations. The strategy development process has also been used to provide teams and functional

bodies with relevant evidence and consultation feedback to inform decisions about their work and investments going forward.

- 3.4 Through the strategy, the Mayor will also be compliant with the obligations set out in the Equality Act to publish equality objectives every four years. Appendix E outlines our proposed implementation and reporting arrangements that will contribute to the GLA complying with its obligation to publish equality information annually.

#### 4. Other considerations

##### a) 4.1 Key risks and issues

<b>Risk</b>	<b>Mitigation</b>
Delivery of the strategy does not meet the ambitions it sets	Teams and functional bodies have been closely involved in development and a sign-off process was agreed up front. Action plans will be developed to translate the objectives into specific actions (see Appendix E).
Delivery of the strategy is not owned by teams and functional bodies	A leadership and governance structure will be created to provide scrutiny and support accountability Each objective will have one or more named senior officers assigned as the lead Monitoring of action plans will provide early warnings should delivery be at risk (See Appendix E)
Community engagement delivered during consultation is not matched during delivery	Mechanisms to ensure the engagement of a wide range of external stakeholders in the delivery of the strategy will be put in place. Teams and functional bodies will be supported by CSP's Community Engagement team to engage directly with communities to shape plans and projects through the delivery process

##### b) Links to Mayoral strategies and priorities

- 4.2 This strategy makes reference to all the statutory Mayoral strategies as well as others such as the Food Strategy and Skills and Adult Education Strategy. The teams developing these strategies have fed into 'Inclusive London' to ensure we are reflecting the outcomes of those strategies in this one. The objectives it sets are designed to ensure that whilst delivering all other strategies we pay due regard to the public sector equality duty.

##### c) Consultations.

- 4.3 This strategy was produced in consultation with Londoners. A draft 'Vision' document was published for consultation on 19 June until 11 September 2017. Londoners and organisations were asked to feed in evidence and ideas. Consultation exercises included a number of stakeholder events with different groups and communities, online discussion via Talk London, an online response option and a dedicated email address for receiving responses. It also involved internal consultation with GLA teams and the GLA's functional bodies.

- 4.4 Consultation has also taken place within the GLA with officers who are in the process of producing other Mayoral strategies, members of the Corporate Investment Board and Deputy Mayors.
- 4.5 A report to the Mayor on the consultation is attached at Appendix C. The Report contains information about the consultation process, the issues raised by respondents and the changes made to the draft strategy in response to matters raised. The responses were shared with teams who reviewed and updated the strategy, and were made available to the Mayor.
- d) Implementation and launch
- 4.6 Our proposed approach to implementing the strategy is based on supporting teams to develop plans detailing the actions they will take to deliver the objectives outlined in the strategy. We will align closely with the recently established diversity and inclusion management board to ensure internal oversight of the delivery of objectives and actions plans. Furthermore, we are proposing the establishment of an advisory group of key stakeholders to ensure that external expertise and the voice of equality groups is heard in the delivery of the strategy. These arrangements are outlined in Appendix E.
- 4.7 The strategy is due to be launched after local elections in May.

## **5. Financial comments**

- 5.1 The costs associated with the publication and launch of 'Inclusive London' are estimated to be up to £20,000 and will be funded from the 2017-18 Social Mobility budget held within the Communities & Intelligence Directorate.

## **6. Legal comments**

- 6.1 Section 30 and 34 of the GLA Act 1999 provide the Mayor with the statutory power to do such things considered to further or which are facilitative of, or conducive or incidental to the promotion of economic and social development, and wealth creation, (amongst others). The approval of a non-statutory strategy on equality, diversity and inclusion, and an Equality, Diversity and Advisory Group falls within the Mayor's powers as above. In formulating the proposals officers have complied with the GLA's related statutory duties to:
- a. pay due regard to the principle that there should be equality of opportunity for all people;
  - b. consider how the proposals will promote the improvement of health of persons, health inequalities between persons and to contribute towards the achievement of sustainable development in the United Kingdom; and
  - c. consult with appropriate bodies.
- 6.2 Section 149 of the Equality Act 2010 provides that the Mayor must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, and any conduct that is prohibited by or under this Act; and to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The duty is set out in full in Appendix D. The strategy documents how the GLA will discharge its statutory duty in the Equality Act.
- 6.3 Publication of equality objectives is a statutory requirement for public authorities, listed under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which includes the GLA. The objectives must be published not later than 30 March 2018 unless the GLA has within the

last 4 years ending with 30 March 2018 published equality objectives pursuant to regulation 3 (1) of the Equality Act 2010 (Specific Duties) Regulations 2011. As the GLA has published equality objectives within the last 4 years, the objectives can be published after 30 March 2018 and within four years of the last publication.

- 6.4 Should the Mayor be minded to approve the creation of an Equality, Diversity and Inclusion Advisory Group, officers must ensure that they a) comply fully with all GLA and related HR policies and protocols in respect of the appointment of members, and b) establish and implement clear terms of reference for members to enable the efficient working of the proposed advisory group.
- 6.5 The services and supplies required must be procured by Transport for London Commercial who will determine the detail of the procurement strategy to be adopted in accordance with the GLA's Contracts and Funding Code. 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 and supplies.

## 7. Planned delivery approach and next steps

Activity	Timeline
Publication and Mayoral launch of strategy	Early May 2018
Action plan development	Mar-April 2018
Setting up of strategy governance mechanisms	April 2018
Annual reporting	TBC

### Appendices and supporting papers:

- A The Mayor's Vision on Diversity and Inclusion - published
- B Inclusive London: The Mayor's Equality, Diversity and Inclusion Strategy – draft for approval
- C Report to the Mayor
- D Section 149 of the Equality Act 2010
- E Implementation Arrangements

**Public access to information**

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

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

**Part 1 Deferral:****Is the publication of Part 1 of this approval to be deferred? YES**

If YES, for what reason: To ensure publication of strategy does not take place during the pre-election period

Until what date: (a date is required if deferring) 7<sup>th</sup> May 2018

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

**Is there a part 2 form – NO**

**ORIGINATING OFFICER DECLARATION:**

Drafting officer to confirm the following (✓)

**Drafting officer:**

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

**Sponsoring Director:**

Jeff Jacobs, Head of Paid Service and Executive Director for Communities and Intelligence has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities. ✓

**Mayoral Adviser:**

Nick Bowes, Mayoral Director for Policy has been consulted about the proposal and agrees the recommendations. ✓

**Advice:**

The Finance and Legal teams have commented on this proposal. ✓

**Corporate Investment Board**

This decision was agreed by the Corporate Investment Board on the 19 March 2018

**EXECUTIVE DIRECTOR, RESOURCES:**

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

Signature *nc. D. Bellamy*

Date 19.3.18

**CHIEF OF STAFF:**

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

Signature *D. Bellamy*

Date 19/3/2018

**Appendix A The Mayor's Vision on Diversity and Inclusion - published  
(attached)**

**Appendix B Inclusive London: The Mayor's Equality, Diversity and Inclusion Strategy – draft for approval (attached)**



## **Appendix C Report to the Mayor – Consultation on the Vision**

The draft Diversity and Inclusion Vision was published for consultation on 19 June until 11 September 2017, Londoners and their organisations were asked to feed in evidence and ideas.

Consultation exercises included a number of stakeholder events with different groups and communities, online discussion via Talk London, an online response option and a dedicated email address for receiving responses. It also involved internal consultation with GLA teams and the GLA's functional bodies.

Consultation also took place within the GLA with officers who are in the process of producing other Mayoral strategies, members of the Corporate Investment Board and Deputy Mayors.

Over a thousand stakeholders received an email from the Deputy Mayor for Social Integration, Social Mobility and Community Engagement inviting them to respond to the consultation either by completing an on-line form or making submissions using a dedicated email address [diversitystrategy@london.gov.uk](mailto:diversitystrategy@london.gov.uk).

Respondee were able to request hard copies of the Vision and an Easy Read version, in addition to accessing soft copies on-line. An audio version, as well as a video version, were also available on-line. In response to requests translations were provided in Arabic, French and Polish.

Officers organised or attended 23 events and meetings. Different groups of communities were consulted by officers holding or attending community-focused workshops. These included workshops focused on BAME stakeholders; the business community; the community and voluntary sector; Deaf and disabled stakeholders; faith groups; learning disabled stakeholders; LGBT+ stakeholders; older people stakeholders; young people; and women's groups.

Sixty-nine individuals and organisations provided a total of 76 responses using the on-line form. Fifty-two individuals and organisations submitted responses using the dedicated email address. Eight submissions were received by post.

The responses were shared with teams who reviewed and updated the relevant sections of the strategy.

The topic which generated the most responses was housing, with top issues being affordability and housing suitability. Employment generated the second largest number of responses. The employment issues raised generally related specifically to the stakeholder group which was responding. Social integration generated the third highest number of responses, with a strong theme of support for Londoners of different ages, cultures and backgrounds being able to have more opportunity to mix with each other. As a result, these issues are all covered at length within the strategy, with specific objectives having been drafted to address them.

- A number of other issues were identified during consultation that have consequently been incorporated into the strategy: A greater focus on childcare
- Evidence of sexism in the venture capital industry
- The need for disability equality training to improve customer service on London's transport system
- The issue of cycling on pavements and the lack of benches (raised by older people)
- That the Mayor's Office for Policing and Crime will be leading work on the sex industry
- Plans for London as a Dementia Friendly city
- Improved evidence relating to flexible working
- More mention of care leavers
- A focus on work experience and careers
- The use of fire stations as safe havens (raised by London Fire Brigade)
- The concept of safe housing (raised by many post-Grenfell)
- An emphasis that inclusive design is about much more than step free access
- The importance of social and cultural infrastructure to LGBT+ communities
- Recognition of London's Latin American community

- An increased focus on older Londoners, including lifelong learning and work
- Reference to the London as an Age Friendly City report
- Data on disproportionality in school exclusions and the link to the criminal justice system

A number of consultation responses wanted more from the Mayor in relation to social care. As this is not within the remit of the Mayor this not been incorporated into the strategy, although feedback has been passed on to the relevant teams.

In addition to paying due regard to the consultation feedback to produce the EDI strategy, the feedback will also be used to inform future work of teams across the GLA group, in particular the creation of action plans for delivering the EDI strategy.

## Appendix D Section 149 of the Equality Act 2010

- (1) A public authority must, in the exercise of its functions, have due regard to the need to—
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- (4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
- (a) tackle prejudice, and
  - (b) promote understanding.
- (6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.
- (7) The relevant protected characteristics are—
- age;
  - disability;
  - gender reassignment;
  - pregnancy and maternity;
  - race;
  - religion or belief;
  - sex;
  - sexual orientation.
- (8) A reference to conduct that is prohibited by or under this Act includes a reference to—
- (a) a breach of an equality clause or rule;
  - (b) a breach of a non-discrimination rule.
- (9) Schedule 18 (exceptions) has effect.

## Appendix E Implementation Arrangements

To ensure the equality, diversity and inclusion strategy is effective, consideration has been given to its implementation. Below are proposals for delivering and reporting against the strategy, and for governance arrangements.

### Delivery

- Once the strategy has been published, officers from CSP will support GLA teams and functional bodies to draft action plans outlining the contribution they will make to deliver the strategic objectives identified within the strategy relevant to their work. These plans will set out the specific measures and actions we will take in delivering against our objectives as well as who is responsible for those actions.
- CSP will work with HROD to incorporate the planning and reporting arrangements against the workforce-focused Diversity and Inclusion Standard within these action plans.

### Reporting

- The provision of annual updates against the strategic objectives, along with updates against the set of high-level indicators that the Intelligence Unit has selected for the strategy, will contribute towards fulfilling our obligations under the equality act to report equality information on an annual basis.
- Consideration will be given to the timing of the publication of these updates.

### Governance

- Internal governance arrangements for overseeing the implementation of the strategy and delivery against action plans will be established once the strategy has been published. The internal arrangements will take into account the newly established D&I management board – which will be responsible for overseeing the workforce-focused Diversity and Inclusion Standard and will be chaired by the Head of Paid Service and executive and assistant director-level representation – seeking to avoid duplication at all times
- To ensure that the voices of the many key external stakeholders that have informed this drafting of this strategy continue to be heard on an ongoing basis, we are proposing the Mayor recruit an **Equality, Diversity and Inclusion Advisory Group** of 10-12 individuals as an expert panel which will meet twice a year. Members will be recruited on the basis of their expertise within a specific community of interest, subject matter and/or their ability to drive changes – for example through their connections in relevant industries, civil society or the charity sector. We will be guided by the GLA's committee services team on the most appropriate arrangements for the appointment process and signing off on membership.
- The group will provide expertise and guidance to the Mayor, DM and team. A scrutiny function is firmly not in scope as this is fulfilled by The Assembly's Oversight Committee.
- A key part of the role of the external experts will be to convene wider **stakeholder equalities networks** to engage a wider network of professional and community stakeholder groups as the strategy is delivered. Funding will be made available from the CSP social mobility budget to support the convening of these wider equalities groups. For example, one or two panel members might be recruited for the expertise on matters relating to race. These panel members would then have a responsibility to convene a network of organisations and individuals with an interest in issues relating to or memberships based on race. The GLA would provide funding for a minimum level of engagement (two meetings per year, for example) although networks could meet more regularly if they chose to as well as share information as they saw fit.

- These wider networks will feed directly into the work of the EDI Advisory Group with a focus on the cross-cutting themes identified in the strategy. This provides vital insight and expertise into the lived experience of London's diverse communities and ensures the voices and experiences of less visible communities can be heard.
- It is proposed that our intention to recruit members to the Mayor's lead advisory group is announced alongside the publication of the EDI strategy
- Alongside this approach to engaging with 'professional' stakeholders, CSP's community engagement team would also help ensure the GLA is engaging directly with communities and grassroots organisations.

