

MAYOR OF LONDON



Economic Development Strategy Integrated Impact Assessment

December 2018



Contents

1	Non-technical summary	1
2	Introduction	14
3	Our approach	22
4	Assessment of EDS policies	30
5	Assessment of alternatives	62
6	Mitigation measures, enhancement measures and monitoring proposals	67
7	Conclusions	74
A.	IIA objectives and assessment questions	85
B.	EDS IIA Scoping Report – Consultation Feedback	105
C.	Impact assessment detail	125
D.	EDS policy descriptions	191
E.	EDS Monitoring Indicators	224

1 Non-technical summary

1.1 Introduction

In April 2017, Mott MacDonald was commissioned by the Greater London Authority (GLA)¹ to undertake an integrated impact assessment (IIA) of the Mayor of London's Economic Development Strategy (EDS). The Mayor has a statutory duty to prepare and consult on the EDS to support the realisation of the London Plan.²

The EDS has been developed by the GLA in coordination with other statutory GLA strategies³. The GLA's public consultation on the draft EDS ran from 13th December 2017 to 13th March 2018. The results of this consultation were fed into the final EDS ahead of its publication in December 2018. This IIA has been updated to reflect relevant findings from the consultation.

1.2 About this IIA

A key part of preparing, consulting, and reviewing the EDS is the requirement to undertake an IIA. The purpose of an IIA is to provide independent information for the decision-making process. It helps policy makers think through the likely impact of proposed EDS policies on environmental conditions, public health, community safety and on characteristics protected by equality legislation (Equality Act 2010).

The purpose of the IIA is to inform rather than decide policy. The objective is not to determine the decision, but to assist decision makers through the provision of information. The IIA also identifies ways to minimise or mitigate negative impacts and optimise positive impacts.

To ensure consistency of methodological approach across the IIAs for all the GLA's strategies, a common IIA framework⁴ has been applied. As such, the methodology and baseline for this IIA has been aligned as closely as possible to the London Plan IIA. The scoping report for the EDS IIA sets out the common IIA framework and set of IIA objectives.⁵

1.3 Approach

The role of the IIA is to assess the different strategic options for the EDS and identify potential positive and negative impacts of the proposed EDS policies. It is designed as an iterative process that can be revisited to take on board evidence over the course of the GLA's EDS development and consultation process. IIA work is structured around three principal reporting phases, as set out in the diagram overleaf:

¹ The GLA is the citywide government for London and is its top-tier administrative body. It consists of a directly elected Mayor and a separate, directly elected London Assembly.

² The latest London Plan was published in March 2016 and is a consolidated version based on the 2011 Plan. After his election in May 2016, the Mayor of London Sadiq Khan announced that a full review of the London Plan will be undertaken leading to the adoption of a new plan in 2019. The EDS is one of many documents that feeds into and supports the London Plan, and is a statutory strategy and a legal requirement.

³ These other strategies for which the Mayor has a statutory responsibility are: the Cultural Strategy, Housing Strategy, Mayor's Transport Strategy, Health Inequalities Strategy and the London Environment Strategy.

⁴ This framework was developed through the London Plan IIA process by the GLA.

⁵ The scoping report is available on request

Figure 1: Three IIA phases



Source: Mott MacDonald IIA process

1.4 Scope of the IIA

The GLA commissioned an IIA of the EDS which incorporates a community safety impact assessment (CSIA), equality impact assessment (EqIA), health impact assessment (HIA), and strategic environmental assessment (SEA). Whilst habitat regulation assessments (HRAs) are sometimes included in IIAs, the EDS team sought legal advice and were advised that an HRA was not necessary for this IIA. The spatial and temporal scope of the IIA mirrors the London Plan IIA, which covers the GLA’s administrative boundary⁶ and the period to 2041.

Table 1 overleaf sets out the 24 IIA objectives that all Mayoral strategies are assessed against. It provides an overview of the four impact assessment areas that provide a lens through which to assess each IIA objective.

⁶ The IIA will also take account of impacts on neighbouring areas where appropriate.

Table 1: Breakdown of which IIA objectives cover each of the assessment requirements

IIA objective topics	CSIA	EqIA	HIA	SEA
Equality and inclusion				
Social integration				
Health and health inequalities				
Crime, safety, and security				
Housing supply, quality, choice, and affordability				
Sustainable land use				
Design				
Accessibility				
Connectivity				
Economic competitiveness and employment				
Infrastructure				
Education and skills				
Culture				
Air quality				
Climate change adaptation				
Climate change mitigation				
Energy use and supply				
Water resources and quality				
Flood risk				
Natural capital and natural environment				
Historic environment				
Geology and soils				
Materials and waste				
Noise and vibration				

Source: EDS IIA Scoping Report

It is worth noting that the IIA does not include within its scope an economic impact assessment. As such economic development, regeneration and skills impacts are not assessed in isolation; contribution to economic development related IIA objectives are only assessed and highlighted where it is considered these impacts will be realised (directly or indirectly) through the positive changes regarding community safety, environmental, equality and health.

A set of assessment questions was pulled together to guide technical specialists in assessing whether the EDS policy will help to achieve or conflict with the IIA objective. This list of questions can be found in Appendix A.

1.5 The Economic Development Strategy (EDS)

The EDS is divided into seven chapters, including four chapters which set out the policies. Under each of the four policy chapters, there are a set of long term objectives for London's

economy. For each of these objectives, there is a series of supporting policies. These are summarised in table 2 below. Appendix D contains a full description of all the EDS policies.

Table 2: Summary of the EDS

EDS chapter	EDS objective	EDS policies to help achieve the objective
Chapter 3: A fairer, more inclusive economy	1. World class education	<ul style="list-style-type: none"> • Giving every child the best start in life • Promoting excellence, and providing a school place for every child • Preparing young people for work in a global city • Supporting enterprise in education
	2. Opportunity for all Londoners	<ul style="list-style-type: none"> • Overcoming barriers to work and learning • Adult education • Promoting digital inclusion
	3. A lower cost of living	<ul style="list-style-type: none"> • More affordable housing • More affordable and accessible transport • More accessible and affordable childcare • Greater financial inclusion
	4. Fair pay and employment practices	<ul style="list-style-type: none"> • The Good Work Standard • A Living Wage city • Protecting lower income workers from workplace exploitation
	5. Better health and less poverty	<ul style="list-style-type: none"> • Better health and less poverty • Healthy and affordable food
	6. Inclusive and safe communities	<ul style="list-style-type: none"> • Well designed, socially integrated places • Citizen-led regeneration • Social infrastructure • A safer, more secure London
Chapter 4: Creating the conditions for growth	1. Space for business and work	<ul style="list-style-type: none"> • Central London: a global hub for business • Office space to support the growth in services • Successful town centres and high streets • Industrial areas to meet London's needs • Affordable workspace and low-cost business space
	2. Transport	<ul style="list-style-type: none"> • The Healthy Streets approach • Healthy Streets and Healthy People • Public transport capacity improvements • Unlocking homes and jobs • Using technology to improve the transport network • Better international connections
	3. Infrastructure	<ul style="list-style-type: none"> • The data economy • Digital infrastructure for a digital economy • Meeting London's water infrastructure needs • More localised and renewable energy • Reducing waste • Protecting and enhancing London's environment and green infrastructure

	4. Innovation and skills	<ul style="list-style-type: none"> • World class universities and research • Open to talent from across the world • Meeting the skills needs of business • High quality apprenticeships • Better quality learning environments
	5. Enterprise and entrepreneurship	<ul style="list-style-type: none"> • Support for start-ups, microbusinesses, SMEs, social enterprises, and growth businesses • Sustainable business growth • Access to finance • Business rates – a fairer system • Supporting more businesses to export • Attracting and retaining international investment
Chapter 5: Supporting London's sectors	1. Advanced urban services	<ul style="list-style-type: none"> • Open data and common standards • The city as a testbed for new ideas
	2. Cultural and creative industries	<ul style="list-style-type: none"> • World City • Culture and good growth • Creative Londoners • Love London
	3. Financial and business services	<ul style="list-style-type: none"> • Technology driven innovation in the financial services sector • Sustaining London's position as a global financial services hub
	4. Life sciences	<ul style="list-style-type: none"> • World leading scientific research • MedCity • Medical technology and digital health
	5. Low carbon and environmental goods and services	<ul style="list-style-type: none"> • Transitioning to a low carbon circular economy • Making London a lower carbon and more resource efficient city • Innovation and growth across London's CleanTech sector
	6. Tech and digital	<ul style="list-style-type: none"> • Europe's technology capital • Digital innovation that benefits all Londoners • Addressing Barriers to growth
	7. Tourism	<ul style="list-style-type: none"> • Challenges facing the industry • The tourism Vision
Chapter 6: Working together to achieve the Mayor's vision	1. Strengthening partnerships	<ul style="list-style-type: none"> • Working with business • Communities and civil society • Working with the boroughs and the wider public sector • Collaboration across the UK
	2. Making the case for devolution	<ul style="list-style-type: none"> • Making the case for devolution
	3. Leading by example	<ul style="list-style-type: none"> • Leading by example

	4. Monitoring progress	● Monitoring progress
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Source: London Economic Development Strategy 2018

1.6 Summary of EDS impacts

Table 3 below summarises at a high level our integrated conclusion of how the strategy as a whole contributes to each of the 24 IIA objectives.

Table 3: Overall strategy impacts

IIA objective	The EDS's contribution to the IIA objective
Equality and inclusion	The EDS is expected to make a major positive contribution to this IIA objective, as a result of the policies around overcoming barriers to work and learning, giving every child the best start in life, overcoming barriers to work and learning , better health and less poverty , protecting lower income workers from workplace exploitation , 'Healthy Streets' and healthy people , more affordable and accessible transport , and creating successful town centres and high streets . The EDS makes several references throughout the document about reducing inequality across the workplace, improving economic outcomes and education opportunities for specific protected characteristic groups.
Social integration	The EDS is expected to make a major positive contribution to this IIA objective, as a result of the policies on digital infrastructure for a digital economy , citizen-led regeneration , more affordable and accessible transport , and creating successful town centres and high streets . These policies are likely to lead to greater community integration through increasing opportunities for interaction and engagement in community life. There are also likely to be minor positive impacts resulting from the policy to create well designed, socially integrated places .
Health and health inequalities	Due to the policies on giving every child the best start in life , overcoming barriers to work and learning , better health , less poverty , healthy and affordable food , public transport capacity improvements and the Healthy Streets approach , the EDS is expected to make a major positive contribution to this IIA objective. Health benefits also have the potential to result from the improvements to access employment and education, uptake of active travel, access to housing and food, community engagement, data to improve healthcare, and improvements to air quality that the EDS policies are likely to bring.
Crime, safety, and security	The EDS is expected to have a minor positive contribution to this IIA objective, with one major positive contribution as a result of the policy on a safer, more secure London . Minor positive contributions are likely to be seen across all areas of the EDS, particularly in policies on preparing young people for work in a global city , overcoming barriers to work and learning , and adult education , creating well-designed, socially integrated places . This is because education and employment, integrated communities and adequate housing are all factors that are likely to result in a reduction in levels of crime and increases in people's perceptions of safety.
Housing supply, quality, choice, and affordability	As a result of the policies on more affordable housing , lower transport costs , and public transport capacity improvements , the EDS is expected to have a major positive contribution to this IIA objective. Improving transport infrastructure across the capital is likely to make more areas suitable for new housing developments. The EDS policies, more localised renewable energy , well-designed, socially integrated places , and monitoring progress are expected to have minor positive impacts on this IIA objective. The policy on well-designed, socially integrated places is likely to promote good quality design and

	community integration, energy efficient design, and has the potential to include well-designed new housing developments. There is the potential for some minor negative impacts regarding this IIA objective (due to use of industrial areas to meet London's needs), however these impacts have been rated as neutral overall due to existing mitigations in place. Overall the impact is expected to be positive.
Sustainable land use	Benefits in terms of supporting sustainable forms and patterns of development in housing, employment, and education are likely to result from sustainable land policies. The EDS is therefore expected to have a minor positive contribution to this IIA objective, particularly as a result of the policies on industrial areas to meet London's needs, promoting digital inclusion, well designed, socially integrated places, successful town centres and high streets, affordable work space and low-cost business space, digital infrastructure for a digital economy, better-quality learning environments, and monitoring progress . There is also the potential for negative impacts to arise from the EDS, due to competition over land. For example, use of available land for office space and industrial land, versus use of land for housing. Overall though the impact is expected to be positive.
Design	The EDS is expected to make a positive contribution to some degree to this IIA objective, particularly as a result of the policies on more affordable housing, the Healthy Streets approach, Healthy Streets and Healthy People, protecting and enhancing London's environment and green infrastructure, creating successful town centres and high streets, social infrastructure, and monitoring progress . These policies are likely to ensure that good quality design is implemented. There is also the potential for minor positive impacts resulting from the creation of well-designed, socially integrated places , because the focus of this policy is on creating places where good design enables social integration.
Accessibility	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies around transport infrastructure (more affordable and accessible transport, the Healthy Streets Approach and public transport capacity improvements). These policies are likely to improve access around London, particularly for those people who are likely to rely on public transport. There is also the potential for minor positive impacts, in terms of improving access to culture, homes and employment opportunities (through the policies of: The Tourism Vision and unlocking homes and jobs).
Connectivity	As a result of the policies, such as lower transport costs, public transport capacity improvements and the Healthy Streets approach , the EDS is expected to have a major positive contribution to this IIA objective. Policies such as promoting digital inclusion, a global hub for business, successful town centres and high streets, Healthy Streets and Healthy People, using technology to improve the transport network and monitoring progress will have a minor positive impact on this IIA objective. These policies are likely to ensure that people are easily able to travel across London to access a range of services and facilities. There is also potential for negative impacts to arise from the EDS due to increasing tourist numbers putting pressure on transport and international connections. However, the overall impact is expected to be positive.
Economic competitiveness and employment	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies on: overcoming barriers to work and learning, supporting enterprise in education, the healthy streets approach, public transport capacity improvements, more localised and renewable energy, protecting and enhancing London's environment and green infrastructure, transitioning to a low carbon circular economy, making London a more

	resource efficient city, innovation and growth across London's CleanTech sector and more affordable and accessible transport. These policies are likely to ensure that people have the skills needed for employment, as well as making jobs more accessible and improving employment opportunities in town centres and high streets, with major impacts on equality of opportunity for those in the capital. These policies will also contribute to creating a circular economy within the capital.
Infrastructure	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies on digital infrastructure for a digital economy, meeting London's water infrastructure needs, promoting excellence and providing a school place for every child, public transport capacity improvements, the healthy streets approach and protecting and enhancing London's environment and green infrastructure. These policies are likely to enhance social, physical and environmental infrastructure in the form of education places, transport projects, and the protection of natural capital.
Education and skills	The EDS is expected to have a major positive contribution to this IIA objective, especially from an equality perspective. This is as a result of the policies of promoting excellence and providing a school place for every child, overcoming barriers to work and learning, adult education and high-quality apprenticeships.
Culture	The EDS is expected to make a minor positive contribution to this IIA objective, as a result of the world city, culture and good growth, creative Londoners and Love London policies. There are also likely to be benefits resulting from the central London: a global hub for business policy, as this has the potential to help support access to cultural venues outside of central London. There is risk of minor negative impacts associated with the night-time economy and antisocial behaviour.
Air quality	The EDS is expected to have a major positive contribution to this IIA objective, particularly as a result of the policies on the Healthy Streets approach, transitioning to a low carbon circular economy, more affordable and accessible transport, public transport capacity improvements, protecting and enhancing London's environment and green infrastructure and more localised and renewable energy. This is due to the likely reduction in greenhouse gas (GHG) ⁷ emissions and greater use of efficient energy. There is though the potential for minor negative effects, due to the policy of attracting and retaining investment and the likely increase in commuter and commercial freight travel. This is also the case with strategic transport projects , as increasing the volume of people using motorised transport could reduce air quality. It is likely, though, that the positive impacts on air quality outweigh these negative impacts.
Climate change mitigation	The EDS is expected to have a major positive contribution to this IIA objective, particularly as a result of the policies on more affordable and accessible transport, the Healthy Streets approach, making London a more resource efficient city, public transport capacity improvements, unlocking homes and jobs, using technology to improve the transport network, more localised and renewable energy and transitioning to a low carbon circular economy. These policies are likely to reduce GHG emissions and engender greater focus on improving energy efficiency. There is the potential for minor negative impacts due to better international connections , as this is likely to increase volume of travel and associated GHG emissions. Overall though the impact is likely to be positive.
Climate change adaptation	The EDS policy, protecting and enhancing London's environment and green infrastructure is expected to have a major positive result on the Climate Change

⁷ Greenhouse gases include carbon dioxide, methane, nitrous oxide and ozone.

	<p>adaptation objective. Policies protecting and enhancing natural capital will also contribute positively to climate change adaptation. More green spaces and vegetation can reduce flood risk and aid cooling to counteract the urban heat island effect. As a result of the policies on promoting digital inclusion, social infrastructure, healthy and affordable food, meeting London's water infrastructure needs, more localised and renewable energy, transitioning to a low carbon circular economy, innovation and growth across London's CleanTech sector, securing a digital future, making London a more resource efficient city, leading by example, and monitoring progress, the EDS is expected to have a minor positive contribution to this IIA objective. This is because these policies are likely to help ensure that future generations - through greater use of technology, additional legislation and greater innovation - are well equipped to protect the environment and mitigate the impacts of climate change. Overall the impact is likely to be positive.</p>
Energy use and supply	<p>EDS policies in this area are likely to help drive innovation to improve energy efficiency, reduce energy demand and reduce GHG emissions. Moving towards a low carbon economy also has the potential to benefit this IIA objective. Policies such as more localised and renewable energy, transitioning to a low carbon circular economy, and making London a more resource efficient city will have a major positive impact on this objective. Furthermore, policies on more localised and renewable energy, healthy and affordable food, the city as a testbed for new ideas and transitioning to a low carbon circular economy will contribute to this.</p>
Water resources and quality	<p>The EDS is expected to contribute to this IIA objective, as a result of the policy on meeting London's water infrastructure needs, as this policy focusses on addressing demand and supply pressures on London's water supply. The policies on making London a more resource efficient city and protecting and enhancing London's environment and green infrastructure are also likely to promulgate a greater focus on improving and conserving water. Overall the impacts are likely to be positive.</p>
Flood risk	<p>The EDS policy is expected to have a minor positive contribution to this IIA objective, particularly as a result of the policy on meeting London's water infrastructure needs. This policy includes many activities that are likely to both directly and indirectly lead to positive impacts on flood prevention. There is the potential for a minor positive impact resulting from the policy on protecting and enhancing London's environment and green infrastructure, as this has the potential to include policies to reduce flood risk. Monitoring progress is also expected to have minor positive impacts on this objective. There is the potential for minor negative impacts due to policies on unlocking homes and jobs as these policies alter the use of land, potentially increasing the risk of flooding. Overall though the impacts are likely to be positive.</p>
Natural capital and natural environment	<p>As a result of the policies on protecting and enhancing London's environment and green infrastructure, and leading by example, the EDS is expected to have a major positive contribution to this IIA objective. There is also the potential for minor positive impacts resulting from the policies of Healthy Streets approach, more affordable and accessible transport, well designed, socially integrated places, social infrastructure, public transport capacity improvements, unlocking homes and jobs, using technology to improve the transport network, meeting London's water infrastructure needs, more localised and renewable energy, reducing waste, transitioning to a low carbon circular economy, making London a more resource efficient city, innovation and growth across London's CleanTech sector, the Tourism Vision and monitoring progress. This is due to the impacts on improving, protecting and encouraging sustainable use of natural capital, public realm, and natural</p>

	resources such as water. The policy on capital of culture and tourism is also likely to engage people in London's natural capital offer and has the potential to improve the exposure of the positive impacts of maintaining the natural capital and natural environment.
Historic environment	The EDS is expected to have a minor positive contribution to this IIA objective, particularly as a result of the policies on creating successful town centres and high streets, the Tourism Vision and creative Londoners . Encouraging culture and tourism aims to offer the opportunity for tourists and Londoners to engage in London's historic heritage offer and has the potential to improve the exposure of the positive impacts of maintaining the historical environment. In addition, supporting communities to keep the character of their town centres could help ensure protection of the historical environment. Furthermore, policies such as lowering transport costs, efficient streets and the healthy streets approach , will also have minor positive impacts, due to lower emissions and improving air quality can have an indirect positive impact on the condition of historic assets. There is though the potential for minor negative impacts relating to the policy of central London: a global hub for business , as intensifying developments within the CAZ may put historical assets in this area at risk. It is felt though that overall the impact is likely to be positive
Geology and soils	The EDS is expected to make some contribution to this IIA objective, particularly as a result of the policy of protecting and enhancing London's environment and green infrastructure . This policy aims to turn London into a National Park City, and conserve and enhance geology. Reducing waste and protecting and enhancing London's environment and green infrastructure will also have a minor positive effect by reducing sources of pollution and improving soil quality. There is the potential for minor negative impacts due to public transport capacity improvements , as this policy has the potential to alter land use and may include development on greenfield sites. This would have a negative impact on this IIA objective. Overall, though, impacts of the EDS are likely to be positive in relation to the IIA objective of geology and soils.
Materials and waste	Policies such as making London more resource efficient, transitioning to a low carbon circular economy, and reducing waste are likely to have a major positive impact and drive innovative and efficient ways of disposing of waste and making products less wasteful; therefore, contributing to this IIA objective. There is also the potential for minor negative impacts resulting from the policies around public transport capacity improvements , and better international connections . During the construction period of these projects, there may be short-term negative effects, such as generation of demolition waste and greater use of materials. Overall though the impact is expected to be positive.

Source: Mott MacDonald

Overall, the EDS contributes positively to every IIA objective in some way, with few negative impacts identified. Where negative impacts have been identified, a series of mitigating actions have been recommended for implementation in order to minimise negative impacts and optimise outcomes of this EDS. This IIA process has been iterative, with IIA findings fed back to the GLA throughout the development of the EDS. The recommendations made in earlier drafts of the IIA have been taken on board. This has led to a more inclusive and sustainable EDS. Please see the main report for details of the recommendations and how they have been taken on board.

1.7 Cumulative and wider impacts

Some protected characteristic groups routinely benefit from the EDS policies:

- Children and younger people: Children and young people as a cohort are likely to benefit from education and early years policies, which will contribute to improved economic and education outcomes, as well as indirect impacts in terms of improved quality of life, and healthy lifestyles.
- Older people: older people as a cohort are likely to benefit from policies to tackle digital exclusion, fuel poverty, transport accessibility and affordability.
- Women and people from BAME backgrounds: several of the policy areas make specific reference to reducing inequalities in education, the workplace, and opportunities within specific growth sectors for women and people from BAME backgrounds.
- Inequality and deprivation as a whole (in terms of health, income and wider elements of deprivation) are also likely to be impacted: Policies tackling affordable housing, a London Living Wage (LLW), lower transport and childcare costs, financial literacy and energy efficiency, for example, are all likely to benefit those on lower incomes and other groups which experience challenges with regard to access to the labour market, access to educational opportunities and meeting living costs associated with residing in the capital.

The temporal and geographical extent of impacts will vary across the policies, as summarised below:

- Policies around education, housing, transport, the labour market and community or town centre/high street design are more likely to impact those who live in London on a long-term basis.
- Policies around culture and tourism and international connections are likely to impact those who are visiting the capital.
- Policies which impact the labour market (for example attracting investment and improving enterprise in the capital), as well as transport infrastructure schemes (such as Crossrail 2), will impact those who live and work in the city, but are also likely to affect the vast number of people who commute into London.
- Policies which work to ensure businesses in London have access to the best talent and global opportunities (such as supporting London's sectors and ensuring world class universities and research) are particularly likely to have impacts on those individuals moving to London from overseas.
- Policies on water infrastructure needs and renewable energy use will primarily benefit residents and businesses in London. However, these policies could have wider benefits, as water and energy supply are often sourced from outside of London.
- Policies on improving digital infrastructure, technology and medical infrastructure will primarily benefit Londoners through the benefits of digitalisation and reducing cybercrime. However, these policies are likely to have wider benefits, in terms of digital improvements and innovation across businesses and sectors throughout the UK.

- Policies which focus on the following are highly likely to realise impacts in the Central Activities Zone (CAZ)⁸: improving conditions for enterprise (such as attracting and retaining investment, supporting London's sectors, and supporting more businesses to export), increasing connectivity to key sites of employment, education and tourism in the city centre (transport infrastructure), targeted development (central London: a global hub for business and office space to support growth in services), as well as cultural and tourism offerings.
- Policies which aim to strengthen partnerships, including across businesses, different communities, the boroughs and across the UK are likely to impact both those within London and those living outside of the capital.
- Policies that promote the transition to a low carbon economy, circular economy, and encourage innovation in new clean energy and technologies will not only benefit London, but will help the UK meet emissions, renewables, and waste targets, and could be used as case studies to help other countries.
- Policies to support investment in infrastructure, transport, town centres, co-working spaces and business support services will help outer London boroughs and their residents to benefit from the associated economic growth opportunities.

1.8 Mitigations / enhancements to consider in implementation

Many of the recommendations to enhance the EDS have already been incorporated into the EDS (see chapter 6). There are some ongoing best practice principles which could be implemented alongside the EDS in practice. The most pertinent have been set out below:

- Target specific protected characteristic groups who are under-represented in the labour market or systematically lack skills in certain areas through policies designed to improve Londoner's skills and employability.
- Encourage greater use of public transport and non-motorised forms of transport through ensuring steps are taken to improve accessibility and ensure all relevant guidelines are met.
- Ensure new development adheres to design principles as set out in the London Plan, as well as ensuring sustainable and inclusive best practice principles, such as BREEAM.
- Liaise with the London Environment Strategy team to ensure that London is resilient to the effects of climate change.
- Ensure that key policies, such as transitioning to a low carbon, circular economy and making London a more resource efficient city, are ongoing principles which run through all aspects of the EDS in application. Actions within these policies will be shared with other Mayoral strategies to ensure these outcomes are realised
- Consider undertaking further CSIAs, SEAs, EqlAs and HIAs to mitigate any potential negative impacts that may arise from development proposals.

London

⁸ The Central Activities Zone (CAZ) is London's vibrant centre and one of the world's most attractive and competitive business locations. It contains the seat of national Government and is renowned worldwide for its shopping, culture and heritage.

It is anticipated that should these recommendations be implemented by the GLA in the realisation of the EDS policies, outcomes will be optimised in terms of community safety, environment, equality and health for residents and visitors of London.

2 Introduction

2.1 Overview of this commission

In April 2017, Mott MacDonald was commissioned by the GLA⁹ to undertake an IIA of the Mayor of London's EDS. The Mayor has a statutory duty to prepare and consult on the EDS to support the realisation of the London Plan.¹⁰

The EDS has been developed by the GLA in coordination with other statutory GLA strategies¹¹. The GLA's public consultation on the draft EDS ran from 13th December 2017 to 13th March 2018. The results of this consultation were fed into the final EDS ahead of its publication in the Autumn of 2018. This IIA has been updated to reflect relevant findings from the consultation.

2.2 London's economy

London's economy has been growing in recent years despite the global economic recession which has persisted since 2008. The city has a global reputation for business due to its strong combination of assets including: a pool of international talent, established legal, political and regulatory frameworks as well as a rich history, diverse culture and global transport and communications networks. These have all helped to place London at the heart of the global economy.

The UK's decision to leave the European Union (EU) has created uncertainty about the future economy and longer term structural challenges (which existed long before Brexit) also need to be addressed to protect the future economy. The Mayor believes more also needs to be done to make the economy work for all Londoners. Levels of inequality are increasing in London and some residents are not benefiting from the city's economic success. London is still home to some of the most deprived areas in the country and is an increasingly unaffordable place to live for many working people. Its environmental resources, such as air quality, are also being damaged in the pursuit of economic growth, which negatively impacts on Londoners' health and wellbeing.

The Mayor therefore sets out in the EDS a long list of policies under the following core areas, to be implemented with outcomes up to 2041:

- **A fairer and more inclusive economy;** a series of policies seeking to reduce inequality and barriers to education, employment and housing.

⁹ The GLA is the citywide government for London and is its top-tier administrative body. It consists of a directly elected Mayor and a separate, directly elected London Assembly.

¹⁰ The latest London Plan was published in March 2016 and is a consolidated version based on the 2011 Plan. After his election in May 2016, the Mayor of London Sadiq Khan announced that a full review of the London Plan will be undertaken leading to the adoption of a new plan in 2019. The EDS is one of many documents that feeds into and supports the London Plan, and is a statutory strategy and a legal requirement.

¹¹ These other strategies for which the Mayor has a statutory responsibility are: the Cultural Strategy, Housing Strategy, the Mayor's Transport Strategy, Health Inequalities Strategy, the London Plan and the London Environment Strategy.

- **Creating the conditions for growth**; ensuring that businesses are supported through the best transport, infrastructure, skills, innovation, and business support to allow markets to flourish in London.
- **Supporting London's sectors**; a range of sector specific policies covering a range of services and industries that will enable inclusive, sustainable and innovation-led growth.
- **Working together to achieve the Mayor's vision**; ensuring that the Mayor and the EDS work together with business, the wider public sector, voluntary, community and social enterprise organisations, trade unions and communities both within London and across the UK to achieve the Mayor's vision.

2.2.1 Background to the EDS

The Mayor has a statutory duty to prepare and consult on the EDS. The EDS is developed by the GLA along with other statutory strategies¹² to support the realisation of the London Plan, as set out in the diagram below.¹³

Figure 1: The Mayoral strategies for London



Source: Mott MacDonald

The EDS sets out the Mayor's vision for London's future economy to 2041 and is a call to action for all stakeholders who are working towards London's future economic success. The GLA's public consultation on the draft EDS ran from 13th December 2017 to 13th March 2018. The results of this consultation were fed into the final EDS ahead of its publication in the Autumn of 2018.

2.2.2 Summary of EDS objectives and policies

The EDS is divided into seven chapters, including four chapters which set out the policies. Under each of the four policy chapters, there are a set of long term objectives for London's

¹² These other strategies for which the Mayor has a statutory responsibility are: Cultural Strategy, Housing Strategy, the Mayor's Transport Strategy, Health Inequalities Strategy and the London Environment Strategy.

¹³ The latest London Plan was published in March 2016 and is a consolidated version based on the 2011 Plan. After his election in May 2016, the Mayor of London Sadiq Khan announced that a full review of the London Plan will be undertaken leading to the adoption of a new plan in 2019. The EDS is one of many documents that feeds into and supports the London Plan, and is a statutory strategy and a legal requirement.

economy. For each of these objectives, there is a series of supporting policies. These are summarised in table 5 below. Appendix D contains a full description of all of the EDS policies.

Table 4: Summary of the EDS

EDS chapter	EDS objective	EDS policies to help achieve the objective
Chapter 3: A fairer, more inclusive economy	1. World class education	<ul style="list-style-type: none"> • Giving every child the best start in life • Promoting excellence, and providing a school place for every child • Preparing young people for work in a global city • Supporting enterprise in education
	2. Opportunity for all Londoners	<ul style="list-style-type: none"> • Overcoming barriers to work and learning • Adult education • Promoting digital inclusion
	3. A lower cost of living	<ul style="list-style-type: none"> • More affordable housing • More affordable and accessible transport • More accessible and affordable childcare • Greater financial inclusion
	4. Fair pay and employment practices	<ul style="list-style-type: none"> • The Good Work Standard • A Living Wage city • Protecting lower income workers from workplace exploitation
	5. Better health and less poverty	<ul style="list-style-type: none"> • Better health and less poverty • Healthy and affordable food
	6. Inclusive and safe communities	<ul style="list-style-type: none"> • Well designed, socially integrated places • Citizen-led regeneration • Social infrastructure • A safer, more secure London
Chapter 4: Creating the conditions for growth	1. Space for business and work	<ul style="list-style-type: none"> • Central London: a global hub for business • Office space to support the growth in services • Successful town centres and high streets • Industrial areas to meet London's needs • Affordable workspace and low-cost business space
	2. Transport	<ul style="list-style-type: none"> • The Healthy Streets approach • Healthy Streets and Healthy People • Public transport capacity improvements • Unlocking homes and jobs • Using technology to improve the transport network • Better international connections
	3. Infrastructure	<ul style="list-style-type: none"> • The data economy • Digital infrastructure for a digital economy • Meeting London's water infrastructure needs • More localised and renewable energy • Reducing waste • Protecting and enhancing London's environment and green infrastructure

EDS chapter	EDS objective	EDS policies to help achieve the objective
	4. Innovation and skills	<ul style="list-style-type: none"> World class universities and research Open to talent from across the world Meeting the skills needs of business High quality apprenticeships Better quality learning environments
	5. Enterprise and entrepreneurship	<ul style="list-style-type: none"> Support for start-ups, microbusinesses, SMEs, Social enterprises, and growth businesses Sustainable business growth Access to finance Business rates – a fairer system Supporting more businesses to export Attracting and retaining international investment
Chapter 5: Supporting London's sectors	1. Advanced urban services	<ul style="list-style-type: none"> Open data and common standards The city as a testbed for new ideas
	2. Cultural and creative industries	<ul style="list-style-type: none"> World City Culture and good growth Creative Londoners Love London
	3. Financial and business services	<ul style="list-style-type: none"> Technology driven innovation in the financial services sector Sustaining London's position as a global financial services hub
	4. Life sciences	<ul style="list-style-type: none"> World leading scientific research MedCity Medical technology and digital health
	5. Low carbon and environmental goods and services	<ul style="list-style-type: none"> Transitioning to a low carbon circular economy Making London a lower carbon and more resource efficient city Innovation and growth across London's CleanTech sector
	6. Tech and digital	<ul style="list-style-type: none"> Europe's technology capital Digital innovation that benefits all Londoners Addressing Barriers to growth
	7. Tourism	<ul style="list-style-type: none"> Challenges facing the industry The tourism Vision
Chapter 6: Working together to achieve the Mayor's vision	1. Strengthening partnerships	<ul style="list-style-type: none"> Working with business Communities and civil society Working with the boroughs and the wider public sector Collaboration across the UK
	2. Making the case for devolution	<ul style="list-style-type: none"> Making the case for devolution
	3. Leading by example	<ul style="list-style-type: none"> Leading by example
	4. Monitoring progress	<ul style="list-style-type: none"> Monitoring progress

Source: Final London Economic Development Strategy 2018

2.3 Purpose of the Integrated Impact Assessment (IIA)

A key part of preparing, consulting, and reviewing the EDS is the requirement to undertake an IIA. The purpose of an IIA is to provide independent information for the decision-making process. It helps policy makers think through the likely impact of proposed EDS policies/plans on London's population, environment and in particular the disproportionate or differential impacts on various societal groups. The IIA process therefore improves the quality of information available to decision-makers and wider stakeholders.

The purpose of the IIA is to inform rather than decide policy. The objective is not to determine the decision, but to assist decision makers through the provision of information. The IIA also identifies ways to minimise or mitigate negative impacts and optimise positive impacts.

To ensure consistency of methodological approach across the IIAs for all of the GLA's strategies, a common IIA framework¹⁴ is being applied. As such, the methodology and baseline for this IIA has been aligned as closely as possible to the London Plan IIA. Please note, the scoping report for the EDS IIA sets out the common IIA framework and set of IIA objectives.

2.4 Scope of the IIA

The GLA commissioned an IIA which would consider the potential community safety, equality, health, and environmental and sustainability impacts that may arise as a result of policies put forward under the EDS. The spatial and temporal scope of the IIA mirrors the London Plan IIA, which covers the GLA's administrative boundary¹⁵ and the period to 2041.

To ensure consistency of methodological approach across the IIAs for all of the GLA's strategies, a common IIA framework¹⁶ has been applied. As such, the methodology and baseline for this IIA has been aligned as closely as possible to the London Plan IIA. The spatial and temporal scope of the IIA also mirror the London Plan IIA. The spatial scope is the GLA's administrative boundary¹⁷ and the timescale is the period to 2041.

The GLA commissioned an IIA which would consider the potential community safety, equality, health, and environmental and sustainability impacts that may arise as a result of policies put forward under the EDS. ***These four component impact assessment topics provide the lenses through which to assess the EDS against the IIA objectives. It is worth noting that the IIA does not include within its scope an economic impact assessment. As such economic development, regeneration and skills impacts are not assessed in isolation; contribution to economic development related IIA objectives are only assessed and highlighted where it is considered these impacts will be realised (directly or indirectly) through the positive changes regarding community safety, environmental, equality and health.***

¹⁴ This framework was developed through the London Plan IIA process by the GLA.

¹⁵ The IIA will also take account of impacts on neighbouring areas where appropriate.

¹⁶ This framework was developed through the London Plan IIA process by the GLA.

¹⁷ The IIA will also take account of impacts on neighbouring areas where appropriate.

An overview of the focus for the four impact assessments is provided below and more detail on the approach to the IIA is provided in chapter 3.

Table 5: Areas of assessment for the IIA

Assessment	Focus
Community safety impact assessment (CSIA)	Identifies and assesses potential impacts on crime and community safety. This is conducted through evidence review and engagement with the GLA and relevant stakeholders.
Equality impact assessment (EqIA)	Identifies and assesses any likely disproportionate or differential effects on people with characteristic protected by the Equality Act 2010 ¹⁸ .
Health impact assessment (HIA)	Identifies and assesses any likely impacts on human health. Draws on relevant guidance, including the NHS Healthy Urban Design Unit (HUDU) checklist ¹⁹ , to create a qualitative approach which draws more widely on good practice and published guidance.
Strategic environmental assessment (SEA) and sustainability appraisal (SA)²⁰	Two processes which identify and assess the significant and cumulative impacts on the environment: <ul style="list-style-type: none"> • An SEA is required under European Union Directive 2001/42/EC and a key objective of the SEA process is to afford a high level of protection to the environment and to ensure environmental considerations feature in the decision-making process. • An SA is required for the EDS in accordance with the Planning and Compulsory Purchase Act 2004 (hereafter referred to as the Act). The SA process helps to ensure sustainable development considerations and policy requirements are integrated into all plans, programmes and projects that have the potential to affect the environment, society, or economy.

Source: Mott MacDonald 2017

¹⁸ Protected characteristics set out in the Equality Act 2010 include: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex; and sexual orientation.

¹⁹ Healthy Urban Planning Checklist, 2017, HUDU Planning for Health (<http://www.healthyrurbandevelopment.nhs.uk/wp-content/uploads/2017/05/Healthy-Urban-Planning-Checklist-3rd-edition-April-2017.pdf>)

²⁰ It is worth noting that the SEA and SA follow a similar process and it is recognised good practice to undertake an integrated SEA and SA.

2.4.1 Compliance with the SEA Directive

This IIA Report has been prepared in accordance with the requirements for an Environmental Report as set out in the SEA Directive. Table 7 indicates where the specific requirements in the SEA Directive relating to the Environmental Report²¹ can be found within this report.

Table 6: SEA Directive requirements signposting

SEA Directive Environmental Report Requirements	Section of IIA Report where Requirement is found
An outline of the contents, main objectives of the plan or programme and relationship with other relevant plans and programmes	Section 2.3, Appendix D and scoping report (available on request)
The relevant aspects of the current state of the environment and the likely evolution thereof without implementation of the plan or programme	See scoping report (available on request)
The environmental characteristics of areas likely to be significantly affected	See scoping report (available on request)
Any existing environmental problems which are relevant to the plan or programme including, in particular, those relating to any areas of a particular environmental importance, such as areas designated pursuant to Directives 79/409/EEC and 92/43/EEC	See scoping report (available on request)
The environmental protection objectives, established at international, Community or National level, which are relevant to the plan or programme and the way those objectives and any environmental considerations have been considered during its preparation	See scoping report (available on request)
The likely significant effects on the environment, including on issues such as biodiversity, population, human health, fauna, flora, soil, water, air, climatic factors, material assets, cultural heritage including architectural and archaeological heritage, landscape and the interrelationship between the above factors	Chapter 4 and Appendix C
The measures envisaged to prevent, reduce and as fully as possible offset any significant adverse effects on the environment of implementing the plan or programme	Chapter 6
An outline of the reasons for selecting the alternatives dealt with, and a description of how the assessment was undertaken including any difficulties (such as technical deficiencies or lack of know-how) encountered in compiling the required information	Chapter 5
A description of the measures envisaged concerning monitoring in accordance with Article 10	Chapter 6
A non-technical summary of the information provided under the above headings.	Non-technical Summary Chapter 1

²¹ SEA Directive Annex I

2.5 Report structure

The remainder of this report is structured as follows:

- **Chapter 3** outlines the IIA objectives, methodology, timescales, and engagement
- **Chapter 4** provides the assessment of the EDS policies against the IIA objectives and presents some overall conclusions and recommendations
- **Chapter 5** provides an assessment of alternative strategic options
- **Chapter 6** details the mitigation and enhancement measures which have been taken on board in the development of the EDS, the remaining recommendations, as well as monitoring proposals
- **Chapter 7** draws out key conclusions, summarising the potential positive and negative impacts arising from the EDS policies, as well as cumulative and wider impacts

3 Our approach

3.1 Introduction

The role of the IIA is to assess the different strategic options and identify potential positive and negative impacts of the proposed policies. It is designed as an iterative process that can be revisited to take on board evidence over the course of the GLA's EDS development and consultation process. IIA work is structured around three principal reporting phases, as set out in the diagram below:

Figure 2: Three IIA phases



Source: Mott MacDonald IIA process

3.2 Timeline for the IIA

The timeline for the production of this IIA has been as follows:

- **Commission of the IIA:** 1st May 2017
- **Production of IIA scoping report:** 25th May
- **Consultation on IIA scoping report with statutory consultees:** 25th May – 3rd July 2017
- **Engagement with community safety, environment, equality and health stakeholders on the draft EDS policies to inform the IIA:** July 2017
- **Production of draft interim IIA report:** 26th July 2017
- **Production of final interim IIA report:** 29th November 2017
- **Publication of the draft EDS and final interim IIA for public consultation:** 13 December 2017 – 13 March 2018
- **Submission of the final IIA report:** The final IIA report [this report] will be published alongside the final EDS in December 2018.
- **Public statement on adoption:** In the autumn 2018, the Mayor will publish the Consultation Report, setting out the main issues raised during the public consultation period and how the final strategy has responded to them.

3.3 The IIA objectives

The table 8 below outlines the 24 IIA objective topics identified in the London Plan IIA, which have been adopted for the purposes of the EDS IIA²² to ensure consistency.

Table 7: IIA objectives²³

Topic	IIA objective
Equality and inclusion	1. To make London a fair and inclusive city where every person is able to participate, reducing inequality and disadvantage and addressing the diverse needs of the population
Social integration	2. To ensure London has socially integrated communities which are strong, resilient and free of prejudice
Health and health inequalities	3. To improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the City and between communities
Crime, safety and security	4. To contribute to safety and security and the perceptions of safety
Housing supply, quality, choice and affordability	5. To provide a quantum, type, quality and tenure of housing (including specialist and affordable provision) to better meet demographic change and household demand
Sustainable land use	6. Make the best and most efficient use of land so as to support sustainable patterns and forms of development
Design	7. To create attractive, mixed use neighbourhoods, ensuring new buildings and spaces are appropriately designed that promote and enhance existing a sense of place and distinctiveness, reducing the need to travel by motorized transport
Accessibility	8. To maximise accessibility for all in and around London
Connectivity	9. To enhance and improve connectivity for all to, from, within and around London and increase the proportion of journeys made by sustainable and active transport modes
Economic competitiveness and employment	10. To maintain and strengthen London's position as a leading, connected, knowledge based global city and to support a strong, diverse and resilient economic structure providing opportunities for all
Infrastructure	11. To ensure that provision of environmental, social and physical infrastructure is managed and delivered to meet population and demographic change in line with sustainable development and to support economic competitiveness
Education and skills	12. To ensure the education and skills provision meets the needs of London's existing and future labour market and improves life chances for all
Culture	13. To safeguard and enhance the Capital's rich cultural offer, infrastructure, heritage, natural environment and talent to benefit all Londoners while delivering new activities that strengthen London's global position

²² At the request of the GLA.

Air quality	14. To reduce emissions and concentrations of harmful atmospheric pollutants, particularly in areas of poorest air quality, and reduce exposure
Climate change (adaptation)	15. To ensure London adapts and becomes more resilient to the impacts of climate change and extreme weather events such as flood, drought and heat risks 16. To help tackle climate change through reducing greenhouse gas emissions and moving towards a zero carbon London by 2050
Climate change (mitigation)	
Energy use and supply	17. To manage and reduce demand for energy, achieve greater energy efficiency, utilise new and existing energy sources effectively, and ensure a resilient smart and affordable energy system
Water resources and quality	18. To protect and enhance London's water bodies by ensuring that London has a sustainable water supply, drainage and sewerage system
Flood risk	19. To manage the risk of flooding from all sources and improve the resilience of people, property and infrastructure to flooding
Natural environment and natural capital	20. To protect, connect and enhance London's natural capital (including important habitats, species and landscapes) and the services and benefits it provides
Historic environment	21. To conserve and enhance the existing historic environment, including sites, features, landscapes and areas of historical, architectural, archaeological and cultural value in relation to their significance and their settings.
Geology and soils	22. To conserve London's geodiversity and protect soils from development and over intensive use
Materials and waste	23. To keep materials at their highest value and use for as long as possible. To significantly reduce waste generated and achieve high reuse and recycling rates
Noise and vibration	24. To minimise noise and vibration levels and disruption to people and communities across London and reduce inequalities in exposure

Source: London Plan IIA Scoping Report 2017

3.4 Phase one: scoping

3.4.1 Production of the IIA scoping report

The production of the scoping report comprised the following activities:

- **Production of the baseline:** An economic development baseline for London was produced, setting out the implications of proposed plans and programmes and a review of key issues and opportunities. This exercise was informed by a desktop review of evidence papers and strategies provided by the GLA, including a review of the London Plan IIA evidence base. This was supplemented by wider literature, to ensure a thorough understanding of the assessment areas under consideration in relation to the proposed policies under the EDS.
- **Scoping of the EDS policies and IIA objectives:** The purpose of the IIA is to develop an integrated conclusion about the extent to which the policies contribute to meeting the 24 IIA objectives. The starting point for this is to assess each of the 24 objectives from the perspective of the four impact assessment areas which the GLA included in its brief:

community safety, environment, equality and health. During the scoping phase each of the objectives was first reviewed to determine its relevance to the four impact assessment areas. This showed that all of the 24 IIA objectives were relevant to at least one impact assessment area. This is illustrated in table 9 (details behind the reasoning for this scoping opinion are set out in the scoping report, which is available on request). For the IIA economic competitiveness and employment objective for example, an impact assessment has been conducted against each policy through the lens of equality, health and environment as these have been scoped as relevant against this objective.

Table 8: Breakdown of which IIA objectives cover each of the assessment requirements

IIA objective topics	CSIA	EqIA	HIA	SEA
Equality and inclusion				
Social integration				
Health and health inequalities				
Crime, safety, and security				
Housing supply, quality, choice, and affordability				
Sustainable land use				
Design				
Accessibility				
Connectivity				
Economic competitiveness and employment				
Infrastructure				
Education and skills				
Culture				
Air quality				
Climate change adaptation				
Climate change mitigation				
Energy use and supply				
Water resources and quality				
Flood risk				
Natural capital and natural environment				
Historic environment				
Geology and soils				
Materials and waste				
Noise and vibration				

Source: EDS IIA Scoping Report

A set of assessment questions was pulled together to guide technical specialists in assessing whether the EDS policy will help to achieve or conflict with the IIA objective. This list of questions can be found in appendix A.

3.4.2 Scoping consultations

Stakeholder consultation is an integral part of IIAs and a statutory requirement. The EDS IIA scoping report was issued for consultation to statutory consultees (Environment Agency, Natural England and Historic England) for a period of five weeks commencing 25th May and running to 29th June 2017. Their responses have been considered during IIA. Findings from the scoping consultations have been summarised in appendix B, including an explanation of how we have addressed each consultee's response. The scoping report has been updated following consultation and is available on request.

3.5 Phase two: assessment and interim report

3.5.1 Assessment methodology

The IIA identifies, describes, and evaluates the likely impacts of implementing the EDS policies against the IIA objective topics using the assessment guide questions²⁴. Any likely impacts identified due to implementation of the EDS are described according to several criteria (see section 3.5.2 below). An integrated assessment is provided for each IIA objective; the findings from the four assessments have been pulled together and presented as a comprehensive, overall assessment rating for each policy.

Both positive and negative impacts have been considered in the IIA. Where positive impacts have been identified, opportunities for further enhancement are identified. Where negative impacts have been identified, opportunities to minimise or mitigate these impacts are suggested. The IIA also considers potential secondary and cumulative impacts.

3.5.2 Assessment criteria

To guide the assessment of the policies, a framework was developed to ensure consistency in the way the impacts were assessed. This framework, shown below, was used to systematically assess each policy as scoped in by the IIA objective topics for different receptors. The following criteria have been used to review and assess the impacts:

- **Extent of the impact (magnitude):**
 - **Timescale:** This relates to when the impact is expected to be experienced i.e. how far into the future - in the short, medium or long term will the impact be realised.
 - **Duration:** This considers whether an impact is expected to be long-term (e.g. where an impact brings about permanent change which will continue to affect receptors in some way for the foreseeable future), medium-term (e.g. will receptors be able to adapt to the change over time); or short-term (where an impact is experienced only at the point of implementation and is overcome or there is a return to the baseline position relatively quickly).

²⁴ The assessment guide questions against each IIA objective area are detailed in full in the EDS IIA scoping report (under the following areas: social objectives, crime objectives, housing, land and design objectives, accessibility and connectivity objectives, economic objectives, and environment objectives).

- **Direct or indirect:** The impact is considered in terms of whether it is direct or indirect (i.e. will the policy be directly responsible for meeting the IIA objective or whether achievement of the IIA objective will be a secondary consequence of the EDS policy).
- **Temporary or permanent:** This considers whether an impact is expected to have a short-term impact or cause a more permanent change to the baseline.
- **Spatial extent:** The assessment considers the geographical scope of the impact: will it affect only some people / receptors in one location; will the impact be experienced London-wide; or will a population wider than Greater London experience the impact.
- These factors were used to determine an overall magnitude rating.
- **Sensitivity:**
 - **Receptors (or affected groups):** This details the groups who are likely to be impacted by the proposal, with a particular focus on those from groups with protected characteristics (including deprived groups).
 - **Receptors and their sensitivity:** This considers how easily the receptor will be able to absorb or adapt to the impact. For example, if the impact is unavoidable, leaves a receptor without alternatives or disrupts their activities the receptor would be considered as highly sensitive to the change. Where there are alternatives or where the receptor continues to function as normal sensitivity would be low.
 - **Value of impact:** This considers whether the change / impact will make a substantive difference to the receptor (e.g. in terms of quality of life / condition), and whether this is an issue / impact which will affect them every day / regularly.
 - These factors were used to determine an overall sensitivity rating.

The judgements on the various magnitude and sensitivity criteria informed the impact rating, as per the five-point scale set out below in table 10.

The evidence and rationale behind the criteria above is set out in a uniform assessment matrix template. The judgements on the various magnitude and sensitivity criteria inform the impact rating. In some cases, policies have more than one type of impact. For example, a policy may have negative contribution to an IIA objective from an environmental perspective, but a positive impact from an equality perspective; or there may be differing direct or indirect impacts which receive different individual ratings. Where more than one impact is identified, the individual impact ratings have been reviewed and assimilated and an overall assessment rating is provided. The table below summarises the five-point impact rating scale.

Table 9: EDS IIA impact rating

Scope of IIA	Impact rating criteria		
Impact rating	xx	Major negative effect	New EDS greatly hinders or prevents the achievement of the IIA objective
	x	Minor negative effect	New EDS conflicts with the IIA objective

	0	Neutral	New EDS does not impact upon the achievement of the IIA objective
	✓	Minor positive effect	New EDS contributes to achieving the IIA objective
	✓✓	Major positive effect	New EDS contributes greatly to achieving the IIA objective
	?	Uncertain	New EDS can have positive or negative effects but the level of information available at a time of assessment does not allow to make a clear judgement

Source: Mott MacDonald

Once impact ratings are assigned across the policies and IIA objectives for each discipline, cumulative effects can be assessed and are included in this report.

3.6 Discipline specific methodologies

Each impact assessment discipline has followed the same methodology; these steps are summarised below.

3.6.1 Desk based research

The impact assessment commenced with a comprehensive desk-based review of key evidence coming out of the scoping report baseline activities. Evidence drawn from this desk based review was used to populate impact assessment spreadsheets.

3.6.2 Engagement

Engagement has been ongoing throughout the duration of the IIA; through scheduled meetings and events with the EDS working group at the GLA but also through ongoing communication with the client group. In addition to a continuous dialogue with the client group to inform the EDS where adverse impacts could be mitigated against, leads within the GLA in the following roles were engaged with on a one to one basis to test our emerging impact assessment ratings, capture any pertinent evidence which would enhance our findings, and to cover any impacts we might have missed.

Table 10: GLA key stakeholders

Impact assessment area	GLA area
Community safety	Head of Service, MOPAC - Mayor's Office for Policing and Crime (MOPAC)
Environment	Policy and Programmes Manager (Environment), Greater London Authority
Equality	Strategic Lead for Diversity, Inclusion and Social Integration, Greater London Authority
Health	Programme Manager (London Works for Better Health) at the London Health Commission - and the Greater London Authority

Source: Mott MacDonald

3.7 Assumptions and limitations

- **Timescales:** the scoping and interim report have been delivered within short timescales to accord with the GLA's EDS programme. The work was commissioned on 24th April 2017. The scoping report was delivered within four weeks and finalised for consultation on 25th May 2017. The interim report was prepared between 29th May and 26th July, with subsequent drafts of the interim report delivered in September and November to reflect further iterations of the EDS by the GLA. The final IIA was updated over several weeks between 10th September to 28th September 2018.
- **IIA objectives:** At the request of the GLA, the IIA objectives that have been used for the EDS IIA are the same as the London Plan IIA objectives. This is to ensure consistency with the way in which other Mayoral strategies are being assessed. As such, these objectives have not been challenged or reviewed as part of the EDS IIA.
- **Desk research and baseline:** Again, at the request of the GLA and to ensure consistency with IIAs for other Mayoral strategies, the baseline for the EDS IIA has been drawn primarily from the London Plan IIA baseline. However, relevant supplementary evidence has been added where specifically relevant to the EDS objectives and policies.
- **Limited engagement:** Due to the short timescales involved in delivery of this IIA, there has been limited external engagement. Statutory consultation with the three SEA Consultation Bodies has been undertaken. Key GLA stakeholders have also been consulted to understand their views on impacts, but engagement with community groups or external representatives of protected characteristic groups has not been undertaken.

4 Assessment of EDS policies

4.1 Introduction

This chapter summarises the impacts identified through this IIA process for each policy. It provides an *integrated* assessment of the extent to which each policy contributes to each of the IIA objectives.

Each policy is set out in the order as presented in the EDS. For each policy, a list of which IIA objectives contribute positively or adversely to each policy is presented, together with a supporting paragraph providing a flavour of the rationale behind the impact assessment rating. For a clear summary of the impact rating for each discipline area per policy, please see Appendix C. This appendix contains more detail behind the ratings, and the different findings across the four impact assessment areas. The GLA has also been supplied with the impact assessment spreadsheets which sits behind the findings in this chapter, which include a fully referenced evidence base.

Please note that this chapter only summarises positive or negative impacts. Some negative impacts identified in this assessment have been assessed as neutral, but these are not included in this summary chapter. This is to highlight the key messages from the impact assessment for policy decision makers. For example, development policies have the potential to cause environmental effects but are not captured in this section as the overall effect is neutral. This is due to the mitigation measures in place through this strategy or in other Mayoral strategies. Detail on neutral rated impacts can be found in Appendix C or in the detailed impact assessment spreadsheets which act as this report's evidence base.

Please note that at the end of each policy sub section within the EDS, summary action boxes describe the actions the Mayor plans to undertake and the actions he is asking others to undertake. Where possible, these actions have been incorporated into the policies in which the actions are referring to.

4.2 A fairer, more inclusive economy

The Mayor is committed to creating a fairer, more inclusive economy where opportunities are shared more equally, so that more people can benefit from London's prosperity. The Mayor's vision for a more inclusive economy is one where inequalities in income, employment, wealth, and health²⁴ are decreasing and Londoners are not disadvantaged by their personal characteristics.

4.2.1 Objective: World class education

4.2.1.1 Policy: Giving every child the best start in life

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, social inclusion, health and health inequalities, and social integration.

- **Minor positive impacts** are forecast for the IIA objective of crime, safety, and security.

These positive impacts are primarily due to the improved access and quality of childcare that will result from this policy. Early years provision plays an important role in a child's development and socialisation, and certain protected characteristic groups are disproportionately likely to benefit from these effects. Increasing the take-up of early years education is also intended to provide a platform for improved educational attainment, which is expected to improve access, over the long-term, to employment, job quality and, potentially, personal income and a healthy lifestyle. Promotion of free school meals for all children is also likely to disproportionately impact children from less affluent families and help ensure a healthy lifestyle. Increased school readiness, achieved in this policy through improved skills, the Healthy Early Years programme and the implementation of Early Years Hubs, is also associated with future educational success. Policies designed to encourage employers to adopt flexible working practices and parental leave also has the potential to make it easier for people to balance their home and work commitments. This means that this policy may improve equality of opportunity for all children, provide opportunities for all Londoners to actively participate in the city's economic and educational opportunities, leading to improved health outcomes, and improved access to education and employment opportunities in the long term. Lower levels of educational attainment are also associated with higher rates of crime/criminal activity, so it is anticipated that there will be indirect long-term benefits with regard to safety and security.

4.2.1.2 Policy: Promoting excellence, and providing a school place for every child

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, infrastructure, and social integration.
- **Minor positive impacts** are anticipated for the following IIA objectives: crime, safety, and security, and health and health inequalities.

These positive impacts are due to the improved availability and quality of school places that this policy proposes. Better quality schooling may lead to improved educational attainment and employment opportunities, resulting in lower levels of poverty, deprivation and social exclusion among those children who currently do not have access to good quality schooling. The increased provision of school places is also likely to result in social infrastructure that better meets the needs of Londoners, resulting in improved educational attainment. In the long-term it is anticipated that this will improve access to employment, job quality and, potentially higher levels of income and, indirectly, better health outcomes and lower levels of crime.

4.2.1.3 Policy: Preparing young people for work in a global city

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, and social integration.
- **Minor positive impacts** are anticipated for the following IIA objectives: crime, safety, and security, and health and health inequalities.

These positive impacts are due to the improved availability and quality of careers information, advice and guidance that this policy is proposing. This policy aims to break down stereotypes and address inequalities (and makes specific reference to those from BAME communities as well as other inequalities) within science, technology, engineering and maths (STEM) subjects. Improving careers guidance (particularly for STEM subjects) is likely to disproportionately benefit young people from protected characteristic groups, for example women and those from black, Asian and minority ethnic (BAME)²⁵ backgrounds, who experience barriers to gaining employment, particularly within STEM related sectors. This policy is likely to widen opportunities for people from these protected characteristic groups who are seeking employment. Unemployment and precarious work are associated with poor health status, while good quality employment improves the wellbeing, mental and physical health of those in work. Higher levels of unemployment and deprivation are causal factors of crime and areas with high levels of deprivation and unemployment tend to have higher crime rates. Therefore, better preparing young people for work will have indirect and long terms positive impacts with regard to health inequalities and safety and security.

4.2.1.4 Policy: Supporting enterprise in education

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, and social integration.
- **Minor positive impacts** on the IIA objectives of crime, safety and security, and health and health inequalities are anticipated.

Policies around supporting student entrepreneurship are likely to realise disproportionate positive impacts for young people. The development of business visits for young people and educators in specific sectors is likely to positively impact on employability. Research has shown that students who have experience of engaging with employers are less likely to become NEET (not in education, employment, or training) and are likely to earn higher incomes.

The potential for this policy to reduce deprivation in the long term could, in turn, improve community safety because there is a link between areas with high levels of deprivation and higher crime rates. In addition, because unemployment and precarious work are associated with poor health status, the policy is also likely to realise long term improvements to the wellbeing and mental health of London's workforce.

4.2.2 Objective: Opportunity for all Londoners

4.2.2.1 Policy: Overcoming barriers to work and learning

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, social integration, and health and health inequalities.

²⁵ There are significant variations in the level of unemployment by ethnicity, with white groups experiencing lower than average rates whilst Gypsy/ Irish traveller, 'other black', Bangladeshi and Black African groups have a rate twice as high as the average (please see supporting spreadsheets for references)

- **Minor positive impacts** are anticipated on the crime, safety, and security IIA objective.

These positive impacts are due to improved access to education and skills that this policy is promoting. Providing financial support to help people access training and English courses is likely to disproportionately benefit certain equality groups, including young people, those from BAME backgrounds, disabled people, women and the long-term unemployed. People from these groups tend to face more barriers to employment and providing more opportunities to improve their skills will better enable them to overcome these barriers. Supporting the work of the ESF²⁶ will also help improve employment opportunities across the EU by assisting people, particularly disadvantaged adults, to improve skills and provide job prospects. As a result, this policy has the potential to promote a culture of equality for those facing unemployment, leading to reduced poverty, and ultimately to improved health outcomes and the opportunity to participate in the city's economic and education opportunities.

Overcoming barriers to skills and employability are likely to have indirect and long term positive impacts with regards to health inequalities and crime, safety and security as unemployment, precarious work and high levels of deprivation are associated with poor health status and higher rates of crime.

4.2.2.2 Policy: Adult education

- This policy is likely to have a **minor positive impact** on the IIA objectives of: equality and inclusion, social integration, crime, safety and security, economic competitiveness and employment, education and skills, and health and health inequalities.

This policy aims to improve education and skills provision for those who are over 16 and should allow those who may have lower educational attainment or lack of qualifications to gain them later in life. This will be achieved through using the Adult Education Budget (AEB) to deliver a more tailored and localised system that is responsive to the needs of adult learners. This is likely to disproportionately impact those less likely to have gained formal qualifications (such as deprived groups), and bring benefits of increased confidence, mental stimulation and an improved sense of well-being. Furthermore, training people with the knowledge and skills to work in a low carbon and circular economy will help with the transition to this type of economy and support jobs in low carbon businesses at all levels. As a result, this policy is likely to help Londoners lead an active and fulfilling life, provide access to employment and support adult education to improve social mobility. This is also likely to help deliver indirect and long-term benefits with regard to health equality, crime reduction and environmental sustainability.

4.2.2.3 Policy: Promoting digital inclusion

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, accessibility, education and skills, equality and inclusion, and social integration.

²⁶ The European Social Fund (ESF) is Europe's main instrument for supporting jobs, helping people get better jobs and ensuring fairer job opportunities for all EU citizens. It works by investing in Europe's human capital and finances 10 billion euros a year to improve job prospects for millions of Europeans (especially those who find it difficult to get work). For more information, please see: <http://ec.europa.eu/esf/home.jsp?langId=en>.

- **Minor positive impacts** on air quality, sustainable land use, connectivity, crime, safety and security, energy use and supply, climate change mitigation, and health and health inequalities.

These positive impacts are due to improved access to the internet that this policy supports. Enhancing internet access contributes to reductions in social exclusion and enhances community integration. Figures show that the groups most likely to be 'offline' are disabled people, older people, young people and women, as well as those who are unemployed or on low wages. As this policy aims to reduce the number of people who are offline, as well as offering digital skills opportunities by targeting these groups, the benefits of this policy are likely to be experienced disproportionately by those from these target groups²⁷. For the working age population, positive effects may result from an increase in agile and home working which could reduce hours spent commuting each month. This will have the effect of reducing vehicle emissions and improving air quality, resulting in positive impact on climate change mitigation. Less land may also be required for traditional office space and as such this land could be used for sustainable land use, such as mixed use development, flexible shared office space, and housing or parks.

4.2.3 Objective: A lower cost of living

4.2.3.1 Policy: More affordable housing

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, housing, and health and health inequalities.
- **Minor positive impacts** are anticipated on the following IIA objectives: design, sustainable land, connectivity, equality and inclusion, education and skills, and social integration.

Although it is acknowledged that tackling the supply of housing in the capital is a difficult and complex problem, which has been subject to a number of interventions, it is felt that there is the potential for both major and minor positive impacts on a range of IIA objectives. These positive impacts are due to an increased supply of affordable housing options through Mayoral planning policies, which are seeking to increase the proportion of all new homes that are affordable, and the Mayor's Affordable Homes Programme, which is providing grant funding for the delivery of affordable homes. These policies are likely to make home ownership more accessible to people on modest incomes and improve equality in the sharing of London's wealth.

Policies around improving housing supply and affordability are also likely to make renting more affordable for people on lower incomes. Improving the quality of housing through these policies is likely to help reduce differentials in life expectancy and reduce health inequalities, as well as improving access to employment and education opportunities.

The policy is likely to have both positive and negative effects for the environment. Positive effects may result from the opportunity to build new homes to high sustainability standards incorporating measures to make development resilient to climate change, water, and energy

²⁷ Of which many protected characteristic groups are more likely to be.

efficiency. This policy would also improve townscape and the public realm if housing is built on derelict, brownfield sites. However, there may be negative effects associated with the construction of new homes and the increased number of residences in London, in terms of putting pressure on resources, open space, sustainable land use, connectivity (in particular transport systems), waste management, and the historic environment. However, policies in the EDS, London Plan and London Environment Strategy will help mitigate any negative effects by ensuring open space is protected and new development incorporates green areas, SUDS, water, and energy efficiency and the use of brownfield sites. It should also be noted that London's population has been increasing despite a shortage of new homes, and pressure on water and energy is likely to arise regardless of whether new housing is built.

4.2.3.2 Policy: More affordable and accessible transport

- This policy is likely to have **major positive impacts** on the following IIA objectives: accessibility, housing supply, air quality, climate change mitigation, connectivity, design, education and skills, equality and inclusion, infrastructure, social integration, and economic competitiveness and employment.
- **Minor positive impacts** are anticipated on the IIA objectives of: crime, safety, and security, economic competitiveness and employment, historic environment, noise, natural environment, health and health inequalities, noise and vibration, and water resources and quality.

This policy refers to the Mayor's Transport Strategy which sets out a longer-term approach to affordable fares and commits to setting public transport fares at levels that ensure affordable access to travel for all Londoners. The policy is likely to encourage the use of public transport leading to improvements in air quality and helping to reduce greenhouse gas emissions. This effect is also likely to disproportionately impact people from certain protected characteristic groups (such as those from BAME communities, young people, women, and those from deprived households) who are more reliant on public transport than others. By reducing the cost barrier to using public transport, the policy will potentially help people from these protected groups access education and employment opportunities further away from home. These factors may have the long-term and indirect effect of improving community safety, as poor educational attainment and unemployment are causal factors of crime.

4.2.3.3 Policy: More accessible and affordable childcare

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, and social integration.
- **Minor positive impacts** on the IIA objective of health and health inequalities.

These positive impacts are due to the improved access to childcare being proposed by this policy. Early years provision plays an important role in a child's development and ability to socialise with others. Increased take-up of early years education will provide a strong platform for improving educational attainment in the school years, meaning children will be a key beneficiary of this policy. Certain people from protected characteristic groups, for example people from deprived communities, are also disproportionately likely to benefit from extended

quality childcare provision, as they are more likely to see childcare costs as a barrier to employment. Reducing childcare costs may help to improve labour market flexibility, increase employment, reduce poverty and enhance social inclusion.

4.2.3.4 Policy: Greater financial inclusion

- This policy is likely to have **minor positive impacts** on the following IIA objectives: crime, safety and security, health and health inequalities, economic competitiveness and employment, equality and inclusion, and social integration.

This policy aims to promote access to financial services and provide a free debt advice service, as well as helping to tackle the stigma of debt. This will disproportionately impact those from protected characteristics groups who are more likely to get into debt (i.e. those on low incomes and young people). The policy is also likely to improve financial inclusion, due to the provision of affordable advice and products, helping to reduce poverty, which is a cause of some negative health impacts.

Long-term poverty, loans with high interest and debts are also a reality for many offenders (particularly those who are women). Therefore, as this policy enables people to access support and advice about debt more easily, this could be key to breaking the cycle of offending. If this policy is successful, it is likely to have a minor positive impact on community safety for those individuals involved, through reducing re-offending and associated crime, however the small number of individuals involved means that its likely overall to have a neutral impact on community safety.

4.2.4 Objective: Fair pay and employment practices

4.2.4.1 Policy: The Good Work Standard

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, education and skills, equality and inclusion, health and health inequalities, and social integration.
- **Minor positive impacts** anticipated to be realised on the IIA objective of crime, safety, and security.

~~The Mayor's Good Work Standard is an initiative to encourage employers to implement the very best employment standards in London. With fair pay and the London Living Wage at its heart, the Mayor's Good Work Standard will support employers to adopt inclusive employment and workforce development practices to achieve high standards in areas such as working conditions, diversity and inclusion (including the employment of older workers and disabled people), flexible working, health and wellbeing, apprenticeships and training, and communication with employees.~~

The Mayor's Good Work Standard is designed to encourage employers to implement high employment standards in London. Centred around fair pay and the London Living wage, the Mayor's Good Work Standard will support employers to adopt inclusive employment and workforce development practices, with the intention of reaching higher standards in areas such as working conditions, diversity and inclusion (including the employment of older workers and disabled people), flexible working, health and wellbeing, apprenticeships and training, and

communication with employees. The Good Work Standard and London Living Wage (LLW) will likely help to reduce deprivation and realise positive long-term impacts for community safety and health. The scheme commits businesses to sign up to best practice guidelines and standards to ensure lower income workers and employees are treated fairly and contractual conditions are used responsibly. This policy is therefore likely to help ensure people benefits from fair employment, particularly those who are more likely to be low-earners. There are also likely to be positive benefits in terms of increased social inclusion and improved psychological wellbeing.

4.2.4.2 Policy: A Living Wage city

- This policy is likely to have **major positive impacts** on the following IIA objectives: economic competitiveness and employment, equality and inclusion, and social integration.
- **Minor positive impact** is anticipated on the IIA objective of and health and health inequalities.

Implementing a London Living Wage (LLW) is likely to disproportionately impact those from certain protected characteristic groups. This is because the people who will benefit from the policy will be low wage earners, particularly those from some BAME backgrounds and deprived groups. Increasing wages of the lowest paid Londoners will therefore help to reduce income deprivation among certain groups, leading to positive benefits in terms of reduced poverty, isolation and social exclusion.

The positive impacts on income for those at the margin will also help to reduce deprivation for some people. Deprivation is one of the many factors that lead to crime. As such, it is anticipated that there will be some long term, indirect minor positive impacts in terms of community safety. Increasing the numbers of people who receive the LLW should also improve wellbeing and mental health. This is because the additional income could be used to generate health benefits, such as paying for heating, better quality housing and healthier food. It has been noted that the incentives to pay the LLW are on a voluntary basis. This may limit the impact of the policy.

4.2.4.3 Policy: Protecting lower income workers from workplace exploitation

- This policy is likely to have a **major positive impact** on the IIA objectives of equality and inclusion, social integration, and economies and employment.

This policy aims to reduce workplace exploitation through the Mayor's Good Work Standard and will disproportionately benefit those who are more likely to suffer from poor employment practices (particularly women, those from minority ethnic backgrounds and disabled people). Improving standards of employment practice is likely to reduce poverty and social exclusion, promote a culture of equality and fairness and help those from protected characteristic groups access employment. The policy includes additional actions to signpost vulnerable Londoners to trusted advice provider – further enhancing the impacts of this proposal. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

4.2.5 Objective: Better health and less poverty

4.2.5.1 Policy: Better health and less poverty

- This policy is likely to have a **major positive impact** on the IIA objectives of equality and inclusion, social integration and health and health inequalities.
- **Minor positive impacts** are anticipated in regard to the housing supply, quality, choice and affordability IIA objective.

This policy area seeks to increase the take-up of support for low income families, as well as explore the role that schools can play in tackling the causes of poverty, for example by addressing maternal unemployment or underemployment through provision of wraparound childcare.

This policy also aims to aid Londoners who are struggling with fuel bills by helping to get fair tariffs for their energy and to use energy more efficiently, making the housing stock more energy efficient. Establishing support measures is likely to result in more Londoners (including protected groups who are more likely to require mental health support and receive benefits) receiving the support they need, earlier.

By recognising that poverty is closely linked to poorer health outcomes, the EDS aims to tackle child poverty and fuel poverty. The aims of this policy therefore meet the IIA objectives of equality and inclusion, social integration, health and health inequalities and housing supply, quality, choice and affordability.

4.2.5.2 Policy: Healthy and affordable food

- This policy is likely to have a **major positive impact** on the IIA objectives of equality and inclusion, and social integration.
- **Minor positive impacts** are anticipated on the IIA objectives of: health and health inequalities, air quality, climate change adaptation, energy use and supply, water, materials and waste, natural environment and capital, and climate change mitigation.

This policy aims to provide access to healthy and affordable food, as well as seeking to address food insecurity. The London Food Strategy and the Health Inequalities Strategy set out a range of measures to achieve these aims, including the Healthy Workplace Charter, food poverty action plans and health food retail plans. These initiatives are expected to result in positive impacts on health and a reduction in health inequalities. Equipping people with the right skills to make healthy choices is likely to result in Londoners leading more active and fulfilling lives, reducing poverty and social exclusion, reducing differentials in life expectancy, reducing inequalities in physical and mental health, and helping to tackle inequalities that exist in areas of high deprivation. This policy is likely to disproportionately benefit certain protected characteristic groups (particularly children and people on low incomes).

The policy aim of having sustainable food sources will have positive impacts on several environmental factors. Although increasing food production within Greater London could put greater pressure on London's water supply, water policies within the EDS should account for this impact.

4.2.6 Objective: Inclusive and safe communities

4.2.6.1 Policy: Well designed, socially integrated places

- This policy is likely to have a **major positive impact** on the IIA objectives of equality and inclusion and social integration.
- **Minor positive impacts** on the IIA objectives of health and health inequalities, economic competitiveness and employment, crime, safety and security, design, sustainable land use, housing, design, culture, historic environment, and natural environment and capital.

The policy aims to maximise growth benefits to local communities from new developments by promoting well designed, inclusive public spaces and realm, has the potential to impact on community safety. This is likely to contribute to improving social integration and community cohesion, help to reduce crime rates and provide opportunities for Londoners to connect and integrate with their communities. Creating well designed, sustainable places is also likely to promote quality developments, including housing, open space and the public realm. Indirectly, there are likely to be positive contributions to improve health and wellbeing, as good quality places where people feel connected are likely to reduce feelings of social isolation and loneliness.

4.2.6.2 Policy: Citizen-led regeneration

- This policy is likely to have **minor positive impacts** on the IIA objectives of equality and inclusion, social integration, and crime, safety and security.
- **Neutral impacts** are likely to occur for the health and health inequalities IIA objective, and the sustainable land use, housing and design objectives.

This policy would see local services and shared spaces being utilised to strengthen local communities, thereby improving social integration between Londoners of every background. Ensuring that that Londoners can play an active role in decision making within their communities will help people to feel engaged and listened to and allowing citizens to have their say in regeneration proposals may provide benefits for community integration, public realm and streetscape spaces.

4.2.6.3 Policy: Social infrastructure

- This policy is likely to have **minor positive impacts** on the IIA objectives of crime, safety and security, equality and inclusion, social integration, design, infrastructure, and health and health inequalities.

The policy aim of placing community values at the heart of development is likely to positively impact those from equality groups who are less likely to participate in public life when compared to others (particularly disabled people, young people and BAME Londoners). Such policies will help to provide opportunities for Londoners of every background to connect and integrate with their communities, help people feel more positive about the area they live in and ensure equality of access to social infrastructure. Furthermore, improvements to public spaces and improving community engagement has been shown to reduce crime rates, which could have a positive impact of communities within London. Social infrastructure can also directly benefit health, through the provision and accessibility of healthcare facilities, as well as

benefitting health determinants (e.g. education facilities). Other social infrastructure can provide physical and cultural activities or places to meet and enjoy the surroundings. Green space is also a form of social infrastructure which can provide permeable surfaces to reduce flood risk and enhance areas for wildlife. This promotes improved physical and mental health, contributes to community cohesion and wellbeing and provides an opportunity to benefit the natural environment.

4.2.6.4 Policy: A safer, more secure London

- This policy is likely to have a **major positive impact** on the IIA objectives of crime, safety and security, equality and inclusion, and social integration.
- **Minor positive impact** is anticipated on the health and health inequalities, and economic competitiveness and employment IIA objectives.

The policy aims to allow Londoners to go about their daily lives undeterred by the threat of crime and/or terrorism. The Police and Crime Plan (as referred to in this policy) is likely to benefit those who are more likely to be victims of crime, for example young people, women, LGB, gender reassignment, disability, BAME and minority faith groups. Reductions in crime and a better Criminal Justice Service for London means that potential victims of crime avoid emotional turmoil that could present barriers to social inclusion and participation, while perception of crime will also fall. Actions focusing on improving community policing, confronting and tackling crime types that are increasing (such as serious youth violence, cyber-crime and violence against women and girls) will reduce the prevalence of crime. As such the policy is expected to improve the health and wellbeing of Londoners.

4.3 Creating the conditions for growth

The Mayor wants London to remain the world's greatest city for business, open to international investment, talent and trade, whilst providing the best environment for anyone starting or growing a business. This will be achieved through supporting or lobbying for London's borders to remain open to trade, talent and investment from around the world and by acting to ensure that all Londoners can share in the capital's growth and success.

4.3.1 Objective: Space for business and work

4.3.1.1 Policy: Central London: a global hub for business

- **Minor positive impacts** are anticipated on the following IIA objectives: on equality and inclusion, social integration, health and health inequalities, air quality, the historic environment, economic competitiveness and employment, sustainable land use, connectivity, and climate change mitigation.

The policy aims to promote and safeguard businesses, particularly those in non-central locations, which in turn may help to reduce unemployment, poverty and social exclusion. The policy also recognises that investment in public transport and other infrastructure is needed to accommodate growth and reduce the risk of congestion and pollution. As such, the policy will help to reduce future environmental risks of pollution in growth areas, as well as protecting and promoting heritage assets.

Policies to improve London's retail offer may disproportionately impact people from some equality groups (e.g. women, those from BAME groups) who are more likely to be working in retail. Alongside this longer term benefit, supporting the retail sector may indirectly lead to long term community safety and health benefits, due to reductions in unemployment and deprivation.

4.3.1.2 Policy: Office space to support the growth in services

It is not considered that this policy is likely to have either positive or negative impacts on any of the IIA objectives.

4.3.1.3 Policy: Successful town centres and high streets

- This policy is likely to have a **major positive impact** on the IIA objectives of equality and inclusion, social integration, accessibility, and connectivity.
- **Minor positive impacts** on health and health inequalities, air quality, economic competitiveness and employment, historic environment, infrastructure, sustainable land use, and design IIA objectives.

This policy aims to safeguard and promote London's town centres and high streets, which is likely to support communities to keep the character of their town centres, protect the historic environment and improve connections between local communities. Improving connections, through inclusive design, is also likely to encourage people to walk and have active lifestyles, leading to improve health and life expectancy and also leading to improvements in air quality and noise due to reduced car use. The policy also aims to look at alternative uses for empty shops, discussed buildings, vacant land, and underused spaces, promoting sustainable and efficient use of land.

Employment opportunities are also likely to be improved through retaining or attracting businesses to the vibrant town centres (through targeting Mayoral and LEAP funds to stimulate local economic activity in high streets), which is likely to reduce poverty, social exclusion and improve health. The policy aim of improving public transport connections is also likely to aid those who do not have access to a car (most likely to be BAME Londoners, women, disabled people, and those on low incomes).

- This policy is likely to have a **minor negative impact** on the IIA objectives of noise and vibration.

An increasingly vibrant town centre has the potential to result in increased activity in the evening and so may increase noise pollution.

4.3.1.4 Policy: Industrial areas to meet London's needs

- This policy is likely to have a **minor positive impact** on the IIA objectives of housing, sustainable land use, air quality, materials and waste, flood risk, health and health inequalities, housing, economic competitiveness and employment, and climate change mitigation.

The policy promotes more efficient use of industrial land through intensification so that it can continue to support the London economy while releasing surplus capacity to other uses, such as housing, which are likely to disproportionately impact those from some protected characteristic groups (disabled people, people from BAME backgrounds, and young people). This is due to the housing needs of those from such groups and limited land supply in London. This policy could therefore help to facilitate the delivery of house building that meets the needs of Londoners. The policy recognises that if industrial infrastructure to service London is not provided within London it could result in longer journeys and greater congestion on roads. Therefore, the policy aims to protect future air quality and contribute to climate change mitigation. The policy will also contribute to supporting London's economy and may increase employment opportunities, which is likely to contribute to improving the health and wellbeing of Londoners.

4.3.1.5 Policy: Affordable workspace and low cost business space

It is not considered that this policy is likely to have either positive or negative impacts on any of the IIA objectives.

4.3.2 Objective: Transport

4.3.2.1 Policy: The Healthy Streets approach

- This policy is likely to have **major positive impacts** on the following IIA objectives: equality and inclusion, social integration, infrastructure, air quality, noise and vibration, accessibility, connectivity, natural environment and capital, design, climate change mitigation, and historic environment.
- **Minor positive impacts** on the crime, safety and security, economic competitiveness and employment, and health and health inequalities IIA objectives

The Mayor's Healthy Streets Approach is designed to ensure that the public transport network and streets of London are as accessible as possible to everyone, aiming to encourage walking, cycling and travel by public transport. This policy is likely to disproportionately positively impact those from protected characteristic groups who may currently face difficulties in accessibility or safety in these environments (particularly disabled people, those from ethnic minority backgrounds, people from lower income backgrounds and younger people). Improving such environments will help such groups, as well as Londoners in general, to lead an active and fulfilling life, improve physical health and wellbeing, make people feel more positive about the area, and enhance equality of access to social and physical infrastructure. Environmentally this policy should also reduce the number of people exposed to poor air quality and reduce inequalities due to noise pollution. Promotion of London's streets as a place to walk and cycle could also enhance the safety and attractiveness of routes for travel, due to there being more 'eyes on the street'.

4.3.2.2 Policy: Healthy Streets and Healthy People

- This policy is likely to have **major positive impacts** on the following IIA objectives: accessibility, air quality, climate change adaptation, climate change mitigation, design, health and health inequalities, equality and inclusion, and social integration.
- **Minor positive impacts** are likely to be realised on the following IIA objectives: connectivity, natural environment and capital, economic competitiveness and employment, historic environment, noise and vibration, and water resources and quality.

This policy aims to encourage a shift from private car use to walking and cycling by improving cycling routes, creating more appealing places to walk and enhancing public transport services. This policy will improve accessibility and inclusive design, meaning that people are more likely to feel more positive about the area they live in and promote social integration. These measures will help reduce vehicular traffic on London's road network and is likely to have positive impacts on air quality, GHG emissions and noise pollution.

People from protected characteristic groups are less likely to have access to a private car and are more likely to rely on public transport (specifically people from BAME backgrounds, women, disabled people and people from low income households). As this policy aims to reduce private car dependency, these groups are expected to disproportionately benefit, assuming public transport is made accessible for all. Having more people walking or cycling will also help people feel safer through there being more 'eyes on the street'.

These improvements could help to reduce inequalities in life expectancy between more and less deprived areas in the longer term. Modal shift to more active transport modes are likely to help improve personal fitness bringing further health benefits to Londoners.

4.3.2.3 Policy: Public transport capacity improvements

- This policy is likely to have **major positive impacts** on the following IIA objectives: accessibility, climate change mitigation, education and skills, air quality, equality and inclusion, health and health inequalities, and social integration.
- **Minor positive impacts** on connectivity, climate change adaptation, crime, safety, and security, housing, economic competitiveness and employment, noise and vibration, design, natural environment and capital, and infrastructure.

These positive impacts are due to increased access to, and capacity of, public transport that is proposed through this policy. It is likely to encourage greater use of public transport and less use of private cars therefore reducing transport emissions and support a low carbon economy. This is also likely to disproportionately impact certain protected characteristic groups (such as those from BAME communities, young people, and those from deprived households) who face cost barriers to accessing public transport. These groups will have better access to education and employment opportunities as a result, which may improve community safety since poor educational attainment and unemployment are causal factors of crime. Improving access to public transport may also open up community and recreational facilities bringing health and wellbeing benefits.

4.3.2.4 Policy: Unlocking homes and jobs

- This policy is likely to have **major positive impacts** on the following IIA objectives: air quality, climate change adaptation and mitigation, economic competitiveness and employment, education and skills, equality and inclusion, and social integration.
- **Minor positive impacts** on connectivity, crime, safety, and security, health and health inequalities, design, housing, noise and vibration, sustainable land use, historic environment, natural environment and capital, and water resources and quality.

These positive impacts are likely because of increased connectivity through dedicated public transport projects, which this policy is promoting. Increased connectivity reduces the reliance on private cars and certain protected characteristics (e.g. those from BAME backgrounds, women, disabled people, and people from low income households) are likely to benefit from these impacts. Increasing connectivity is also intended to provide a platform for improved access to education, employment and encourage more active forms of transport which support healthy lifestyles.

There are also likely to be positive effects on air quality, noise reduction and GHG emissions reduction associated with reduced vehicles on London's roads. Reducing the number of vehicles on the road will also help to improve air quality and reduce the number of polluting emissions therefore helping to conserve and enhance the historic environment. Positive impacts are also likely to occur due to the potential improved connectivity of east London, which this policy is supporting (through new river crossings). Increasing connectivity of deprived areas of London, many of which are in east London, will help to increase access to education and employment. Certain protected groups are disproportionately likely to benefit from these impacts due to the demographic make-up of east London.

Lower levels of unemployment, due to increased connectivity and better access to education and job opportunities, are also likely to lead to reduced crime in the longer term.

4.3.2.5 Policy: Using technology to improve the transport network

- This policy is likely to have a **minor positive impact** on the following IIA objectives: connectivity, air quality, economic competitiveness and employment, natural environment and capital, climate change mitigation, and the historic environment.

This policy aims to use technology to make essential motorised journeys cleaner, and safer through methods such as ultra-low emission vehicles. This policy would have a positive impact on air quality, climate mitigation, the natural environment and the historic environment by contributing to efforts to reduce carbon emissions in London and support a low carbon economy.

4.3.2.6 Policy: Better international connections

- This policy is likely to have **minor negative impacts** on the following IIA objectives: air quality, climate change mitigations, materials and waste, natural environment and capital, and noise and vibration.

These negative impacts are due to the expansion of airports promoted by this policy. There are likely to be adverse effects on communities and the environment in terms of noise, air quality

and GHG emissions from air traffic and from the additional infrastructure needed to support airport expansions. There are also likely to be short-term effects on material use and construction, excavation and demolition waste during construction. The Mayor's aviation policy is set out in the London Plan and aims to reduce significant adverse effects. The London Environment Strategy sets out that the Mayor opposes expansion of airports unless there is no harm to noise, air quality, and GHG emissions. However, it is unlikely that all effects associated with planned airport expansions and increased air traffic will be mitigated.

4.3.3 Objective: Infrastructure

4.3.3.1 Policy: The data economy

- This policy is likely to have a **minor positive impact** on the IIA objective of health and health inequalities.

The policy aims to make better use of the data available from public institutions in London, including the NHS and local authorities. This will facilitate data sharing (to agreed safeguard standards) enabling evidence-based innovations to benefit service providers and users.

4.3.3.2 Policy: Digital infrastructure for a digital economy

- This policy is likely to have a **major positive impact** on the IIA objective of economic competitiveness and employment.
- **Minor positive impacts** on the IIA objectives of equality and inclusion, social integration, accessibility, health and health inequalities, air quality and education and skills.

Economic competitiveness and employment is likely to be enhanced through enhancing digital connectivity, as access to the internet can be key to securing employment, as well as access to other services and facilities. This is likely to impact people from groups with protected characteristics (e.g. disabled people, young people, older people those from some BAME backgrounds and women) who are either less likely to have access to the internet or be unemployed. Enhancing access to the internet is also likely to contribute towards reducing social exclusion of a digital nature by providing access to employment, while encouraging a culture of equality and fairness which can support improved mental and physical wellbeing. Promoting digital infrastructure is also likely to support flexible working, which could reduce the need for traditional office space and more innovative office sharing could maximise the efficient use of land. It could also facilitate more home working which supports a low carbon economy, with less commuter travel and associated vehicle emissions and air quality effects.

4.3.3.3 Policy: Meeting London's water infrastructure needs

- This policy is likely to have a **major positive impact** on the IIA objective of water resources and quality, and flood risk.
- **Minor positive impacts** on the IIA objectives of equality and inclusion, health and health inequalities, climate change adaptation, and natural environment and capital.

Conserving water, reducing water demand, and protecting water quality will have positive effects for natural capital and the availability of water during drought periods. The policy also recognises the threat of flooding and that this needs to be managed, however new

infrastructure will be required to manage future flood risk and extreme weather events, thus adapting to climate change. Increasing water efficiency is also likely to improve resilience during periods of heavy rainfall in the long-term and manage the supply-demand balance over the short-term. Policies designed to reduce flood risk can also have an impact on health, due to the potential negative health implications associated with a flood, such as stress and injury.

4.3.3.4 Policy: More localised and renewable energy

- This policy is likely to have a **minor positive impact** on the IIA objectives of equality and inclusion, health and health inequalities, housing, economic competitiveness and employment, culture, energy use and supply, air quality, natural environment and capital, and climate change mitigation and adaptation.

The policy seeks to promote initiatives for energy efficiency, reduce energy demand, and reduce GHG emissions. This policy recognises that this will need an integrated energy system and significant investment in both the energy efficiency programme to reduce energy demand of building stock and in the energy distribution system. This will enable people to better manage and afford their energy needs and is likely to help with the provision of a smart and affordable energy system. This is also likely to reduce fuel poverty and enable people to lead healthy and fulfilling lives, by reducing the amount of spending on fuel and related costs.

4.3.3.5 Policy: Reducing waste

- This policy is likely to have a **minor positive impact** on the IIA objectives of materials and waste, air quality, economic competitiveness and employment, natural environment and capital, climate change mitigation, geology and soils, and water.

Policies that aim to promote a 'circular economy' approach and reduce the city's carbon footprint are likely to benefit people who currently struggle to access recycling facilities (particularly those who experience language barriers) and those who would benefit from improved resource efficiency (particularly deprived groups). The policy is therefore likely to minimise negative impacts of waste processing and disposal on protected characteristic and other disadvantaged groups. The policy is also likely to reduce the amount of waste that is sent to landfill or incinerated and as such will have a positive impact on waste management, the natural environment, air quality, climate change mitigation, soil quality and water quality, as well as directly encouraging a circular economy.

4.3.3.6 Policy: Protecting and enhancing London's environment and green infrastructure

- This policy is likely to have **major positive impacts** on the IIA objectives of climate change adaptation, climate change mitigation, economic competitiveness and employment, flood risk, geology and soils, and natural environment and capital.
- **Minor positive impacts** on the IIA objectives of air quality, design, health and health inequalities, social integration, energy use and supply, materials and waste, water, historic environment, equality and inclusion, and noise and vibration.

Policies that support the London Environment Strategy by promoting London as a National Park City are disproportionately likely to impact those from protected characteristic groups (such as those from a BAME background, those from deprived households and disabled

people). By providing more green space and therefore opportunities for physical activity, this could ultimately help people to choose an active and fulfilling life, as well as enhancing social inclusion. Designing more green space could therefore help to make people feel more positive about the area they live in and promote social integration. Improving the city's air quality as part of this policy would disproportionately impact those from protected characteristic groups (such as young people, older people and disabled people) who are more likely to experience the effects of poor air quality. Consequently, this is likely to have an indirect effect on reducing differentials in life expectancy and health.

4.3.4 Objective: Innovation and skills

4.3.4.1 Policy: World class universities and research

- This policy is likely to have **minor positive impacts** on the IIA objective of air quality.

The policy refers to harnessing the strength of London's research base including the low carbon sector. Innovation, new research and new technologies could help support transition to a low carbon economy in the future.

4.3.4.2 Policy: Open to talent from across the world

It is not considered that this policy is likely to have either positive or negative impacts on any of the IIA objectives.

4.3.4.3 Policy: Meeting the skills needs of business

- This policy is likely to have **major positive impacts** on the IIA objectives of education and skills, economic competitiveness and employment, equality and inclusion, and social integration.
- **Minor positive impacts** on the IIA objectives of crime, safety and security, and health and health inequalities.

The Skills for Londoners policy sets out investment for state of the art learning facilities and equipment with the Skills for Londoners Capital Fund. As part of this, a Skills for Londoners taskforce will develop a strategic approach to skills, identifying gaps in provision and ensuring parity in funding, careers advice, and access to both education and employment opportunities for all Londoners. Developing this strategy is likely to disproportionately impact people from groups with protected characteristics (including those from deprived households, BAME communities and young people), since these are the groups which are more likely to experience barriers to accessing the best opportunities.

In the longer term, the strategy is likely to improve education levels, which are likely to improve employability and help to reduce deprivation. It is anticipated that this will result in improved community safety because there is a link between areas with high levels of deprivation and higher crime rates. In the longer term, the policy is anticipated to indirectly help improve the wellbeing and mental health of the future workforce.

4.3.4.4 Policy: High quality apprenticeships

- This policy is likely to have **major positive impacts** on the IIA objectives of education and skills, economic competitiveness and employment, equality and inclusion, and social integration.
- **Minor positive impacts** on the IIA objectives of crime, safety and security, and health and health inequalities.

This policy focuses on engaging with apprenticeship levy paying employers, to ensure that the levy contributions deliver maximum impact through the creation of apprenticeships which are widely accessible and address London's skills shortages. It is likely to disproportionately benefit those from certain protected characteristic groups (in particular those from BAME communities, women and disabled people). These groups are traditionally more likely to experience difficulties in accessing training and employment.

Improving access to apprenticeships is likely to improve the employability of people from these equality groups and reduce deprivation. In the long term, the effects of reduced deprivation are anticipated to improve community safety (due to the link between areas with high levels of deprivation and higher crime rates) and improve the wellbeing and mental health of the future workforce.

4.3.4.5 Policy: Better quality learning environments

- This policy is likely to have **minor positive impacts** on the IIA objectives of education and skills, economic competitiveness and employment, equality and inclusion, social integration, health and health inequalities, crime, safety and security, and infrastructure.

Evidence suggests that learning environments can significantly impact educational attainment. For example, the Framework for Teaching identifies four dimensions of teaching, one being classroom environment. This suggests that there is an important link between better quality learning environments and educational attainment. It is, therefore, anticipated that improving learning facilities and attracting qualified trainers, is likely to have a positive benefit on enhancing qualifications and increasing access to employment opportunities, job quality and higher levels of income. Over the longer term, because unemployment and precarious work are associated with poor health status, the policy is likely to improve the wellbeing and mental health of the workforce. Alongside this longer term benefit, better quality learning environments may lead to community safety benefits as unemployment and deprivation are linked to higher rates of crime and criminal activity.

If the Skills for Londoners Capital Fund is used to improve facilities and spaces for learning through inclusive and accessible design, it would also positively impact on disabled learners. These groups are more likely to currently face barriers in accessing learning facilities.

4.3.5 Objective: Enterprise and entrepreneurship

4.3.5.1 Policy: Support for start-ups, microbusinesses, SMEs, social enterprises, and growth businesses

- This policy is likely to have a **minor positive** impact on the IIA objectives of equality and inclusion, social integration, economic competitiveness and employment, and health and health inequalities.

The policy of offering support and advice to start-ups and SMEs is likely to disproportionately impact those from protected characteristic groups (particularly disabled people, people from BAME backgrounds and women). This is due to evidence showing that people from these groups have more difficulty in accessing finance for entrepreneurial activities. By helping these groups to actively participate in the city's economy and access employment, this will have positive impacts in terms of reducing levels of social exclusion and could potentially realise longer-term indirect positive impacts on levels of crime and health inequalities.

4.3.5.2 Policy: Sustainable business growth

- This policy is likely to have **minor positive impacts** on the IIA objectives of economic competitiveness and employment, energy use and supply, air quality, natural capital, materials and waste, water, and climate change mitigation and adaptation.

The EDS policy aims to support businesses to capitalise on the benefits of a low carbon and circular economy and those that want to transition to a more circular business model. This will have positive effects for supporting a low carbon and circular economy.

4.3.5.3 Policy: Access to finance

- This policy is likely to have **minor positive impacts** on the IIA objectives of crime, safety and security, economic competitiveness and employment, equality and inclusion, health and health inequalities, and social integration.

This policy is focused on improving access to finance for SMEs. As with the policy on start-ups and SMEs above, there is the potential for this to positively impact on entrepreneurs from protected characteristic groups who tend to find it more difficult to access finance such as business loans (particularly disabled people, people from BAME backgrounds and women). However, to ensure this policy is effective it should be targeted specifically at those groups which do face more access to finance challenges, otherwise this policy may only impact those who are already able to access finance. If implemented successfully, there could be long term indirect effects in terms of reducing crime in areas with high levels of unemployment and deprivation and reducing health inequalities.

4.3.5.4 Policy: Business rates – a fairer system

It is not considered that this policy will have either positive or negative impacts on any of the IIA objectives.

4.3.5.5 Policy: Supporting more businesses to export

- This policy is likely to have a **minor positive impact** on the IIA objectives of health and health inequalities, and economic competitiveness and employment.

The policy aims to promote and safeguard business. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term.

4.3.5.6 Policy: Attracting and retaining international investment

- This policy is likely to have **minor positive impacts** on the IIA objectives of economic competitiveness and employment, equality and inclusion, health and health inequalities, and social integration.

The policy of retaining businesses in key markets before the UK's departure from the European Union is likely to have some disproportionate impact on those from protected characteristic groups, as it aims to minimise unemployment effects. Achieving this aim would have a positive impact on groups who are at greater risk of unemployment (particularly people from BAME backgrounds, disabled people, and people from deprived areas²⁸). Unemployment and precarious work are associated with poor health status, while good quality employment improves the wellbeing and mental and physical health of people in work; therefore, there are likely to be some indirect health benefits from this policy.

4.4 Supporting London's sectors

The Mayor wants London's economy to continue to grow, but he also wants to shape the direction of growth and what it delivers for Londoners. He wants growth that is more inclusive, more sustainable, and is innovation-led where London's businesses are leading the field in developing new products, services and technologies that will boost productivity.

4.4.1 Objective: Advanced urban services

4.4.1.1 Policy: Open data and common standards

- This policy is likely to have **minor positive impacts** on the IIA objectives of health and health inequalities, and economic competitiveness and employment.

The policy aims to promote and safeguard business, something that is important to employers. And, unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. The policy also aims to improve the design of public services, which will lead to improvements in the health and wellbeing of Londoners.

²⁸ Of which many protected characteristic groups are more likely to be.

4.4.1.2 Policy: The city as a testbed for new ideas

- This policy is likely to have **major positive impacts** on the equality and inclusion, social integration, economic competitiveness and employment IIA objectives.
- **Minor positive impacts** on the IIA objectives of health and health inequalities, energy use and supply, and climate mitigation.

The policy aims to promote and safeguard business, something that is important to employers. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy also supports suppliers in all sectors to have a workforce that is more representative of the city's diversity, including monitoring the gender pay gap across the GLA Group's key suppliers.

The policy also aims to promote new smart city technologies including sustainable energy, electric vehicles, renewable energy sources and energy efficiency initiatives. These measures will reduce energy demand and deliver sustainable energy sources for the future as well as assisting the transition to a low carbon economy.

4.4.2 Objective: Cultural and creative industries

4.4.2.1 Policy: World city

- This policy is likely to have **minor positive impacts** on the IIA objectives of health and health inequalities, and economic competitiveness and employment.

The policy aims to promote and safeguard business, something that is important to employers. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term.

4.4.2.2 Policy: Culture and good growth

- This policy is likely to have a **minor positive impact** on the IIA objectives of health and health inequalities, equality and inclusion, social integration, economic competitiveness and employment, and culture.

If access to culture is improved as a result of the Cultural Infrastructure Plan there will be increased opportunities for Londoners of every background to engage with culture and innovation. Improving access to and engagement with culture could help to reduce social exclusion and support cultural activities that promote integration.

The policy aims to promote and safeguard business, something that is important to employers. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term.

Expanding the cultural sector may have a negative impact on the capital's ability to manage waste and increase noise pollution. However, in conjunction with other work within the EDS such as 'a more efficient city' and having 'a circular economy', the negative impacts of increasing visitors to the city and bringing more waste could be mitigated and may indirectly promote sustainable design of new cultural venues.

4.4.2.3 Policy: Creative Londoners

- This policy is likely to have **minor positive impacts** on the IIA objectives of equality and inclusion, social integration, culture, and economic competitiveness and employment.

Policies around enabling all Londoners to access employment opportunities in the creative and cultural industries may disproportionately impact people from some equality groups who are overrepresented in terms of employment in the tourism sector.

The policy aims to promote and safeguard business, something that is important to employers. And, unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term.

4.4.2.4 Policy: Love London

- This policy is likely to have **minor positive impacts** on the equality and exclusion, social integration and culture IIA objectives.
- **Neutral impact** on the culture IIA objective

Despite a strong cultural offer, London has low levels of participation in culture from resident Londoners - particularly with Londoners from BAME and low socio-economic backgrounds. If access to culture is improved as a result of the Cultural Seeds micro-grant programme, there will be increased opportunities for Londoners of every background to connect and integrate with their communities, engage with culture and innovation, and therefore indirectly lead to reduced poverty and social exclusion. Improving access to and engagement with culture could help to reduce social exclusion and support cultural activities that promote integration.

By increasing cultural engagement through the use of grants and awards, investment could be generated for sustainable cultural activities and venues, making them more energy efficient.

4.4.3 Objective: Financial and business services

4.4.3.1 Policy: Technology driven innovation in the financial services sector

This policy is not anticipated to have impacts on the IIA objectives.

4.4.3.2 Policy: Sustaining London's position as a global financial services hub

- This policy is likely to have **major positive impacts** on the IIA objective of equality and inclusion, social integration and economic competitiveness and employment.

This policy aims to encourage financial and business services firms to support inclusive workplaces for women and BAME Londoners through the Good Work Standard when it is

launched at the end of 2018. As this policy specifically mentions women and BAME groups in relation to financial and business services, these groups may be likely to disproportionately benefit in terms of a more inclusive work environment and workplace.

4.4.4 Objective: Life sciences

4.4.4.1 Policy: World leading scientific research

- This policy is likely to have **major positive impacts** on the equality and inclusion, health and meet the health and health inequalities, energy use and supply and air quality and economic competitiveness and employment IIA Objectives.

The policy aims to promote diversity in the boardroom and at other senior positions, benefiting those who are currently underrepresented in the workplace and on the career ladder. Such groups include women, BAME individuals and disabled people. The policy also promotes a number of new and planned investments to expand research capabilities and aims to promote an environment that encourages life sciences firms to grow, supporting collaboration between research institutions and firms, and helping to commercialise the ideas being generated. An ageing and growing population in London with more complex health needs means that the development of new products and services in life sciences is vital.

4.4.4.2 Policy: MedCity

- This policy is likely to have **minor positive impacts** on the IIA objective of health and health inequalities.

The Policy supports investment and growth in the life sciences sector which will indirectly benefit health as life sciences looks at medical research and technologies for the future.

4.4.4.3 Policy: Medical technology and digital health

- This policy is likely to have **major positive impacts** on the IIA objective of health and health inequalities.

The EDS policy recognises that technological advances and more sophisticated use of data offer the potential to revolutionise the healthcare sector. The policy supports the DigitalHealth.London initiative. Launched in 2016, the programme aims to speed up the development and scale up of digital innovations across health and care and pioneer their adoption by the NHS. The policy also promotes collaboration, and knowledge and data sharing to advance research and technologies.

4.4.5 Objective: Low carbon and environmental goods and services

4.4.5.1 Policy: Transitioning to a low carbon circular economy

- This policy is likely to have **major positive impacts** on the IIA objectives of energy use and supply, materials and waste, and natural capital and natural environment.
- This policy is likely to have **minor positive impacts** on the IIA objectives of air quality, natural capital, materials and waste, water, climate change mitigation and adaptation,

health and health inequalities, economic competitiveness and employment, and noise and vibration.

These positive impacts are anticipated because of the market opportunity that will be created in the low carbon circular economy. Low carbon circular economies present multiple benefits to ecosystem resilience, trade, employment, health, resource efficiency energy security and reduction in energy demand, and enhance industrial competitiveness. A low carbon circular economy can also help climate change mitigation by enabling low carbon strategies and clean technologies to reduce emissions. Improving air quality through use of clean and renewable and energy sources would have a corresponding impact on air quality and could have health benefits.

4.4.5.2 Policy: Making London a lower carbon and more resource efficient city

- This policy is likely to have **major positive impacts** on the environment, and meets the economic competitiveness and employment, energy use and supply, air quality, natural capital, materials and waste, water, and climate change mitigation IIA objectives.
- **Minor positive impacts** on the IIA objectives of health and health inequalities, energy use and supply and air quality.

These positive impacts are anticipated because the policy aims to reduce demand on resources, such as energy, water and food, and to ensure that they are used more efficiently. The promotion of the principles of a circular economy will help to maximise the life of materials and resources and recover or recycle them at the end of their life, reducing the carbon footprint of Londoners and businesses. The potential indirect benefits extend to include job creation, economic growth, water reduction, carbon reduction, energy reduction and improved air quality. The business models that the EDS considers will promote a low carbon circular economy which will help reduce emissions associated with consumption of energy, food and goods, which could have health benefits.

4.4.5.3 Policy: Innovation and growth across London's CleanTech sector

- This policy is likely to have **minor positive impacts** on the IIA objectives of health and health inequalities, air quality, climate change adaptation, energy use and supply, materials and waste, economic competitiveness and employment, natural environment and capital, climate change mitigation, water, equality and inclusion, and economic competitiveness and employment.

The policy aims to promote and safeguard business, something that is important to employers. Encouraging innovation across the CleanTech sector would improve air quality, by encouraging the development of technology that requires less reliance on carbon and fossil fuels, which could have health benefits.

The policy promotes the use of CleanTech which includes a broad range of technology related to addressing the environmental impacts of our activities including recycling, renewable energy, water, green transportation, and more. CleanTech could also have positive impacts on London's waste management, water usage and contribute towards efforts of a circular economy.

This policy seeks to identify and support opportunities to increase the participation of women in CleanTech and the growth of women-led CleanTech enterprises. This will have disproportionate positive impacts on women in terms of employment and work opportunities.

4.4.6 Objective: Tech and digital

4.4.6.1 Policy: Europe's technology capital

- This policy is likely to have **minor positive impacts** on the IIA objectives of climate mitigation and energy use and supply.

The EDS policy aims to promote continued growth of the digital technology sector in London including areas such as CleanTech. Investing in new technology and digital technology will advance research and development and innovation and can help facilitate the transition to a low carbon circular economy including renewable energy sources.

4.4.6.2 Policy: Digital innovation that benefits all Londoners

- This policy is likely to have **major positive impacts** on the IIA objective of crime, safety and security.
- This policy is likely to have **minor positive impacts** on the IIA objectives of equality and inclusion and economic competitiveness and employment.

This policy makes specific reference to cyber security and aims to reduce the number of people and businesses who are victims of online crime. Research indicates that London firms are at high-risk of a cyber breach, with small companies more likely to be targeted. Therefore, the Mayor's approach to supporting cyber security is likely to reduce the risk of cyber-attacks for individuals and businesses in the capital. The Mayor's aim to monitor the performance of the London labour market (including monitoring of exploitative behaviour) is likely to benefit protected characteristic groups at risk, such as ethnic minority individuals.

4.4.6.3 Policy: Addressing barriers to growth

- This policy is likely to have **minor positive impacts** on the IIA objectives of social integration and equality and inclusion.

Policies around helping to address 'not spot' areas and providing affordable access to digital connectivity are disproportionately likely to impact those from protected characteristic groups due to the link between digital exclusion and those from equality groups. Such groups include those in social housing, low wages, unemployed, disabled people, older people, young people. Enhancing digital connectivity would therefore contribute towards reducing social exclusion and encourage a culture of equality and fairness.

4.4.7 Objective: Tourism

4.4.7.1 Policy: Challenges facing the industry

- This policy is likely to have **minor positive impacts** on the IIA objectives of equality and inclusion and economic competitiveness and employment

This policy aims to work with employers across the tourism sector to help them engage with his Good Work Standard and improve pay, conditions and job quality. Therefore, the policy will benefit those currently underrepresented in the workplace and on the career ladder. Such groups include women, BAME individuals and disabled people.

4.4.7.2 Policy: The Tourism Vision

It is considered that this policy will not have either positive or negative impacts on any of the IIA objectives.

4.5 Working together to achieve the Mayor's vision

The Mayor aims to protect London's competitiveness to ensure that all Londoners can benefit from its success. The Mayor needs the support of public, private, voluntary and community organisations, including trade unions and everyone with a stake in London's economy, to help him deliver his vision.

4.5.1 Objective: Strengthening partnerships

4.5.1.1 Policy: Working with business

It is not considered that this policy will have either positive or negative impacts on any of the IIA objectives.

4.5.1.2 Policy: Communities and civil society

- This policy is likely to have a **minor positive impact** on the IIA objective of education and skills, equality and inclusion, social integration, and economic competitiveness and employment.

This policy aims to improve engagement with communities and civil groups, which has the potential to disproportionately impact some people from protected characteristic groups, in particular older people and disabled who are more likely to experience feelings of social isolation. Strengthening partnerships through increasing involvement in community groups can create improved access to community networks. This has the potential to help to make people feel more positive about the area they live in and promote social integration, therefore having a positive impact on mental well-being. It also has the potential to support increased equality of access to services in the community and support improved links between areas, neighbourhoods, and communities.

In addition, reaching out to Londoners of all ages and encouraging direct action such as volunteering will help Londoners be equipped with skills that will be useful for gaining employment. Young people are likely to benefit from this as they typically face more challenges with regard to accessing employment due to lack of experience.

4.5.1.3 Policy: Working with the boroughs and wider public sector

It is not considered that this policy will have either positive or negative impacts on any of the IIA objectives.

4.5.1.4 Policy: Collaboration across the UK

It is not considered that this policy will have either positive or negative impacts on any of the IIA objectives.

4.5.2 Objective: Making the case for devolution

4.5.2.1 Policy: Making the case for devolution

- This policy is likely to have **major positive impacts** on the IIA objectives of education and skills, equality and inclusion, health and health inequalities, and social integration.

These positive impacts are anticipated because the policy aims to strengthen adult skills, offer all age careers advice, health and social care and employment support. These aims are likely to disproportionately benefit groups from protected characteristics, namely, young people, older people, those with long term illnesses and disabilities, and those from deprived communities. These policies are likely to reduce poverty (through skills and career support), improve opportunities for people to choose an active and fulfilling life (through improved health and social care support) and support adult education.

4.5.3 Objective: Leading by example

4.5.3.1 Policy: Leading by example

- This policy is likely to have a **major positive impact** on the IIA objectives of economic competitiveness and employment, equality and inclusion, and social integration.
- **Minor positive impacts** on air quality, climate change mitigation, energy and supply, natural environment and capital, water resources, and materials and waste.

These positive impacts are due to the policy which aims to harness GLA's purchasing power to affect change in labour market conditions and improve access to markets for people from equality groups. This will be achieved through GLA procurement processes that support equality of access for people from all equality groups and fair labour market conditions. This would include clean technologies, the promotion of the efficient use of resources (e.g. water and energy), protection of the environment and natural capital, and fairer employment within the supply chain. These actions will benefit people from some protected characteristic groups (BAME communities, disabled people, women and young people) who are currently more likely to be unemployed and disproportionately benefit from improved working conditions as people on lower incomes are potentially less empowered to secure their own rights. Improving the wages and working conditions of Londoners is therefore likely to help to reduce inequality, disadvantage, poverty and social exclusion.

4.5.4 Objective: monitoring progress

4.5.4.1 Policy: Monitoring progress

- This policy is likely to have a **minor positive impact** on the IIA objectives of social integration, housing, sustainable land use, design, connectivity, air quality, climate change adaptation and mitigation, energy use and supply, materials and waste, noise and vibration,

flood risk, economic competitiveness and employment, natural environment, geology and soils, climate mitigation, culture, water and the historic environment.

Policies that aim to strengthen social and economic welfare, by considering how the proceeds of growth are distributed and how different groups are benefitting from it, will be disproportionately likely to benefit young people, older people, those with long term illnesses and disabilities and those from deprived backgrounds. In comparison to others, these groups are more likely to suffer poor social and economic welfare.

Such policies will contribute to reduced poverty (through skills and career support) and improved opportunities for people to choose an active, fulfilling life (through improved health and social care support). Ensuring the protection of assets and sustainable use of aspects such as water and energy is likely to benefit the environment. Monitoring will also be beneficial to climate change adaptation and mitigation.

4.6 Assessment of cumulative effects

4.6.1 IIA objective cumulative effects

There are some IIA objectives which the EDS will have a major contribution to meeting, as demonstrated by them being highlighted numerous times in this assessment chapter. These IIA objectives are set out below:

- **Equality and inclusion, social integration and health and health inequalities:** These IIA objectives are most likely to be met as a result of the EDS focus on improving access and quality of education, employment, housing, food and connectivity, which has many links to protected groups and those from lower incomes. The final version of the EDS makes specific reference to targeting inequality for certain protected groups such as women, those from BAME backgrounds and disabled people in numerous policies; further ensuring these groups receive these positive impacts. Additionally, many of the EDS policies promote active travel, which is also expected to result in cumulative health benefits through increased exercise and reduced motor vehicle use (air quality and noise) and environmental impacts through air quality.
- **Economic competitiveness and employment and education and skills:** By definition, two of the principles of an EDS are to strengthen and develop the city's competitiveness and skills. Therefore, these IIA objectives are intrinsically linked to the majority of policies within the EDS (such as those covering education, enterprise, infrastructure and targeted development). There are many policies which are designed to promote employment and minimise inequality across London. As a result, these policies will contribute to improved education, employment and community safety outcomes. Employment is a determinant of health and is a driver of community safety, whilst access to employment for certain protected characteristic groups is vital to equality outcomes, as such the policies that are expected to promote good employment provide one of the key benefits identified in the EDS.
- **Crime, safety and security:** EDS policies around better designed town centres and high streets, socially integrated places and a safer, more secure London are likely to directly

impact on crime, safety and security of London. The indirect impacts of policies that improve access to education and employment (and therefore reduce the need for some groups to commit crime) also contribute indirectly to meeting this IIA objective.

- **Air quality and climate change mitigation:** There are numerous policies in the EDS that would contribute to improving air quality and reduction of greenhouse gas emissions (climate change mitigation). These policies include encouraging sustainable and non-motorised travel throughout London through improvements to walking and cycling facilities and connections, improved and new public transport, linking development sites by public transport, ultra-low emissions zones, and policies on energy, transition to a low carbon economy, and resource efficiencies through adopting the principles of a low carbon and circular economy.
- **Natural capital and natural environment:** The EDS policies on development could result in negative cumulative effects on the natural environment from development pressure, change of land use, and pollution. However, other policies in the EDS and other Mayoral Strategies such as the London Environment Strategy aim to prevent this cumulative effect and go a step further by aiming to create a positive cumulative effect on the natural environment. Many of the EDS policies make specific reference to creating a circular and low carbon economy, which will lead to benefits for the natural environment. EDS policies on meeting London's water infrastructure needs, more localised and renewable energy, transitioning to a low carbon economy, sustainable transport, leading by example, protecting and enhancing London's environment and green infrastructure, and a resource efficient city (including adopting the principles of a circular economy) will contribute to positive cumulative effects on the natural environment.
- **Climate change adaptation, historic environment, flood risk and noise and vibration:** EDS policies associated with infrastructure and development of commercial or residential properties return some potential negative environmental impacts as a result of the potential harm to the environment from development. In most cases these impacts have been mitigated against in other Mayoral strategies such as the Mayor's Housing Strategy or the London Environment Strategy, and as such has been rated as neutral in our assessment.

4.6.2 Other cumulative and wider effects

Some protected characteristic groups routinely benefit from the EDS policies:

- **Children and younger people:** children and young people as a cohort are likely to benefit from education and early years policies which will contribute to improved economic and education outcomes, as well as indirect impacts in terms of improved quality of life and healthy lifestyles.
- **Women:** several policies focusing on education, safety, economic opportunities include specific reference to reducing inequalities for women, including supporting female entrepreneurs to access business support and access to finance; addressing gender pay gaps; enabling access to childcare and flexible training and employment.
- **Older people:** several policies focus on tackling digital exclusion, fuel poverty, transport accessibility and affordability.

- Those from BAME backgrounds: the following policies make specific reference to reducing inequalities for those from BAME backgrounds, therefore these groups will benefit: preparing young people for work in a global city, the Good Work Standard, support for start-ups, microbusinesses, SMEs, social enterprises, and growth businesses; and policies supporting sectoral growth opportunities.
- Inequality and deprivation as a whole (in terms of health, income and wider elements of deprivation) are also likely to be impacted: policies tackling affordable housing, a LLW, lower transport and childcare costs, financial literacy and energy efficiency, for example, are all likely to benefit those on lower incomes and other groups which experience challenges with regard to access to the labour market, access to educational opportunities and meeting living costs associated with residing in the capital.

The temporal and geographical extent of impacts will vary across the policies, as summarised below:

- Policies around education, housing, transport, the labour market and community or town centre/high street design are more likely to impact those who live in London on a long term basis.
- Policies around culture and tourism and international connections are likely to impact those who are visiting the capital.
- Policies which impact the labour market (for example attracting investment and improving enterprise in the capital), as well as transport infrastructure schemes (such as Crossrail 2), will impact those who live and work in the city, but are also likely to affect the vast number of people who commute into London.
- Policies which work to ensure businesses in London have access to the best talent and global opportunities (such as supporting London's sectors and ensuring world class universities and research) are particularly likely to have impacts on those individuals moving to London from overseas.
- Policies on water resources and renewable energy use will primarily benefit residents and businesses in London. However, these policies could have wider benefits, as water and energy supply are often sourced from outside of London.
- Policies on improving digital infrastructure, technology and medical infrastructure will primarily benefit Londoners through the benefits of digitalisation and reducing cybercrime. However, these policies are likely to have wider benefits, in terms of digital improvements and innovation across businesses and sectors throughout the UK.
- Policies which focus on the following are highly likely to realise impacts in the CAZ: improving conditions for enterprise (such as attracting and retaining investment, supporting London's sectors, and supporting more businesses to export), increasing connectivity to key sites of employment, education and tourism in the city centre (transport infrastructure), targeted development (central London: a global hub for business and office space to support growth in services), as well as cultural and tourism offerings.
- Policies which aim to strengthen partnerships, including across businesses, different communities, the boroughs and across the UK are likely to impact both those within London and those living outside of the capital.

- Policies that promote the transition to a low carbon, circular economy, and encourage innovation in new clean energy and technologies will not only benefit London, but will help the UK meet emissions, renewables, and waste targets, and could be used as case studies to help other countries.
- Policies to support investment in infrastructure, transport, town centres, co-working spaces and business support services will help outer London boroughs and their residents to benefit from the associated economic growth opportunities.

5 Assessment of alternatives

5.1 Introduction

In developing the IIA, a number of strategic options (alternatives) were considered. This section sets out the strategic options and reports their performance against the IIA objectives.

5.2 Summary of strategic options

In relation to developing an economic development strategy for London, the GLA Act 1999 sets out that the Economic Development Strategy must include:

- the Mayor's assessment of the economic conditions of Greater London, and
- the Mayor's policies and proposals for the economic development and regeneration of Greater London, including the Mayor's strategy for:
 - promoting business efficiency, investment and competitiveness in Greater London,
 - promoting employment in Greater London, and
 - enhancing the development of skills relevant to employment in Greater London.

In order to achieve an integrated Economic Development Strategy, the policies and proposals for these topics are structured around three broad, and closely inter-related, outcomes:

1. A fairer, and more inclusive economy – including policies seeking to reduce inequality and barriers to education, employment and housing.
2. Creating the conditions for growth – ensuring that businesses are supported through the best infrastructure, skills, innovation and transport resources to allow markets to flourish in London.
3. Supporting London's sectors – a range of sector specific policies covering a range of services and industries that will ensure inclusive, sustainable and innovation-led growth.

These three outcomes form chapters in the EDS and policies are grouped around delivery of these three outcomes.

Each strategic option needs to meet these outcomes to be considered viable. The strategic options should be sufficiently distinct to enable a meaningful comparison of the impacts arising following an alternative strategic direction. Therefore, the strategic options describe alternative ways to achieve these outcomes, considering a different emphasis on outcomes and these would subsequently be expected to deliver different rates of economic growth.

The EDS has been developed around a scenario that includes policies that seek to balance the pursuit of the three outcomes. The policies included in the draft EDS are referred to Scenario 1 here. Two other scenarios with a different policy emphasis (still meeting the three outcomes) were also considered; these are set out below (Scenario 2 and Scenario 3).

Definitions of the scenarios and their performance against the IIA objectives are set out in the following section.

5.3 Strategic options and their performance

5.3.1 Overview

The EDS contains 22 objectives and around 75 policy areas, alternative policies were not produced for each one of the strategic options. For each of the strategic options, the likely inclusion / exclusion / variation / addition to the draft policies that would be required to deliver that alternative was identified. The sections below summarise the principal change in emphasis / direction / variation to policies across each of the three outcomes – this summary highlights the main points that influence the IIA objectives. This enables the performance of the strategic option against IIA objectives to be evaluated.

5.3.2 Scenario 1

This strategic option seeks to deliver a suite of policies that balance the emphasis on achieving the three outcomes, i.e. one outcome is not prioritised over another. This scenario represents the EDS policies as they have been evaluated in Section 4 of this report.

5.3.3 Scenario 2

Summary of the strategic option:

This strategic option has a greater focus on global competitiveness and policies relating to an inclusive economy are fewer and weaker. There remains a focus on overcoming existing barriers to skills and employability through access to education and training, including focus on good quality education and apprenticeships.

Specific measure to enable equality and diversity, tackle health inequalities and address affordability of housing, transport and childcare are not a focal point.

This strategic option prioritises access to global talent and attracting entrepreneurs. Policies to prioritise global promotion are included and support to businesses is targeted at those that provide a global competitive advantage (e.g. digital).

Business support to domestic firms and business start-ups is included along with policies to encourage innovation and access to finance. A strong role for universities and collaborations with business is envisaged to maximise opportunities for global advantage. In addition, targeted support to enable the growth of clusters (to facilitate inter-dependency and innovation) is included.

Policies around regeneration are not prioritised as it is expected the level of economic growth generated by this scenario will not create significant additional pressure on physical infrastructure. Policies to support digital infrastructure and connectivity are prioritised.

Performance against IIA objectives:

The absence or weakening policies relating to making work accessible for all and actively promoting an affordable city (including a London Living Wage or affordable transport and housing) means that IIA objectives around equality and inclusion, social integration, health and health inequalities rate as only minor positives for these types of policies. An absence of an active approach to tackling inequalities means that parts of the population do not benefit and therefore only minor positive impacts on economic competitiveness and employment and education and skills.

In this strategic option, there is less emphasis on regeneration and investment in infrastructure. This approach means that opportunities to connect people to employment, facilitate sustainable mobility and improve urban and natural features are fewer. Therefore, it is predicted that IIA objectives relating to air quality, climate change adaptation, climate change mitigation, social integration and natural capital would remain neutral (although sustainable land use would be a minor positive assuming intensification of existing land use rather than expansion). Similarly, the absence promoting low carbon economy means that IIA objectives around energy use and supply and materials and waste would mean that positive impacts would not accrue or be reduced.

5.3.4 Scenario 3

Summary of the strategic option:

This strategic option has less of a focus on global promotion and competitiveness and a greater focus on inclusive growth and investment in infrastructure.

This strategic option prioritises inclusive growth with a focus on reducing inequalities and tackling poverty and disadvantage to enable equality and celebrate diversity. For example, greater emphasis on measures for making transport affordable for disadvantaged groups, more support for assisting disabled people to access work opportunities, tackling the cost of childcare and increasing investment in affordable housing (and also increasing the proportion of all new homes that are affordable, through planning policy) and schools and colleges.

While accessing global talent remains a priority, measures around global promotion and investment remain, but are not priorities. Measures to encourage innovation and creativity remain, including investment in cultural infrastructure.

A significant increase in investment in infrastructure would form part of this strategic option. A focus on transport, housing and regeneration would enable growth to spread outwards (geographically), in addition to planned intensification. This strategic option would also accelerate the transition to a low carbon circular economy (affecting efficiency and environment). In addition, measures relating to affordable workspace for sectors such as clean technology or small businesses would be provided.

Performance against IIA objectives:

The explicit intention to tackle inequalities in this strategic option means that major positive impacts would likely accrue relating to the IIA objectives for equality and inclusion and health and health inequalities. Policies making transport and housing more affordable and improved access to education would result in major positive impacts for equality groups and communities. Similarly celebrating diversity through the economy would result in positive impacts for social integration.

The greater and wider these impacts are felt through the equality groups and closing health inequalities, then the greater the subsequent benefit to the economic competitiveness and employment and education and skills IIA objectives. Investment in cultural infrastructure would also result in positive impacts for IIA objectives relating to culture (and historic environment / natural capital where these are related to cultural infrastructure).

An approach that prioritises investment in infrastructure and regeneration delivers major positive impacts across a range of IIA objectives. Transport infrastructure is expected to increase mobility (coupled with affordability policies) and therefore can provide access between new housing (affordable) and locations for employment. This provides major positive impacts for air quality and climate change (mitigation) (assuming sustainable transport), health and health inequalities. Physical regeneration of communities or improving access to existing communities is expected to provide major positive impacts for social integration, equality and inclusion, and crime, safety and security (assuming good design standards are included). To avoid negative impacts on sustainable land use and natural environment, close working with the principles of the London Environment Strategy is required.

For each of these types of policy, the greater the impacts on equality groups and addressing health inequality, the greater the impact for the economic competitiveness and employment IIA objective; therefore, major positive impacts are identified for these IIA objectives.

An accelerated approach to the low carbon economy would have major positive impacts for resource efficiency, climate change (adaptation and mitigation), and materials and waste. This in turn is expected to deliver minor positive impacts for air quality and health and health inequalities.

5.4 Conclusion

The strategic direction of the EDS shapes the way the EDS and its policies are developed in order to deliver the requirements of the GLA Act. The consideration of strategic options provides a process to identify areas where the different scenarios perform well or poorly against the IIA objectives.

The analysis of different scenarios identifies areas where different measures or approaches (policies) may result in stronger or weaker performance against the IIA objectives. This information enables the draft EDS policies to be amended to avoid/mitigate areas where potential negative impacts are identified. Similarly, where it has been identified that a strategic

option provides opportunities to deliver positive or improved outcomes across the IIA objectives, then these can also usefully inform the drafting of policies.

It is not always possible to draft policies or a suite of policies to deliver optimum performance against all IIA objectives. The following section on mitigation and enhancement measures and monitoring proposals includes provisions to enhance the performance of the EDS to help deliver some of the benefits or avoid some of the risks that the analysis of strategic options has identified.

6 Mitigation measures, enhancement measures and monitoring proposals

6.1 Introduction

This chapter includes a record of recommendations which were previously made to the GLA to enhance the beneficial impacts of the EDS. Where these recommendations have been taken on board, it has contributed to the policies within the EDS becoming more inclusive and setting higher sustainability objectives.

The chapter also includes some mitigating actions to implement **alongside** the EDS in order to minimise any negative impacts that have been identified. Recommendations are also made to enhance the expected positive outcomes of the EDS where appropriate.

These mitigation and enhancement recommendations have been identified through desk research, engagement with impact discipline specialists from the GLA, as well as input from technical specialists within the study team.

6.2 Adopted recommendations

The table below sets out recommendations made on an earlier draft of the EDS, which have been incorporated into the final EDS to help deliver a more inclusive and sustainable strategy. Please note this is not an exhaustive list of how the EDS meets that recommendation (as this is covered in full in chapter 4), rather it serves as evidence of the iterative process and how the GLA has maximised opportunities to improve the EDS and its impacts on Londoners. Where policies have been adapted, in most cases this has impacted the assessment of impacts in terms of equality, health, environment or community safety.

Table 11: Adopted recommendations

Policy & Recommendation	Updated policies in response to these recommendations (changes in red) ²⁹
<p>General recommendation:</p> <p>'Many policies in the EDS seek to capitalise on opportunities in new and growing sectors of the economy. Many of these sectors will require skills or education in areas that currently some groups are underrepresented within; for example, women and people from BAME communities are less likely to complete education or training in STEM subjects. To enhance this policy, and complement others like it, education and training needed for these new and growing sectors should be targeted at groups who systematically lack skills in these areas.'</p>	<p>Updated policies in response to these recommendations:</p> <p>Preparing young people for work in a global city:</p> <p>'The Mayor will work with schools to develop a coherent and accessible all-age careers information, advice and guidance offer for London. He will also work with schools and teachers to break down gender stereotypes and address other inequalities (for example in BAME communities) especially in STEM subjects.'</p> <p>Adult Education</p> <p>'The Mayor recognises the importance of ensuring that learning is physically accessible and delivered at convenient times, to meet the needs of different groups, and will take this into account when commissioning provision through the devolved AEB, ESF and Skills for Londoners capital funds. The AEB will support the needs of Londoners, particularly those facing barriers to employment and training, such as unemployed and</p>

²⁹ For full references, please compare the EDS published for public consultation in December 2017 with the final EDS published in December 2018

Policy & Recommendation	Updated policies in response to these recommendations (changes in red) ²⁹
	<p>economically inactive people, BAME women, care leavers, people with caring responsibilities, people with specific learning requirements, victims of crime and ex-offenders.'</p> <p>Meeting the skills needs of business</p> <p>'The Mayor will work with boroughs and sub-regional partnerships to ensure that the devolved AEB prioritises support to meet need, including for the most disadvantaged groups facing complex barriers, such as BAME communities, women, the homeless and ex-offenders.'</p> <p>Support for start-ups, microbusinesses, SMEs, social enterprises and growth businesses</p> <p>'The Growth Hub will also support businesses to employ people who face greater barriers to accessing employment, such as long term unemployed people and those from other disadvantaged backgrounds, as part of the Good Work Standard... This will include support tailored to the needs of people from BAME backgrounds, those with disabilities and women who often have particular difficulties in accessing finance for entrepreneurial activities.'</p> <p>The city as a testbed for new ideas:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • work with the advanced urban services sector to improve the service design of digital services to be inclusive and responsive to the needs of users from different backgrounds; and • support suppliers in this (and other) sector(s) to have a workforce that is more representative of the city's diversity, including through monitoring the gender pay gap across the GLA Group's key suppliers, as he implements his Responsible Procurement Policy.' <p>World leading scientific research:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • ...work with MedCity and partners to help the sector improve diversity in boardrooms, and other senior positions (in this and other sectors).' <p>Innovation and growth across London's CleanTech sector:</p> <p>'The Mayor will seek to encourage innovation and growth across London's CleanTech sectors through the following:</p> <ul style="list-style-type: none"> • ...identify and support opportunities to increase the participation of women in CleanTech and the growth of women-led CleanTech enterprises.' <p>Culture and Good Growth:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • encourage a step change in the diversity and inclusivity of the creative workforce - encourage employers across the sector to offer paid internships, become accredited as London Living Wage employers and sign up to the Good Work Standard; working with trade unions to further diversify the sector.' <p>Sustaining London's position as a global financial services hub, and for all sectors:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • encourage financial and business services firms (and firms in all sectors) to support inclusive workplaces for women and BAME Londoners through the Good Work Standard when it is launched by end 2018.' <p>Digital innovation that benefits all Londoners:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • work with business, representative bodies, and the Skills for Londoners Business Partnership, to monitor the performance of London's labour market and consider the potential impact of new technologies on skills gaps in key sectors, including any potential distributional impacts and exploitative behaviour.'

Policy & Recommendation	Updated policies in response to these recommendations (changes in red) ²⁹
	<p>In the Tourism Vision, and for other sectors:</p> <p>'The Mayor will:</p> <ul style="list-style-type: none"> • work with employers across the tourism sector to help them engage with his Good Work Standard and improve pay, conditions and job quality.'
<p>General recommendation:</p> <p>Many EDS policies are linked to the wider provision of public transport and non-motorised methods of travel across the capital. More could be done to improve safety and accessibility of public and active transport as part of the promotion of 'healthy streets'. Public transport and the pedestrian environment in London is not currently universally accessible. Encouraging greater use of public transport can be achieved by ensuring steps to improve the accessibility of public transport are promoted in the EDS. For example, by ensuring that all new public transport and sustainable travel infrastructure, including the strategic transport projects, meet accessibility guidelines outlined in the Equality Act 2010. This should also be in line with work being undertaken by the Mayor's Transport Strategy Team.</p>	<p>More affordable and accessible transport</p> <p>'The Mayor's Transport Strategy sets out a longer-term approach to affordable fares, and commits TfL to setting public transport fares at levels that ensure affordable access to travel for all Londoners... The Mayor will also work to improve the accessibility of the transport system, providing a better experience for those with both physical and hidden disabilities, those with young children and the growing number of older people.'</p>
<p>Overcoming barriers to work and learning:</p> <p>'This policy considers some protected groups, for example disabled people and ex-offenders. If this policy was able to consider other groups who face barriers to skills and employability its positive effects could be broadened.'</p>	<p>Overcoming barriers to work and learning:</p> <p>'The Mayor will seek to overcome barriers to work and learning by:</p> <ul style="list-style-type: none"> • encouraging more Londoners to invest in their own education and training, in particular at advanced and higher levels; • promoting the personal benefits from re-skilling and up-skilling through the take up of Advanced Learner Loans; • supporting access to childcare and encouraging training provision to be flexible; and • ...working with trade unions, employers across key sectors and other voluntary, community and social enterprise partners to increase employment rates for groups who are currently underrepresented in London's workforce.' <p>This is in addition to policies to support entrepreneurship and business growth amongst groups such as female and BAME led enterprises.</p>
<p>Promoting digital inclusion</p> <p>As the number of people with internet connection increases, so will the potential victims of cyber-crime, especially for fraud. Education and communication about how to operate online safely should be targeted at groups which are currently under-represented in terms of digital inclusion. These include those on low wages or who are unemployed, disabled people and older people.</p>	<p>The EDS now includes specific reference to cyber security within the Tech and Digital objective:</p> <p>'CYBER SECURITY</p> <p>.... The Mayor will raise awareness amongst firms and the public sector of the risks and share best practice in cyber security and data protection from established technology companies across London. This will begin with an examination of cyber security and resilience across the GLA family and will look at how London can best incubate new innovative cyber security companies who are vital to the arms race in digital security and are an important growth sector. He will also continue to work with partners to support the Digital Security Centre. Founded as a joint venture by the Mayor, the Metropolitan Police Service and the City of London Police, the Digital Security Centre provides simple, measurable and effective digital security solutions to businesses to enable firms to operate in a secure digital environment.'</p>
<p>More affordable housing</p> <p>This policy, and many others in the EDS, seeks to address issues within London's housing market. This should be done in conjunction with the GLA Housing Strategy, which should be signposted in the EDS. Consideration should be given to incorporate policies for key workers, as this will help provide</p>	<p>Links have been made to the Housing Strategy throughout the final EDS:</p> <p>A lower cost of living:</p> <p>'To help address this, the Mayor will:</p>

Policy & Recommendation	Updated policies in response to these recommendations (changes in red) ²⁹
<p>housing for people that play a vital role in providing services for society.</p>	<ul style="list-style-type: none"> • work to increase the supply of genuinely affordable homes and help to make private renting more affordable; • improve the accessibility and affordability of transport; • support access to high quality early years education and childcare; • address some of the key causes of financial exclusion and increase financial literacy; and • encourage employers to engage with the Good Work Standard to offer affordable financial services to their employees. <p>You can read more in chapter 3.3 of the strategy, with further detail in the Mayor's Housing Strategy and the Mayor's Transport Strategy'</p> <p>More affordable housing:</p> <p>'London needs a mix of homes for sale and for rent to support the economy to grow and for people to be able to live comfortably and healthily in secure surroundings... The Mayor's Housing Strategy and the draft London Plan set out a revised assessment of London's housing needs and proposals to address these needs, including by increasing housing supply, boosting the supply of genuinely affordable homes, and promoting better standards of and levels of affordability in the private rented sector, while also providing the transport links to support this new housing.'</p>
<p>Central London: a global hub for business</p> <p>Heritage assets are important to maintaining tourism and culture hotspots within London, as well as attracting more tourists and businesses to the capital. The EDS, should recognise that the CAZ contains important heritage assets that need to be protected.</p>	<p>A new policy has been included in the EDS called 'Culture and good growth', which addresses this comment:</p> <p>'Through a new Cultural Infrastructure Plan, the Mayor will map London's cultural assets for the first time to help boroughs plan better for culture. This will cover places where culture is both consumed and produced, such as theatre production spaces and recording studios. These are two equally important interrelated aspects of culture and the creative industries in London.</p> <p>The Mayor will protect and strengthen London's cultural assets through strategic investments in facilities like the Museum of London and East Bank, and through planning policies.'</p>
<p>Central London: a global hub for business</p> <p>The retail sector and other low wage sectors, such as tourism and hospitality, should be encouraged to adopt the LLW. This would help to further benefit some people from protected characteristic backgrounds who are highly represented in these sectors.</p>	<p>Many policies now refer to the Good Work Standard:</p> <p>More accessible and affordable childcare</p> <p>'The Mayor plans to introduce an interest-free Deposit Loan Scheme within the GLA Group to give parents access to funds to cover the up-front costs of childcare. The Mayor is urging businesses and organisations across London to follow suit and offer the same scheme to their employees, following the Good Work Standard.'</p> <p>Greater financial inclusion</p> <p>'The Mayor will seek to aid financial inclusion by:</p> <ul style="list-style-type: none"> • using his profile to help tackle the stigma of problem debt and seeking advice; • encouraging employers to engage with the Good Work Standard and promote payroll deducted loans (for rent deposits) and savings products to their staff, and partner with credit unions' <p>Sustaining London's position as a global financial services hub</p> <p>'The Mayor will also continue to lobby government for a Brexit deal which enables London's financial and business services sector to continue to access skilled labour from Europe and to trade within the Single Market. The Mayor will also encourage financial and business services firms to support inclusive</p>

Policy & Recommendation	Updated policies in response to these recommendations (changes in red) ²⁹
	<p>workplaces for women and BAME Londoners through the Good Work Standard when it is launched by end 2018.'</p> <p>Tourism - Challenges facing the industry</p> <p>'The Mayor will continue to work with Partners to encourage the development of London's tourism offer, especially in the wake of uncertainties and challenges within the industry. The Mayor will also work with employers across the tourism sector to help them engage with his Good Work Standard and improve pay, conditions and job quality.'</p>
<p>Making London a more resource efficient city</p> <p>The GLA should ensure that this EDS policy capitalises on the opportunities that a circular economy can bring not just in terms of the environmental benefits but also in terms of job creation, technological advancement, and seeing it as a growth sector that can benefit the economy. They should seek to capitalise on the potential benefits far wider than waste reduction to include job creation and economic growth.</p>	<p>Sustainable growth and the circular economy has been brought out much more in the final EDS;</p> <p>Reducing waste</p> <p>'The Mayor will promote the 'low carbon circular economy' approach to the use of resources in London – an approach which designs out waste, keeps materials in use at their highest value for as long as possible, and minimises the environmental impact.'</p> <p>Innovation and growth across London's CleanTech sector</p> <p>'The Mayor will seek to encourage innovation and growth across London's CleanTech sectors through the following:</p> <ul style="list-style-type: none"> • establishing a Centre for Cleantech Innovation in White City and Old Oak – to provide office, meeting and social space; • work with stakeholders in the financial services sector to accelerate investment into innovative CleanTech business to drive the transition to a low carbon circular economy.'

Source: GLA, Mott MacDonald

6.3 Strategy-wide mitigation and enhancement measures

There are some outstanding recommendations which are applicable to a variety of policies. The most pertinent have been set out below.

Policies associated with **new development** will have numerous effects, some positive and some negative. All new development should adhere to design principles as set out in the London Plan (e.g. SUDS, climate resilience, sustainable land use, energy use, green infrastructure), as well as sustainable and inclusive best practice principles. Use of schemes such as BREEAM could help facilitate this but this is not required by the London Plan.

The effects of **climate change** such as drought, temperature extremes, gales, storms, and flooding can have significant future effects on the London economy and infrastructure. Resilience of the city and key infrastructure is critical; therefore, close liaison with the London Environment Strategy and wider strategies on city resilience should be undertaken to optimise the outcomes of the EDS.

The EDS policies on **transitioning to a low carbon economy** and **making London a more resource efficient city** (circular economy) are key policies that underpin all of the EDS. Therefore, actions within these policies should be shared with other Mayoral strategies to ensure these outcomes are realised.

Where wider community safety, environment, equality and health impacts are understood to arise from development proposals, CSiAs, SEAs, EqIAs and HIAs should be considered to mitigate any potential negative impacts of such projects.

6.4 Policy-specific mitigation and enhancement measures

6.5 A fairer, more inclusive economy

6.5.1 Policy: Promoting excellence, and providing a school place for every child

Mitigation: As modern schools contain portable and desirable goods with a ready market, such as personal computers, laptops and digital projectors they can be hot spots for crime. Other crimes that occur, particularly in large cities like London, are acts of vandalism, such as graffiti, arson and assaults. To mitigate any risks in terms of crime and community safety, new schools and colleges should be designed to national 'secured by design' standards.

6.5.2 Policy: More affordable housing

Enhancement: New development should be designed to be resilient to the effects on climate change such as flooding, drought, temperature extremes, storms, and gales. It should also protect and enhance the historic assets and character of the area in line with London Plan policy 7.8. The EDS could contain a reference or footnote to this policy.

Mitigation: Housing estates, if poorly designed, can also increase crime and anti-social behaviour, and impede perceptions of safety and security. To mitigate against this, development should be guided national 'secured by design' standards. Consideration should also be given to avoiding gentrification of local areas. Mixed developments, which offer a range of affordable tenure types as well as private sector housing, can help to mitigate against gentrification and ensure that housing developments benefit all of those living in an area.

6.6 Creating the conditions for growth

6.6.1 Policy: Public transport capacity improvements

Mitigation: The strategic transport projects to support London's economic growth will likely require new transport hubs. Transport hubs can act as both attractors and generators of crime therefore it is suggested that any new transport infrastructure is designed in line with national 'secured by design' standards.

6.6.2 Policy: Unlocking homes and jobs

Enhancement: Any improvement to river crossings should meet accessibility guidelines outlined in the Equality Act 2010 in order to effectively prioritise walking, cycling and public transport infrastructure.

6.7 Monitoring proposals

Monitoring evaluates the performance of the plan and as such assists in determining whether the identified IIA objectives are being achieved; it allows early identification of unforeseen adverse effects and thus appropriate remedial action can be taken to deal with any issues or problem areas. Monitoring will be an important requirement to measure performance and ensure the EDS is being successfully implemented. The SEA DCLG - Strategic Environmental

Assessment (SEA) Department for Communities and Local Government (DCLG) guidance³⁰ states that it is inappropriate to monitor everything, and monitoring proposals should be focused on the following areas that:

- indicate a likely breach of international, national, or local legislation, recognised guidelines or standards;
- may give rise to irreversible environmental, economic or social damage, with a view to identifying trends before such damage occurs; and
- were subject to uncertainty in the IIA and where monitoring would enable prevention or mitigation measures to be taken.

Appendix E includes the EDS indicators which will be used to monitor progress towards the Mayor's ambitions, as set out in the final EDS. The analysis of these indicators will be regularly published on the London Datastore, as the EDS is implemented.

³⁰ A Practical Guide to the SEA Directive (DCLG, September 2005)

7 Conclusions

7.1 Introduction

The IIA and EDS development process has been iterative. Throughout the impact assessment process, dialogue with the GLA EDS working group and other colleagues has been ongoing, and the IIA and EDS have interacted / fed into each other over a period of months. This has allowed the IIA to influence the development of the EDS (as evidenced in the recommendations section in chapter 6). In addition to ongoing feedback to the client group and discipline representatives at the GLA, Mott MacDonald held an initial feedback meeting on 23rd May 2017 to highlight which IIA objectives might be facing negative impacts from EDS policies, and a follow up meeting to highlight the key messages from the impact assessment on 3rd July 2017. At these meetings the study team flagged potential issues emerging from the impact assessment of the draft EDS that the GLA then subsequently incorporated comments into the EDS policies. The recommendations in the interim IIA which was published alongside the draft EDS for public consultation have also been acknowledged.

7.2 Summary of EDS impacts

Chapter four sets out the potential positive and negative impacts of each individual EDS policy to the 24 objectives. Below this is summarised at strategy level.

Please see table 13 overleaf which summarises at a high level how the strategy meets the 24 IIA objectives.

Table 12: Overall EDS impacts

IIA objective	The EDS's contribution to the IIA objective
Equality and inclusion	The EDS is expected to make a major positive contribution to this IIA objective, as a result of the policies around overcoming barriers to work and learning, giving every child the best start in life, better health and less poverty , protecting lower income workers from workplace exploitation , Healthy Streets and healthy people , more affordable and accessible transport , and creating successful town centres and high streets . The EDS makes several references throughout the document about reducing inequality across the workplace, improving economic outcomes and education opportunities for specific protected characteristic groups.
Social integration	The EDS is expected to make a major positive contribution to this IIA objective, as a result of the policies on digital infrastructure for a digital economy , citizen-led regeneration , more affordable and accessible transport , and creating successful town centres and high streets . These policies are likely to lead to greater community integration through increasing opportunities for interaction and engagement in community life. There are also likely to be minor positive impacts resulting from the policy to create well designed, socially integrated places .
Health and health inequalities	Due to the policies on giving every child the best start in life , overcoming barriers to work and learning , better health , less poverty , healthy and affordable food , public transport capacity improvements and the Healthy Streets approach , the EDS is expected to make a major positive contribution to this IIA objective. Health benefits also have the potential to result from the improvements to access employment and education, uptake of active travel, access to housing and food, community engagement, data to improve healthcare, and improvements to air quality that the EDS policies are likely to bring.
Crime, safety, and security	The EDS is expected to have a minor positive contribution to this IIA objective, with one major positive contribution as a result of the policy on a safer, more secure London . Minor positive contributions are likely to be seen across all areas of the EDS, particularly in policies on preparing young people for work in a global city , overcoming barriers to work and learning , and adult education , creating well-designed, socially integrated places . This is because education and employment, integrated communities and adequate housing are all factors that are likely to result in a reduction in levels of crime and increases in people's perceptions of safety.
Housing supply, quality, choice, and affordability	As a result of the policies on more affordable housing , lower transport costs , and public transport capacity improvements , the EDS is expected to have a major positive contribution to this IIA objective. Improving transport infrastructure across the capital is likely to make more areas suitable for new housing developments. The EDS policies, more localised renewable energy , well-designed, socially integrated places , and monitoring progress are expected to have minor positive impacts on this IIA objective. The policy on well-designed, socially integrated places is likely to promote good quality design and community integration, energy efficient design, and has the potential to include well-designed new housing developments. There is the potential for some minor negative impacts regarding this IIA objective (due to use of industrial areas to meet London's needs), however these impacts have been rated as neutral overall due to existing mitigations in place. Overall the impact is expected to be positive.

Sustainable land use	Benefits in terms of supporting sustainable forms and patterns of development in housing, employment, and education are likely to result from sustainable land policies. The EDS is therefore expected to have a minor positive contribution to this IIA objective, particularly as a result of the policies on industrial areas to meet London's needs, promoting digital inclusion, well designed, socially integrated places, successful town centres and high streets, affordable work space and low cost business space, digital infrastructure for a digital economy, better-quality learning environments, and monitoring progress . There is also the potential for negative impacts to arise from the EDS, due to competition over land. For example, use of available land for office space and industrial land, versus use of land for housing. Overall though the impact is expected to be positive.
Design	The EDS is expected to make a positive contribution to some degree to this IIA objective, particularly as a result of the policies on more affordable housing, the Healthy Streets approach, Healthy Streets and healthy people, protecting and enhancing London's environment and green infrastructure, creating successful town centres and high streets, social infrastructure, and monitoring progress . These policies are likely to ensure that good quality design is implemented. There is also the potential for minor positive impacts resulting from the creation of well-designed, socially integrated places , because the focus of this policy is on creating places where good design enables social integration.
Accessibility	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies around transport infrastructure (more affordable and accessible transport, the Healthy Streets Approach and public transport capacity improvements). These policies are likely to improve access around London, particularly for those people who are likely to rely on public transport. There is also the potential for minor positive impacts, in terms of improving access to culture, homes and employment opportunities (through the policies of: The Tourism Vision and unlocking homes and jobs).
Connectivity	As a result of the policies, such as lower transport costs, public transport capacity improvements and the Healthy Streets approach , the EDS is expected to have a major positive contribution to this IIA objective. Policies such as promoting digital inclusion, a global hub for business, successful town centres and high streets, Healthy Streets and healthy people, using technology to improve the transport network and monitoring progress will have a minor positive impact on this IIA objective. These policies are likely to ensure that people are easily able to travel across London to access a range of services and facilities. There is also potential for negative impacts to arise from the EDS due to increasing tourist numbers putting pressure on transport and international connections. However, the overall impact is expected to be positive.
Economic competitiveness and employment	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies on: overcoming barriers to work and learning, supporting enterprise in education, the Healthy Streets Approach, public transport capacity improvements, more localised and renewable energy, protecting and enhancing London's environment and green infrastructure, transitioning to a low carbon circular economy, making London a more resource efficient city, innovation and growth across London's CleanTech sector and more affordable and accessible transport . These policies are likely to ensure that people have the skills needed for employment, as well as making jobs more accessible and improving employment opportunities in town centres and high streets, with major impacts on equality of opportunity for those in the capital. These policies will also contribute to creating a circular economy within the capital.
Infrastructure	The EDS is expected to have a major positive contribution to this IIA objective, as a result of the policies on digital infrastructure for a digital economy, meeting London's water infrastructure needs, promoting excellence and

	providing a school place for every child, public transport capacity improvements, the Healthy Streets Approach and protecting and enhancing London's environment and green infrastructure. These policies are likely to enhance social, physical and environmental infrastructure in the form of education places, transport projects, and the protection of natural capital.
Education and skills	The EDS is expected to have a major positive contribution to this IIA objective, especially from an equality perspective. This is as a result of the policies of promoting excellence and providing a school place for every child, overcoming barriers to work and learning, adult education and high quality apprenticeships.
Culture	The EDS is expected to make a minor positive contribution to this IIA objective, as a result of the world city, culture and good growth, creative Londoners and Love London policies. There are also likely to be benefits resulting from the central London: a global hub for business policy, as this has the potential to help support access to cultural venues outside of central London. There is risk of minor negative impacts associated with the night-time economy and antisocial behaviour.
Air quality	The EDS is expected to have a major positive contribution to this IIA objective, particularly as a result of the policies on the Healthy Streets Approach, transitioning to a low carbon circular economy, more affordable and accessible transport, public transport capacity improvements, protecting and enhancing London's environment and green infrastructure and more localised and renewable energy. This is due to the likely reduction in greenhouse gas (GHG) ³¹ emissions and greater use of efficient energy. There is though the potential for minor negative effects, due to the policy of attracting and retaining investment and the likely increase in commuter and commercial freight travel. This is also the case with strategic transport projects , as increasing the volume of people using motorised transport could reduce air quality. It is likely, though, that the positive impacts on air quality outweigh these negative impacts.
Climate change mitigation	The EDS is expected to have a major positive contribution to this IIA objective, particularly as a result of the policies on more affordable and accessible transport, the Healthy Streets Approach, making London a more resource efficient city, public transport capacity improvements, unlocking homes and jobs, using technology to improve the transport network, more localised and renewable energy and transitioning to a low carbon circular economy. These policies are likely to reduce GHG emissions and engender a greater focus on improving energy efficiency. There is the potential for minor negative impacts due to better international connections , as this is likely to increase volume of travel and associated GHG emissions. Overall though the impact is likely to be positive.
Climate change adaptation	The EDS policy, protecting and enhancing London's environment and green infrastructure is expected to have a major positive result on the Climate Change adaptation objective. Policies protecting and enhancing natural capital will also contribute positively to climate change adaptation. More green spaces and vegetation can reduce flood risk and aid cooling to counteract the urban heat island effect. As a result of the policies on promoting digital inclusion, social infrastructure, healthy and affordable food, meeting London's water infrastructure needs, more localised and renewable energy, transitioning to a low carbon circular economy, innovation and growth across London's CleanTech sector, securing a digital future, making London a more resource efficient city, leading by example, and monitoring progress, the EDS is expected to have a minor positive contribution to this IIA objective. This is because these policies are

³¹ Greenhouse gases include carbon dioxide, methane, nitrous oxide and ozone.

	likely to help ensure that future generations - through greater use of technology, additional legislation and greater innovation - are well equipped to protect the environment and mitigate the impacts of climate change. Overall the impact is likely to be positive.
Energy use and supply	EDS policies in this area are likely to help drive innovation to improve energy efficiency, reduce energy demand and reduce GHG emissions. Moving towards a low carbon economy also has the potential to benefit this IIA objective. Policies such as more localised and renewable energy, transitioning to a low carbon circular economy, and making London a more resource efficient city will have a major positive impact on this objective. Furthermore, policies on more localised and renewable energy, healthy and affordable food, the city as a testbed for new ideas and transitioning to a low carbon circular economy will contribute to this.
Water resources and quality	The EDS is expected to contribute to this IIA objective, as a result of the policy on meeting London's water infrastructure needs , as this policy focusses on addressing demand and supply pressures on London's water supply. The policies on making London a more resource efficient city and protecting and enhancing London's environment and green infrastructure are also likely to promulgate a greater focus on improving and conserving water. Overall the impacts are likely to be positive.
Flood risk	The EDS policy is expected to have a minor positive contribution to this IIA objective, particularly as a result of the policy on meeting London's water infrastructure needs . This policy includes many activities that are likely to both directly and indirectly lead to positive impacts on flood prevention. There is the potential for a minor positive impact resulting from the policy on protecting and enhancing London's environment and green infrastructure , as this has the potential to include policies to reduce flood risk. Monitoring progress is also expected to have minor positive impacts on this objective. There is the potential for minor negative impacts due to policies on unlocking homes and jobs as these policies alter the use of land, potentially increasing the risk of flooding. Overall though the impacts are likely to be positive.
Natural capital and natural environment	As a result of the policies on protecting and enhancing London's environment and green infrastructure , and leading by example , the EDS is expected to have a major positive contribution to this IIA objective. There is also the potential for minor positive impacts resulting from the policies of Healthy Streets Approach, more affordable and accessible transport, well designed, socially integrated places, social infrastructure, public transport capacity improvements, unlocking homes and jobs, using technology to improve the transport network, meeting London's water infrastructure needs, more localised and renewable energy, reducing waste, transitioning to a low carbon circular economy, making London a more resource efficient city, innovation and growth across London's CleanTech sector, the Tourism Vision and monitoring progress . This is due to the impacts on improving, protecting and encouraging sustainable use of natural capital, public realm, and natural resources such as water. The policy on capital of culture and tourism is also likely to engage people in London's natural capital offer and has the potential to improve the exposure of the positive impacts of maintaining the natural capital and natural environment.
Historic environment	The EDS is expected to have a minor positive contribution to this IIA objective, particularly as a result of the policies on creating successful town centres and high streets, the Tourism Vision and creative Londoners . Encouraging culture and tourism aims to offer the opportunity for tourists and Londoners to engage in London's historic heritage offer and has the potential to improve the exposure of the positive impacts of maintaining the historical environment. In addition, supporting communities to keep the character of their town centres could help ensure protection of the historical environment.

	Furthermore, policies such as lowering transport costs, efficient streets and the Healthy Streets Approach , will also have minor positive impacts, due to lower emissions and improving air quality can have an indirect positive impact on the condition of historic assets. There is though the potential for minor negative impacts relating to the policy of central London: a global hub for business , as intensifying developments within the CAZ may put historical assets in this area at risk. It is felt though that overall the impact is likely to be positive
Geology and soils	The EDS is expected to make some contribution to this IIA objective, particularly as a result of the policy of protecting and enhancing London's environment and green infrastructure . This policy aims to turn London into a National Park City, and conserve and enhance geology. Reducing waste and protecting and enhancing London's environment and green infrastructure will also have a minor positive effect by reducing sources of pollution and improving soil quality. There is the potential for minor negative impacts due to public transport capacity improvements , as this policy has the potential to alter land use and may include development on greenfield sites. This would have a negative impact on this IIA objective. Overall, though, impacts of the EDS are likely to be positive in relation to the IIA objective of geology and soils.
Materials and waste	Policies such as making London more resource efficient, transitioning to a low carbon circular economy, and reducing waste are likely to have a major positive impact and drive innovative and efficient ways of disposing of waste and making products less wasteful; therefore contributing to this IIA objective. There is also the potential for minor negative impacts resulting from the policies around public transport capacity improvements , and better international connections . During the construction period of these projects, there may be short-term negative effects, such as generation of demolition waste and greater use of materials. Overall though the impact is expected to be positive.

Source: Mott MacDonald

7.2.1 Timescale for realisation of impacts

It is important to note that not all of the impacts identified will be realised at the same time. Policies can be largely grouped into short/medium term impacts and long term impacts, as follows:

- **Short/medium term impacts:**
 - Policies tackling inequality, such as the LLW, the new 'Good Work Standard' policy, financial inclusion, and more affordable transport and childcare; these changes will impact on London residents' budgets as soon as they are implemented.
 - Affordable housing and other development (office space or retail) can take time to build, they are much quicker than significant transport infrastructure and can be brought forward in a matter of years.
- **Long term impacts (10+ years):**
 - Policies which seek to improve education, including early years intervention, will contribute to better educational and economic opportunities later in life and only then will health, community safety impacts as well as equality impacts be experienced. The full spectrum of these impacts will therefore not be realised until the children receiving the policy become adults.
 - Impacts of policies regarding large scale transport infrastructure will be realised in the longer term due to the time lag between identifying a need for infrastructure, through to business case development, accessing funding, construction and completion. Some schemes will take decades to develop.
 - Policies that have positive impacts on climate change adaptation and mitigation, such as a movement towards renewable energies, sustainable technologies, improving air quality (mainly transport related policies), reducing waste and promoting a low carbon economy; this is because although these policies can be implemented within 10 years, their positive impacts in terms of climate change are likely to be recognised in the longer term. Future generations are likely to be the ones that benefit the most from these policies, as climate change will pose an even greater threat in 20+ years.

7.3 Potential positive impacts

There are some IIA objectives which the EDS will have a major contribution to meeting (i.e. there are several policies which contribute to this particular objective or objectives). These IIA objectives are set out below:

- Equality and inclusion, social integration and health and health inequalities: these IIA objectives are most likely to be met as a result of the EDS focus on improving access and quality of education, housing, food and connectivity. This is further brought out through targeting policies to specific equality groups to minimise inequality.

- Economic competitiveness and employment and education and skills: the majority of policies within the EDS contribute to these objectives (such as those covering education, enterprise, infrastructure and targeted development).
- Crime, safety and security: EDS policies around better designed town centres/ high streets, socially integrated places and a safer, and more secure London are likely to directly impact on crime, safety and security of London.
- Air quality and climate change mitigation: there are numerous policies in the EDS that would contribute to improving air quality and reduction of GHG emissions (climate change mitigation).

In addition, the following policies are particularly beneficial in terms of achieving the IIA objectives:

- More affordable and accessible transport, better health and less poverty, healthy and affordable food: these policies share similar impacts in terms of realising benefits for equality and inclusion, accessibility, connectivity, environmental and public health.
- Giving every child the best start in life, preparing young people for work in a global city, supporting enterprise in education, and overcoming barriers to work and learning: these early years education policies provide long term benefits in terms of equality and inclusion, as well as associated health, community safety and economic competitiveness and employment benefits that will be experienced later in life of the child.
- More affordable housing: this policy is targeted to address one of the biggest costs for households, and therefore has numerous IIA objective impacts such as equality, social integration, health and some environment impacts.
- Protecting and enhancing London's environment and green infrastructure, making London a more resource efficient city, transitioning to a low carbon economy: these policies realise a whole host of positive environmental impacts such as air quality, natural capital and natural environment, and climate change mitigation.

7.4 Potential negative impacts

Overwhelmingly the EDS impacts against the IIA objectives have been identified as positive.

There is only one instance where a policy returns numerous negative impacts across the IIA objectives. This is better international connections, and is a result of the negative environmental impacts associated with increased air travel and associated infrastructure.

Some of the EDS policies could result in negative cumulative effects on natural capital and environment from development pressure, change of land use, and pollution. Other policies in the EDS and other Mayor Strategies, such as the London Environment Strategy put forward actions to mitigate this cumulative effect and go a step further by aiming to create a positive cumulative effect on the natural environment. Therefore, only minor effects have been identified as the majority of effects will be mitigated by the Mayor's Aviation Policy and policies in the London Environment Strategy.

There is also the potential for other minor negative impacts, including relating to the EDS policy of promoting digital inclusion, as increasing the number of people who are online will increase the number of people at risk of cyber-crime. This has been mitigated within the EDS with the specific remit on cyber security within the Tech and Digital section of the strategy.

7.5 Other cumulative and wider impacts

Some protected characteristic groups routinely benefit from the EDS policies:

- Children and younger people: children and young people as a cohort are likely to benefit from education and early years policies, which will contribute to improved economic and education outcomes, as well as indirect impacts in terms of improved quality of life, and healthy lifestyles.
- Women and people from BAME backgrounds: several of the policy areas make specific reference to reducing inequalities in education, the workplace, and opportunities within specific growth sectors for women and people from BAME backgrounds.
- Older people: older people as a cohort are likely to benefit from policies to tackle digital exclusion, fuel poverty, transport accessibility and affordability.
- Inequality and deprivation as a whole (in terms of health, income and wider elements of deprivation): policies tackling affordable housing, a LLW, lower transport and childcare costs, financial literacy and energy efficiency, for example, are all likely to benefit those on lower incomes and other groups which experience challenges with regard to access to the labour market, access to educational opportunities and meeting living costs associated with residing in the capital.

The temporal and geographical extent of impacts will vary across the policies, as summarised below:

- Policies around education, housing, transport, the labour market and community or town centre / high street design are more likely to impact those who live in London on a long term basis.
- Policies around culture and tourism and international connections are likely to impact those who are visiting the capital.
- Policies which impact the labour market (for example attracting investment and improving enterprise in the capital), as well as transport infrastructure schemes (such as Crossrail 2), will impact those who live and work in the city, but are also likely to affect the vast number of people who commute into London.
- Policies which work to ensure businesses in London have access to the best talent and global opportunities (such as supporting London's sectors and ensuring world class universities and research) are particularly likely to have impacts on those individuals moving to London from overseas.

- Policies on water resources and energy use will primarily benefit residents and businesses in London. However, these policies could have wider benefits, as water and energy supply are often sourced from outside of London.
- Policies on improving digital infrastructure, technology and medical infrastructure will primarily benefit Londoners through the benefits of digitalisation and reducing cybercrime. However, these policies are likely to have wider benefits, in terms of digital improvements and innovation across businesses and sectors throughout the UK.
- Policies which focus on the following are highly likely to realise impacts in the CAZ: improving conditions for enterprise (such as attracting and retaining investment, supporting London's sectors, and supporting more businesses to export), increasing connectivity to key sites of employment, education and tourism in the city centre (transport infrastructure), targeted development (central London: a global hub for business and office space to support growth in services), as well as cultural and tourism offerings.
- Policies which aim to strengthen partnerships, including across businesses, different communities, the boroughs and across the UK are likely to impact both those within London and those living outside of the capital.
- Policies that promote the transition to a low carbon economy, circular economy, and encourage innovation in new clean energy and technologies will not only benefit London, but will help the UK meet emissions, renewables, and waste targets, and could be used as case studies to help other countries.
- Policies to support investment in infrastructure, transport, town centres, co-working spaces and business support services will help outer London boroughs and their residents to benefit from the associated economic growth opportunities.

7.6 Summary of mitigations / enhancements

Many of the recommendations to enhance the EDS have already been incorporated into the EDS (see chapter 6). There are some ongoing best practice principles which could be implemented alongside the EDS in practice. The most pertinent have been set out below:

- Target specific protected characteristic groups who are underrepresented in the labour market or systematically lack skills in certain areas through policies designed to improve Londoner's skills and employability.
- Encourage greater use of public transport and non-motorised forms of transport through ensuring steps are taken to improve accessibility and ensure all relevant guidelines are met.
- Ensure new development adheres to design principles as set out in the London Plan, as well as ensuring sustainable and inclusive best practice principles, such as BREEAM.
- Liaise with the London Environment Strategy team to ensure that London is resilient to the effects of climate change.

- Ensure that key policies, such as transitioning to a low carbon circular economy and making London a more resource efficient city, are ongoing principles which run through all aspects of the EDS in application. Actions within these policies will be shared with other Mayoral strategies to ensure these outcomes are realised.

Consider undertaking further CSIAs, SEAs, EqlAs and HIAs to mitigate any potential negative impacts that may arise from development proposals.

A. IIA objectives and assessment questions

This table summarises the IIA assessment framework, against which the proposed policies within the Economic Development Strategy have been tested. It is structured around sustainability themes and complemented with the assessment guide questions which are relevant to represent different elements of the IIA assessment. This has been taken from the London Plan IIA scoping report to ensure consistency in IIA approach across the suite of GLA strategies.

Table 13: Integrated Impact Assessment framework

Topic	IIA objective	Assessment guide questions Will the strategy...? SEA, EqIA, HIA, HRA, SA, CSIA
Equality and inclusion	To make London a fair and inclusive city where every person is able to participate, reducing inequality and disadvantage and addressing the diverse needs of the population.	<ul style="list-style-type: none"> • Reduce poverty and social exclusion? • Promote a culture of equality, fairness and respect for people and the environment? • Promote an inclusive design approach ensuring a barrier free environment for all, especially disabled people?
Social integration	To ensure London has socially integrated communities which are strong, resilient and free of prejudice.	<ul style="list-style-type: none"> • Provide opportunities for people to choose an active, fulfilling life? • Provide opportunities for Londoners to actively participate in the City's life, decision making and communities? • Provide opportunities for Londoners of every background to connect?
Health and health Inequalities	To improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the City and between communities.	<ul style="list-style-type: none"> • Improve access and equity of access to health and social care services and facilities? • Reduce differentials in life expectancy and healthy life expectancy across London? • Promote increases in physical activity, particularly in areas of health and social deprivation? • Reduce inequalities in levels of physical activity? • Improve the physical and mental health and wellbeing of communities? • Reduce inequalities in physical and mental health and wellbeing? • Support the provision of quality, affordable and healthy food?

Crime, safety and security	To contribute to safety and security and the perceptions of safety	<ul style="list-style-type: none"> • Reduce levels of crime? • Reduce the opportunity for crime and antisocial behaviour? • Create a travel environment that feels safe to all users during the day time and night time? • Increase security and resilience to major incidents? • Improve perceptions of safety and fear of crime to help remove barriers to activities leading to reduced social isolation?
Housing Supply, Quality, Choice and Affordability	To provide a quantum, type, quality and tenure of housing (including specialist and affordable provision) to better meet demographic change and household demand	<ul style="list-style-type: none"> • Help to facilitate the delivery of house building that meets the needs of Londoners? • Reduce homelessness and overcrowding? • Increase the range and affordability of housing? • Promote accessible and adaptable homes, improving choice for people who require them? • Improve insulation and energy efficiency in housing to reduce fuel poverty and ill-health? • Provide housing that encourages a sense of community and enhances the amenity value of the community?
Sustainable Land Use	Make the best and most efficient use of land so as to support sustainable patterns and forms of development?	<ul style="list-style-type: none"> • Make the best use of land through appropriate development on brownfield sites and use of existing transport network? • Ensure that higher densities development does not adversely impact on different groups of people? • Integrate land use and transport? • Promote regeneration and provide benefits for existing communities?
Design	To create attractive, mixed use neighbourhoods, ensuring new buildings and spaces are appropriately designed that promote and enhance existing a sense of place and distinctiveness, reducing the need to travel by motorized transport.	<ul style="list-style-type: none"> • Conserve and enhance the townscape/ cityscape character? • Create and maintain a safe and attractive public realm which encourages people to walk and cycle? • Help to make people feel positive about the area they live in and promote social integration? • Encourage an inclusive design approach taking into account the needs of a variety of users • Help to improve the wider built environment and create a sense of place and 'vibrancy'? • Promote high quality design and sustainable design and construction methods?

		<ul style="list-style-type: none"> ● Improve legibility and ease of use of the built environment for people with sensory or cognitive impairments? ● Retain the spatial diversity of communities?
Accessibility	To maximise accessibility for all in and around London.	<ul style="list-style-type: none"> ● Improve accessibility to all public transport modes? ● Increase equality of access to services and facilities? ● Improve links between areas, neighbourhoods and communities?
Connectivity	To enhance and improve connectivity for all to, from, within and around London and increase the proportion of journeys made by sustainable and active transport modes.	<ul style="list-style-type: none"> ● Improve connectivity by public transport in outer London? ● Improve connectivity across the River Thames by all modes of transport, particularly in east London? ● Reduce traffic volumes and congestion on roads across all parts of London? ● Reduce congestion on public pavements and footpaths, especially in central London? ● Reduce severance and consequent inequalities for those groups who are more greatly affected by severance (e.g. people on low incomes, disabled people, children and young people, older people and people dependent on walking and using public transport for travel)? ● Encourage a modal shift to more sustainable forms of travel as well as encourage greater efficiency (e.g. through car-sharing)? ● Reduce the overall need for people to travel by improving their access to the services, jobs, leisure and amenities in the place in which they live? ● Encourage active travel by creating safe, attractive routes?
Economic competitiveness and employment	To maintain and strengthen London's position as a leading, connected, knowledge based global city and to support a strong, diverse and resilient economic economy structure providing opportunities for all.	<ul style="list-style-type: none"> ● Help maintain London as an internationally competitive city? ● Increase London's productivity? ● Facilitate the provision of the right type of employment land and floorspace in the right place to ensure that London remains economically competitive? ● Help generate satisfying, secure and rewarding new jobs? ● Create healthy, productive workplaces? ● Help to provide employment opportunities in the most deprived areas, particularly to disadvantaged groups, and stimulate regeneration? ● Minimise barriers to employment (e.g. transport, financial, childcare)? ● Help reduce overall unemployment, particularly long-term and youth unemployment? ● Improve the resilience of business and the economy? ● Help to diversify the economy?

		<ul style="list-style-type: none"> • Encourage business start-ups and support the growth of businesses, particularly SMEs? • Enable people with physical and mental health conditions and disabilities to stay in employment? • Support social enterprise, voluntary and community sectors? • Support small, local retail offers? • Support working families?
Infrastructure	To ensure that provision of environmental, social and physical infrastructure is managed and delivered to meet population and demographic change in line with sustainable development and to support economic competitiveness.	<ul style="list-style-type: none"> • Ensure that provision of environmental, social and physical infrastructure support economic competitiveness and housing delivery? • Unlock land that has capacity for housing development? • Provide accessible infrastructure to connect new housing developments to key services? • Ensure equity of access to environmental, social and physical infrastructure?
Education and Skills	To ensure the education and skills provision meets the needs of London's existing and future labour market and improves life chances for all.	<ul style="list-style-type: none"> • Help to improve learning and the attainment of skills to the right employment opportunities? • Ensure provision of sufficient school places to meet growing needs across London? • Support transitions from education to work? • Support London's status as an international city of learning, research and development? • Support adult education to improve social mobility and life chances for all ages? • Support early years education and support, particularly in areas of deprivation? • Encourage education and training that meets the needs of business, including vocational training?
Culture	To safeguard and enhance the Capital's rich cultural offer, infrastructure, heritage, natural environment and talent to benefit all Londoners while delivering new activities that strengthen London's global position.	<ul style="list-style-type: none"> • Improve accessibility for all to cultural venues? • Improve participation by all in cultural activities and support cultural activities that promote social integration? • Help to provide cultural infrastructure needed to sustain and strengthen a growing sector? • Provide access to affordable cultural activities in areas of deprivation?
Air quality	To reduce emissions and concentrations of harmful atmospheric pollutants, particularly in areas of poorest air quality, and reduce exposure.	<ul style="list-style-type: none"> • Reduce NOx, PM10 and PM2.5 emissions? • Reduce the number of people exposed to particulates and NO2 concentrations, particularly vulnerable people?

		<ul style="list-style-type: none"> ● Reduce inequalities in terms of access to clean air across London, particularly for those: <ul style="list-style-type: none"> – who live in deprived areas? – who live, learn or work near busy roads or construction sites? – who are more vulnerable? ● Improve air quality around areas which may have high concentrations of vulnerable people such as schools, outdoor play areas, care homes and hospitals? ● Help to achieve national and international standards for air quality? ● Reduce costs to the economy resulting from premature deaths due to poor air quality?
Climate change adaptation and mitigation	<p>To ensure London adapts and becomes more resilient to the impacts of climate change and extreme weather events such as flood, drought and heat risks.</p> <p>To help tackle climate change through reducing greenhouse gas emissions and moving towards a zero carbon London by 2050.</p>	<ul style="list-style-type: none"> ● Protect London from climate change impacts? ● Improve the micro-climate and ameliorate the impact of the heat island effect on Londoners? ● Help London to function during a flood event or heavy rainfall? ● Help London to function during periods of drought? ● Reduce impacts on groups more vulnerable to the effects of climate change e.g. older people are more vulnerable to excess heat? ● Help London meet its emission targets? ● Reduce transport's contribution to CO2 emissions? ● Reduce the built environment's contribution to CO2 emissions? ● Facilitate investment in green technologies, equipment and infrastructure that reduce GHG emissions? ● Promote the transition to a low carbon economy? ● Reduce GHG emissions by shifting to more sustainable modes of transport?
Energy use and supply	<p>To manage and reduce demand for energy, achieve greater energy efficiency, utilise new and existing energy sources effectively, and ensure a resilient smart and affordable energy system.</p>	<ul style="list-style-type: none"> ● Increase the proportion of energy both purchased and generated from renewable and sustainable resources? ● Contribute to the provision of smart and affordable energy system? ● Reduce the demand and need for energy? ● Promote generation of energy locally? ● Ensure that any supply shortages are addressed? ● Promote and improve energy efficiency? ● Reduce impacts of fuel poverty, particularly for vulnerable groups?

		<ul style="list-style-type: none"> ● Promote the transition to a low carbon economy?
Water resources and quality	To protect and enhance London's water bodies by ensuring that London has a sustainable water supply, drainage and sewerage system.	<ul style="list-style-type: none"> ● Improve the quality of waterbodies helping to meet the objectives of the Water Framework Directive? ● Reduce discharges to surface and ground waters? ● Support necessary improvements to the water systems infrastructure (water supply/ sewerage)? ● Reduce abstraction from surface and ground water sources? ● Reduce water consumption through the promotion of demand management? ● Protect and enhance the character and use of London's riverscapes and waterways?
Flood risk	To manage the risk of flooding from all sources and improve the resilience of people, property and infrastructure to flooding.	<ul style="list-style-type: none"> ● Minimise the risk of flooding from all sources of flooding to people, property, infrastructure? ● Manage residual flood risks appropriately and avoid new flood risks? ● Seek to minimise new development in areas prone to flood risk or mitigate the potential for such risk? ● Promote sustainable urban drainage?
Natural Capital and Natural Environment	To protect, connect and enhance London's natural capital (including important habitats, species and landscapes) and the services and benefits it provides.	<ul style="list-style-type: none"> ● Protect and enhance the character of local greenscapes? ● Bring nature closer to people, particularly in most urbanised parts of the city and improve access to areas of biodiversity interest? ● Help to acknowledge monetary value to natural capital of London? ● Conserve, enhance or create natural and semi-natural habitats of recognised ecological value and/or the green corridors that link them enhancing the ecological function and carrying capacity of the greenspace network? ● Avoid damage to sites, protected species and habitats, especially where there is a designation of international, national, regional or local importance? ● Promote, educate and raise awareness of the enjoyment and benefits of the natural environment to all? ● Promote and support the function of the Blue-Ribbon Network? ● Specifically address deficiencies in access to open space? ● Create green spaces that are safe and accessible to all? ● Promote sensory environments and play spaces?
Historic Environment	To conserve and enhance the existing historic environment, including sites, features, landscapes and areas of	<ul style="list-style-type: none"> ● Conserve and enhance sites, features and areas of historical, archaeological and cultural ● value/potential?

	historical, architectural, archaeological and cultural value in relation to their significance and their settings.	<ul style="list-style-type: none"> • Respect visual amenity? • Minimise the impact on the setting of heritage assets? • Promote improved accessibility for all within existing historic/cultural/archaeological environments and their landscapes through inclusive design and management? • Support and enhance cultural heritage?
Geology and soils	To conserve London's geodiversity and protect soils from development and over intensive use.	<ul style="list-style-type: none"> • Promote the use of brownfield land? • Prevent further soil degradation or erosion? • Restore degraded soil? • Minimise the risk of health impacts through contamination? • Maximise the potential benefit of access to new employment and housing as a result of remediation?
Materials and waste	To keep materials at their highest value and use for as long as possible. To significantly reduce waste generated and achieve high reuse and recycling rates.	<ul style="list-style-type: none"> • Promote the principles of circular economy when aiming for waste reduction, reuse, remanufacturing and recycling? • Maximise use of innovative waste management techniques including smart technology? • Help develop more efficient and sustainable freight transportation? • Minimise negative impacts of waste processing and disposal on vulnerable groups?
Noise and Vibration	To minimise noise and vibration levels and disruption to people and communities across London and reduce inequalities in exposure.	<ul style="list-style-type: none"> • Reduce the number of people exposed to high levels of noise with the potential to cause annoyance, sleep disturbance or physiological effects? • Help reduce actual noise levels and disturbances from noise? • Minimise and reduce road, rail and aviation noise and vibration levels and disruption? • Improve people's access to quiet/ tranquil spaces? • Reduce night time noise in residential areas?

Source: London Plan IIA Scoping Report February 2017

Social objectives

Table 14: Integrated Impact Assessment framework: social objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Equality and inclusion	To make London a fair and inclusive city where every person is able to participate, reducing inequality and disadvantage and addressing the diverse needs of the population	EqIA Reduce poverty and social exclusion? Promote a culture of equality, fairness and respect for people and the environment? Promote an inclusive design approach ensuring a barrier free environment for all, especially disabled people?
Social integration	To ensure London has socially integrated communities which are strong, resilient and free of prejudice	Provide opportunities for people to choose an active, fulfilling life? Provide opportunities for Londoners to actively participate in the city's economic and educational opportunities? Provide opportunities for Londoners of every background to connect and integrate with their communities? HIA Provide opportunities for people to choose a healthy and fulfilling life?
Health and health inequalities	To improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the city and between communities	EqIA Reduce differentials in life expectancy and healthy life expectancy across London? Reduce inequalities in physical and mental health and wellbeing? HIA Support other policies to improve access and equity of access to health and social care services and facilities? Promote physical activity and reduce inequalities in physical activity? Improve the physical and mental health and wellbeing of communities? Improve healthy life expectancy? Improve self-reporting of wellbeing (happiness, life satisfaction and anxiety)?

Crime objectives

Table 15: Integrated Impact Assessment framework: crime objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Crime, safety and security	To contribute to safety and security and the perceptions of safety	<p>CSIA</p> <p>Reduce levels of crime?</p> <p>Aid other policies to reduce the opportunity for crime and anti-social behaviour?</p> <p>Support increases in security and resilience to major incidents?</p> <p>Improve perceptions of safety and fear of crime to help remove barriers to activities leading to reduced social isolation?</p> <p>EqIA</p> <p>Support the creation of a travel environment that feels safe to all users during the day time and night time?</p> <p>HIA</p> <p>Promote personal safety and security?</p>

Housing, land and design objectives

Table 16: Integrated Impact Assessment framework: housing, land and design objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Housing supply, quality, choice and affordability	To provide a quantum, type, quality and tenure of housing (including specialist and affordable provision) to better meet demographic change and household demand	<p>EqIA</p> <p>Help to facilitate the delivery of house building that meets the needs of all Londoners?</p> <p>Support an increase in the range and affordability of housing?</p> <p>Provide housing that encourages a sense of community and enhances the amenity value of the community?</p> <p>HIA</p> <p>Support other policies to reduce homelessness and overcrowding?</p> <p>Seek opportunities to support efforts to improve the energy efficiency of housing to reduce fuel poverty?</p>

		<p>Support other policies that seek to provide housing that ensures a good standard of living and promotes a healthy lifestyle, taking into consideration exposure to potential environmental hazards?</p> <p>SEA</p> <p>Encourage development of recommended density, standard, size and mix?</p> <p>Promote increased use of sustainable design and construction principles?</p> <p>Support improvements to insulation and energy efficiency in housing to reduce fuel poverty and ill-health particularly for vulnerable communities and at risk groups?</p> <p>Encourage better quality settings for housing that improves London's public realm and green infrastructure?</p> <p>Support an increase the number of sustainably-designed affordable homes available in London?</p> <p>High standards of water efficiency to secure affordable and sustainable water supply?</p>
Sustainable land use	To make the best and most efficient use of land so as to support sustainable patterns and forms of development	<p>EqIA</p> <p>Encourage higher density developments that do not adversely impact on different groups of people?</p> <p>SEA</p> <p>Promote the use of brownfield land?</p> <p>Facilitate integrated urban solutions to problems such as congestion, waste, resource use and demographic changes?</p>
Design	To create attractive, mixed use neighbourhoods ensuring new buildings and spaces are appropriately designed that promote and enhance existing sense of place and distinctiveness, reducing the need to travel by motorized transport	<p>CSIA</p> <p>Encourage urban spaces and environments which help to reduce crime and anti-social behaviour?</p> <p>Encourage the creation of urban spaces and environments which improve perceptions of safety and security?</p> <p>EqIA</p> <p>Help to make people feel more positive about the area they live in and promote social integration?</p> <p>Support an improvement to legibility and ease of use of the built environment for people with sensory or cognitive impairments?</p> <p>Retain the spatial diversity of communities?</p>

		<p>SEA</p> <p>Support the protection and enhancement of the character, integrity and liveability of key streetscapes and townscape, including removing barriers to use?</p> <p>Encourage the use of the urban public realm by improving its attractiveness and access?</p>
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Accessibility and connectivity objectives

Table 17: Integrated Impact Assessment framework: accessibility and connectivity objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Accessibility	To maximize accessibility for all in and around London	<p>EqIA</p> <p>Encourage improved accessibility to all public transport modes?</p> <p>Support increased equality of access to services and facilities?</p> <p>Support improved links between areas, neighbourhoods, and communities?</p> <p>HIA</p> <p>Aid other policies to improve accessibility of healthcare facilities?</p> <p>Support improved accessibility of employment locations?</p> <p>Encourage improved accessibility of recreational locations?</p>
Connectivity	To enhance and improve connectivity for all to, from and within and around London and increase the proportion of journeys made by sustainable and active transport modes	<p>CSIA</p> <p>Promote and safe and attractive routes for sustainable and active modes of travel?</p> <p>EqIA</p> <p>Seek to support other policies to reduce isolation and consequent inequalities for those groups who are more greatly affected by isolation (e.g. people on low income, disabled people, children and young people, older people and people dependents on walking and using public transport) for travel?</p> <p>Reduce the overall need for people to travel by improving their access to the services, jobs, leisure, and amenities in the place win which they live?</p> <p>HIA</p> <p>Encourage other policies to incentivise active travel?</p> <p>SEA</p> <p>Support other policies to reduce congestion on roads across all parts of London?</p> <p>Contribute to the sustainable use of waterways for passenger and freight transport?</p>

Economic objectives

Table 18: Integrated Impact Assessment framework: economic objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Economic competitiveness and employment	To maintain and strengthen London's position as a leading connected knowledge-based global city and to support a strong, diverse and resilient economy, providing opportunities for all	<p>EqIA</p> <p>Help to provide access to employment to protected characteristic and other disadvantaged groups?</p> <p>Stimulate regeneration of deprived areas?</p> <p>Enable people with physical and mental health conditions and disabilities to access and remain in employment?</p> <p>Support working families?</p> <p>HIA</p> <p>Reduce unemployment rates?</p> <p>Reduce proportion of Londoners receiving income lower than the LLW?</p> <p>Help to create healthy, productive workplaces?</p> <p>SEA</p> <p>Support London's position as a leader in the low carbon economy?</p> <p>Support increases in the numbers of jobs in a low-carbon economy (at all skill levels)?</p>

Infrastructure	To ensure that provision of environmental, social and physical infrastructure is managed and delivered to meet population and demographic change in line with sustainable development and to support economic competitiveness	<p>EqlA</p> <p>Encourage accessible infrastructure to connect new housing developments to key services?</p> <p>Ensure equality of access to environmental, social, and physical infrastructure?</p>
Education and skills	To ensure the education and skills provision meets the needs of London's existing and future labour market and improve life chances for all	<p>EqlA</p> <p>Increase the equality of access to education opportunities at all levels?</p> <p>Address inequalities in skills levels across different communities?</p> <p>Support early years' education and support, particularly in areas of deprivation?</p> <p>Ensure provision of sufficient school places to meet growing needs across London?</p> <p>Support adult education to improve social mobility and life chances for all ages?</p> <p>HIA</p> <p>Support improvements in educational attainment?</p>
Culture	To safeguard and enhance the capital's rich cultural offer, infrastructure, heritage, natural environment and talent to benefit all Londoners while delivering new activities that strengthen London's global position	<p>EqlA</p> <p>Improve accessibility for all to cultural venues?</p> <p>Improve participation by all in cultural activities and support cultural activities that promote social integration?</p> <p>Support other policies to provide access to affordable cultural activities in areas of deprivation?</p> <p>Support participation in cultural activities by all community groups?</p> <p>HIA</p>

		<p>Improves Londoners' sense of place?</p> <p>SEA</p> <p>Promote sustainability in London's cultural venues?</p>
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Environment objectives

Table 19: Integrated Impact Assessment framework: environment objectives

Topic	IIA objective	Assessment guide questions Will the EDS....
Air quality	To reduce emissions and concentrations of harmful atmospheric pollutants, particularly in areas of poorest air quality, and reduce exposure	<p>EqIA</p> <p>Reduce the number of people exposed to poor air quality, particularly for groups which are sensitive to poor air quality?</p> <p>Improve air quality around areas which may have high concentrations of those from protected characteristic groups such as schools, outdoor play areas, care homes and hospitals?</p> <p>HIA</p> <p>Reduce exposure to poor air quality?</p> <p>Reduce costs to the economy resulting from poor air quality (e.g. ill health and premature deaths)?</p> <p>SEA</p> <p>Reduce emissions of priority pollutants (e.g. PM (PM₁₀ and PM_{2.5}), NO_x, NO₂)?</p> <p>Help to achieve national and international standards for air quality?</p>

Climate change adaptation	To ensure London adapts and becomes more resilient to the impacts of climate change and extreme weather events such as, flood drought and heat risks	<p>EqIA Reduce impacts on groups more vulnerable to the effects of climate change e.g. older/younger Londoners?</p> <p>HIA Help London function during extreme weather events (e.g. heat, drought, flood) without impacts on human health and/or well-being? Improve access to services during severe weather events? Reduce the heat island effect within London? Reduce exposure to heat during heatwaves? Enable those vulnerable during severe weather events to recover?</p> <p>SEA Protect London from climate change impacts? Build resilience of London and its economy to deal with the effect of climate change? Help London function during periods of drought, heat and flooding?</p>
Climate change mitigation	To help tackle climate change through reducing greenhouse gas emissions and moving towards a net zero carbon London by 2050	<p>SEA Help reduce emissions of GHGs and help London meet its emission targets? Will it contribute to the Mayor's aim for zero carbon by 2050? Facilitate investment in green technologies, equipment and infrastructure that reduce GHG emissions? Will it promote the transition to a low-carbon economy?</p>
Energy use and supply	To manage and reduce demand for energy, achieve greater energy efficiency, utilise new and existing energy sources effectively, and ensure a resilient smart and affordable energy system	<p>EqIA Contribute to the provision of a smart and affordable energy system for all?</p> <p>HIA Reduce health inequalities and impacts of fuel poverty?</p> <p>SEA</p>

		<p>Reduce the demand and need for energy, whilst not leading to overheating?</p> <p>Promote and improve energy efficiency in transport, homes, schools, hospitals and other public buildings?</p> <p>Increase the proportion of energy both purchased and generated from renewable and sustainable sources?</p> <p>Encourage uptake of green/cleaner fuels and renewable energy provision across all transport providers and private cars?</p> <p>Provide infrastructure to make a better use of renewable energy sources?</p> <p>Promote transition to a low-carbon economy?</p> <p>Create 'energy security' for London?</p>
Water resources and quality	To protect and enhance London's water bodies by ensuring that London has a sustainable water supply, drainage and sewerage system	<p>SEA</p> <p>Improve the quality of waterbodies (ecological and chemical status)?</p> <p>Support other policies to improve London's water supply/demand balance?</p> <p>Encourage reduction in discharges to sewers and flood-prone rivers?</p> <p>Support other policies in reducing abstraction from surface and ground water sources?</p> <p>Improve and increase water efficiency?</p>
Flood risk	To manage the risk of flooding from all sources and improve the resilience of people, property and infrastructure to flooding	<p>EqIA</p> <p>Help to protect and improve resilience for communities in flood risk areas, particularly those from protected characteristic groups?</p> <p>SEA</p> <p>Help to manage flood risk and reduce the amount of the built environment which is at high risk of flooding?</p> <p>Promote sustainable urban drainage?</p> <p>Ensure new development does not contribute to increased flood risk?</p> <p>Reduce the economic impacts of flooding on Londoners?</p>

<p>Natural capital and natural environment</p>	<p>To protect, connect and enhance London's natural capital (including important habitats, species and landscapes) and the services and benefits it provides, delivering a net positive outcome for biodiversity</p>	<p>CSIA Ensure that green spaces are designed and developed to improve perceptions of safety and security?</p> <p>HIA Encourage the establishment of a green infrastructure network that increases opportunities for informal recreation, walking and cycling? Create better access to green space to enhance mental and physical health benefits for all Londoners, particularly those with existing mental health conditions?</p> <p>SEA Enhance the potential for the green space network to provide ecosystem services? Protect and improve the quality and extent of sites of importance for nature conservation and help restore wildlife habitats? Support other policies to conserve or provide habitat for protected species? Encourage the creation of green corridors and connected green networks? Protect and enhance the biodiversity of the region's waterbodies to achieve a good ecological status? Support an increase the provision of green space and creation of habitat through planting of trees and installation of green roofs, green walls and soft landscaping in the public realm?</p>
<p>Historic environment</p>	<p>To conserve and enhance the existing historic environment, including sites, features, landscapes and areas of historical, architectural, archaeological and cultural value in relation to their significance and their settings</p>	<p>SEA Protect and enhance sites, features and areas of historical, archaeological and cultural value/potential and their setting? Improve the wider historic environment and sense of place? Protect and enhance valued/important historic environment and streetscape settings through inclusive design and management?</p>

Geology and soils	To conserve London's geodiversity and protect soils from development and over intensive use	<p>HIA Minimise the risk of health impacts from contaminated land? SEA Promote the use and remediation of brownfield or contaminated land? Support other policies to improve soil quality? Encourage prevention of further loss of soils and sealing of surfaces? Compromise the conservation of important geological sites? Maximise the potential benefit of access to new employment and housing as a result of remediation?</p>
Materials and waste	To keep materials at their highest value and use for as long as possible. To significantly reduce waste generated and achieve high reuse and recycling rates	<p>EqIA Promote access to secure, reliable recycling facilities for all Londoners irrespective of the borough or type of property that they live in? Minimise negative impacts of waste processing and disposal on protected characteristic and other disadvantaged groups? SEA Help minimise the production of waste? Help minimise resource use, including energy and water? Promote reuse, recycling and use of recycled materials in all construction and operational practices (for example, in the design of housing)? Help to promote a market for reused, refurbished, remanufactured and recycled products? Promote sustainable waste management through implementation of the waste hierarchy? Promote the principles of circular economy when aiming for waste reduction, reuse, re-manufacturing and recycling? Provide opportunities for businesses to benefit from the circular economy? Maximise use of innovative waste management techniques including smart technology? Facilitate sustainable waste and freight (e.g. materials) transport, reducing CO₂ and air quality impact?</p>

Noise & Vibration	To minimise noise and vibration levels and disruption to people and communities across London and reduce inequalities in exposure	<p>EqIA Support a reduction in inequalities due to exposure to ambient noise? Encourage the development of policies to protect groups sensitive to noise pollution from noise impacts?</p> <p>HIA Support a reduction in night time noise in residential areas? Encourage a reduction in the number of people exposed to high levels of noise with the potential to cause annoyance, sleep disturbance or physiological effects? Improve access to quiet and tranquil spaces?</p> <p>SEA Reduce actual noise levels generated?</p>
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B. EDS IIA Scoping Report – Consultation Feedback

Table 20: EDS IIA Scoping Report – Consultation Feedback

Consultation feedback		How feedback has been addressed
Environment Agency		
General Comments	<p>We generally support the approach proposed by the Greater London Authority (GLA) for this IIA, and welcome that the London Plan baseline has been utilised. There are some areas needing development in our view, in particular:</p> <ul style="list-style-type: none"> A higher profile for ‘resilience’; Clarification of what reasonable alternatives / options, if any, are being assessed; The need to develop consideration of the inter-relationships and synergies between topic areas; The need to develop consideration of trans-boundary impacts and opportunities; Development needed of the ‘climate change’ impacts, and the topic’s treatment in the IIA; Consideration of EDS objectives against the objectives of the suite of draft Mayoral strategies, notably for the Environment; and There may be key opportunities which can be identified to gain environmental benefit / provide mitigation in the growth areas (e.g. Opportunity Areas), and in strategic employment sites, given the additional investment and critical mass of development planned in those areas. 	Please see response to the detailed feedback below which address the points raised.
Objectives of the Economic Development Strategy	Regarding the strategy’s objectives, whilst we are generally supportive, we would recommend including the aim for ‘resilience’ within EDS objectives, in line and the Mayor’s vision and	The comment has been passed onto GLA as they developed the objectives for the EDS. Discussion with GLA has resulted in ‘resilience’

	the 'good growth' objectives in 'A city for all Londoners'. That theme is under-represented in the Scoping Report. We suggest that reference is made in the Scoping Report introduction to London's membership of the 100 resilient cities organisation, recognising that economic, social and environmental resilience are inter-related and mutually dependent.	being included in the EDS objectives for the final publication version. Reference to London's membership of the 100 resilient cities organisation will be included in the Scoping Report.
The IIA process	In line with the Strategic Environmental Assessment (SEA) Directive, regarding the consideration of reasonable alternatives, we suggest further clarification of what options/alternatives the IIA process will appraise and how the outputs from the IIA process will be used to inform the EDS. This is not apparent here or at Appendix D.	The Scoping Report sets out the consideration of alternatives will focus on different growth scenarios to deliver the three required outcomes. The definition of these scenarios and the assessment of alternatives will form part of the full IIA. The IIA team have been liaising with the EDS team to provide feedback on potential impacts (positive and negative) to inform the development of the EDS.
Consistency across GLA strategies.	<p>We welcome the fact that the EDS and its IIA are being aligned with the London Plan and its IIA.</p> <p>We would expect to see more about the EDS being prepared as part of a cohesive suite of other Mayoral strategies e.g. for the Environment, Transport, and Housing, and of course the London Plan. We recommend that the objectives of the suite of draft strategies and their implications for the EDS be assessed further in Chapters 3 and 4, and that draft strategies are highlighted in Appendices C.</p> <p>Further integration and alignment of strategies objectives 'across the board' will enable the EDS to: contribute to the delivery of the Mayor's vision; deal with potential tensions between objectives; address potential adverse environmental impacts identified in the IIA, and; help identify mitigation measures</p>	<p>Additional detail on other Mayoral strategies will be included. A diagram may be useful to show the hierarchy and suite of documents. This has been added to the final EDS.</p> <p>It should be noted that other Mayoral strategies are being considered when undertaking the assessment. As initiatives/policies set out in these strategies may provide mitigation for the EDS policies.</p>

<p>Spatial and temporal scope of the IIA</p>	<p>We welcome that the scope of the IIA will include areas outside but adjoining the Greater London Authority's (GLA) boundary in line with the SEA Directive requirement to include 'the environmental characteristics of areas likely to be significantly affected'. We would like to see more explanation of how this issue will be addressed in the IIA.</p> <p>The Mayor is clear that accommodating some of London's growth particularly along transport corridors in and outside London is part of his vision, and there are potential new growth clusters eastwards along the Thames Estuary. We also highlight that over the lifetime of the EDS, sites for a new Thames barrier outside London, required for the protection of large parts of London from tidal flooding, are part of the Thames Estuary 2100 Plan (see subsequent comments under flood risk). We recommend further development of the Scoping Report around identifying relevant strategies and plans, baseline information, key issues and mutual opportunities for delivery from outside London pertinent to London's economic development, thus addressing 'Cumulative and trans-boundary effects'.</p>	<p>More detail about the methodology used for the assessment will be included in the IIA report. When assessing each policy and looking at cumulative effects spatial implications have also been considered.</p> <p>The Thames Estuary 2100 Plan has been reviewed in the plans and programmes review.</p>
<p>Economic development baseline, key issues and opportunities</p>	<p>We welcome that the plans and programmes review done for the London Environment Strategy is being used here.</p> <p>As a general point, there are inter-relationships and synergies between topic areas in the Scoping report such as, between air quality and health, economic competitiveness and climate change, connectivity and public realm, energy and waste which require recognition and assessment in the IIA. This may result in the identification of opportunities for integrated, cross-topic approaches and the mitigation of</p>	<p>Update methodology to include inter-relationships. The integrated nature of the IIA means that cross-cutting issues and inter-relationship for policy areas will be identified through the assessment process.</p>

	environmental impacts. The methodology used for assessing those inter-relationships should be set out in the Scoping Report.	
Health and health inequalities	<p>The absence of 'air pollution' or 'poor air quality' under health, as an issue or opportunity is surprising, given that it is a significant issue for the Mayor, and the potential health impacts of the EDS in making that better or worse. A link is necessary to the section on Air Quality.</p> <p>We also suggest that there is an additional opportunity for the EDS to improve health and reduce inequalities by improving the quality of, and connectivity and accessibility to, public realm and green space.</p>	<p>It is acknowledged that air quality is an important health consideration. However, we did not link the health section to all of the other determinants of health, as the intention was to cover the health-specific issues here only.</p> <p>Further opportunities (the opportunity for the EDS to improve health through the quality and connection to green space / public realm) will be included in the assessment as recommended.</p>
Design-issues and opportunities	<p>There has to be more to the opportunities for 'design' than simply 'inclusive' design and accessible open space.</p> <p>The impact of poor construction and design is to reduce London's resilience to the effects of climate change e.g. exposure to the risks of flooding, and to urban heat island effects, and the health of its population, having a consequent impact upon economic competitiveness. We recommend adding a key opportunity, that is, 'development should aim to meet the highest standards of sustainable design and construction', aligning with the London Plan, and the suite of Mayoral strategies.</p> <p>The draft Mayor's Transport Strategy has a major theme around creating 'healthy streets'. The draft London Environment Strategy, and the composite existing strategies (e.g. for Water, climate change adaptation, climate change mitigation, air quality, and waste) could be reviewed to pick out opportunities for the EDS under 'design'?</p>	<p>Further opportunities for design will be included as suggested.</p> <p>The EDS refers to the Healthy Streets Approach and this has been taken into consideration in the assessment process. This will be reflected in the opportunities under design.</p>

Infrastructure-issues and opportunities	<p>We fully support the inclusion of ‘integrated water management’, and ‘green infrastructure’ under ‘Implications’. However, environmental infrastructure is subsequently not followed up under ‘key issues’ or ‘opportunities’. Examples are: London’s increasing water supply-demand deficit; the potential need, over the EDS lifetime to deliver the Thames Estuary 2100 Plan to ensure that London and Londoners continue to enjoy a high standard of tidal flood protection, and to manage the increasing tidal flooding risks associated with climate-driven sea level rise; the potential for the generation of more waste, and the need to push waste further up the waste hierarchy requiring investment in existing and new waste handling facilities.</p> <p>The IIA may be able to recognise specific ‘opportunities’ for integrated water management and for green infrastructure which apply to the growth areas (Opportunity Areas, and Areas of Intensification) designated in the London Plan.</p>	Further key issues and opportunities for environmental infrastructure will be included.
Air quality-key issues and opportunities	<p>We welcome this section. Further ‘key opportunities’ for the EDS may be to adopt a strategy option which encourages the location of sensitive economic development away from known areas of poor air quality, and by promoting economic development that supports the Mayor’s new air quality proposals to be consulted on and finalised in 2017, as these will inform the EDS objectives e.g. the extension of London’s Ultra Low Emissions Zone (ULEZ).</p>	Further key opportunities will be included for air quality as suggested.
Climate change	<p>Our previous comments refer in regard to giving a higher profile to ‘resilience’, and the need to identify inter-relationships’ between topic areas, especially given the cross-cutting nature of climate change. This section needs development.</p>	The climate change section will be further developed taking on board previous comments about resilience and inter-relationships.

<p>Climate change adaption: Key Issues and opportunities</p>	<p>We support the inclusion of flood risk, drought, and heat risk under this section. (Perhaps an additional impact is also ‘storminess’ and ‘turbulence’ which will impact on the design and construction of buildings and places in London). Despite these being the key risks, the Table does not identify any ‘Key baseline issues’ or ‘Key opportunities’ related to these risks. There are key issues and opportunities identified under other IIA topics which could be inserted or cross-referenced here.</p> <p>We note the inclusion of poor air quality and the need for its reduction under baseline issues and opportunities. We recommend that this section should be aligned with the London Environment Strategy chapters on Climate Change Adaptation and resilience. There will be issues and opportunities identified under other topics which have a place here.</p> <p>Alternatively, consider whether climate change can be dealt with as an independent topic, or whether to embed climate change mitigation and adaptation through the range of IIA topic areas, and highlight where there is baseline evidence, issues and opportunities which are relevant to securing resilience to climate change impacts.</p> <p>There are a couple of minor issues:</p> <p>Table 17. The descriptions under ‘Adaptation’ and ‘Mitigation’ at the head of the table have been transposed and are wrong. To correct this, you should switch the text.</p> <p>Under ‘Implications of Plans...’ the current reference you should include is to the government’s 2103 guidance, as part of its National Adaptation programme. Of particular relevance to the EDS is guidance on ‘Economics of the national adaptation</p>	<p>Key baseline and opportunities for flood risk, drought and heat risk will be added.</p> <p>The London Environment Strategy will be reviewed, and relevant information included.</p> <p>The minor issues identified will be amended.</p>
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	<p>programme https://www.gov.uk/government/publications/adapting-to-climate-change-national-adaptation-programme. We recommend referral to the 2013 guidance here, and at Appendix E of the Scoping Report.</p>	
Water quality and resources: key Issues and opportunities	<p>Note that the Thames River Basin Management Plan was updated in February 2016. https://www.gov.uk/government/publications/thames-river-basin-district-river-basin-management-plan</p> <p>Note that there is a total of 65 water bodies for London. Our latest assessment (February 2017) is that these water bodies status is: 3 Bad, 10 Poor, 50 Moderate, and 2 Good. A map is attached to this response.</p> <p>Under 'Key Opportunities' we agree that it is entirely right to encourage reduced water consumption. However, we recommend that this is made more specific by linking to the London Plan / draft London Environment Strategy requirements.</p> <p>There are many more opportunities that could be highlighted in this section. Note our comments under 3.3.11 above where we support the EDS aims for 'integrated water management', which is a key opportunity to introduce cost and carbon savings for economic development, promote a strategic approach, and which could help to secure London's water supply.</p> <p>We also suggest that there is an opportunity for economic development to secure improvements to the quality of groundwater and London's water bodies by remediating contaminated land, and including mitigation measures to prevent pollution, such as sustainable drainage systems (links here to 'Flood Risk', 'Design', 'Climate</p>	<p>Reference and information will be updated. A stated in a later email from yourselves the map is not correct and therefore, we will not include it in the report.</p> <p>Additional opportunities will be included.</p>

	Change'). Although decontamination is dealt with elsewhere (Geology and soils), the issue of groundwater protection needs to feature in the EDS.	
Flood Risk: Key Issues and opportunities	Whilst we support the opportunities identified, previous comments refer in relation to the opportunities for: integrated water management, particularly for development in the designated growth areas; to support the delivery of the Thames Estuary 2100 Plan, and; the inclusion of Sustainable urban drainage systems in development.	See comments above.
Natural Environment and natural capital: Key Issues and opportunities	<p>The Environment Agency welcomes this section. A natural capital / ecosystem services approach uses catchments and landscapes as its building blocks. Consequently, the 'key opportunities' should include that development supports the catchment-based, and riverside strategy approaches promoted in the London Plan and the emerging London Environment Strategy. Again, this may be a particular opportunity in designated growth areas and for strategic employment sites.</p> <p>We support the key opportunity identified, but it would be a better to have it read 'to protect and enhance existing nature conservation sites...'. We also consider that it is key to refer to the All London Green Grid, and the contribution that economic development can make to the green network (this is covered by the London Plan and Supplementary Planning Guidance).</p>	Further opportunities will be included as recommended.
Geology and soils: Key Issues and opportunities	We welcome the text related to contaminated land under 3.3.21.2, Soils. A key opportunity is to remediate sites, derelict or not, to improve human and environmental health. Thus, we suggest amending the opportunity to also	<p>The wording of the opportunity will be amended as recommended.</p> <p>The identified additional opportunity for soils will be included.</p>

	<p>capture the need to remediate sites which are not derelict.</p> <p>For soils which are not contaminated, there is a further opportunity, tying into the following section 3.3.22, which is to promote the circular economy by re-cycling / re-use of soils for economic benefit.</p>	
Materials and Waste: Key Issues and opportunities	<p>Our comments on the IIA Scoping Reports for the London Environment Strategy and the London Plan previously sent also refer.</p> <p>'Circularity' does not appear as strongly as it might. There is no lead in to the 'Key opportunity' which addresses the transition to a circular economy. We recommend that the text includes a definition of circular economy (as per the London Environment Strategy IIA Scoping Report), and that circular economy opportunities be addressed in this and other relevant topic sections (e.g. under Energy, in addressing the potential for energy from waste).</p> <p>Whilst we support the opportunity to 'Promote managing more waste locally...' there is anecdotal evidence that there is an issue with waste operations are being displaced by higher economic value alternative uses. Consequently, we welcome the acknowledgment of this under 'key baseline issues'. Is there an opportunity associated with this? Which is, around encouraging development that includes measures to mitigate against fugitive emissions and noise, thus helping to safeguard existing waste operations. For strategic employment sites, is there an opportunity to include on-site re-cycling operations, or to actively generate employment through identifying locations for the re-manufacturing / re-processing of materials?</p>	<p>A definition of circular economy will be included and circular economy opportunities will be included under the relevant topics.</p> <p>Additional opportunities for waste management will be included.</p>
Scoping of the IIA objectives	<p>We suggest that under 'SEA' the relevant boxes for Health and health Inequalities', and for</p>	<p>Agreed. This will be updated.</p>

	‘Infrastructure’ should be completed, as there are respectively environmental factors which impact on these.	
Scoping of the IIA objectives	<p>We suggest these be reviewed in terms of exploring the synergies between the Assessment guide questions, and to ensure consistency with the key issues and opportunities identified in the proceeding Chapter 3.</p> <p>There are perhaps some questions missing or needing amendment e.g.</p> <p>4.5, Housing supply, quality, SEA, high standards of water efficiency to secure affordable and sustainable water supply?</p> <p>4.7, Infrastructure, SEA, promote integrated infrastructure delivery to improve cost and carbon effectiveness?</p> <p>4.7 Climate change, SEA, will it contribute to the Mayor’s aim for zero carbon by 2050?</p> <p>4.7 Water resources and quality, SEA, Improve the ecological and chemical status of water bodies.</p> <p>4.7, Natural Capital..., There is no SEA guide question for the EDS. Perhaps, a question is, will the EDS increase the value of London’s natural capital and assets?</p> <p>It is not clear under SEA guide questions why some topics e.g. for water resources and quality, flood risk and natural capital, have questions for consideration under ‘Economic objectives’, but do not have relevant questions under ‘Environmental objectives’. We recommend reviewing the questions as there are both economic and environmental facets to some topics.</p>	<p>Assessment questions updated.</p> <p>It should be noted that there are a number of SEA guide questions for Natural Capital under Section 4.8, therefore, these have not been updated.</p> <p>All the environmental objectives e.g. water, flood risk, natural capital are under the ‘environmental objectives’ heading not the ‘economic objectives’ heading and contain the relevant SEA guide questions. Therefore, this section has not been amended.</p>
EDS Options	In line with the Strategic Environmental Assessment (SEA) Directive, we suggest it be	See chapter 5 of the IIA report.

	clarified what options/alternatives the IIA process will appraise and how the outputs from the IIA process will be used to inform the EDS. This will help refine the IIA objectives, and to help justify a 'preferred option', acknowledging that the range of (spatial) options are not yet finalised.	
Summary of plans and programmes	This may be an ideal place to recognise draft Mayoral plans and strategies, as there are key quantitative or qualitative environmental objectives under these e.g. air quality positivity, biodiversity positivity, achieving greenfield run-off rates, natural capital, zero carbon by 2050 etc. which will be relevant to the EDS. Note our previous comments in regard to trans-boundary effects and include plans and programmes from outside London where relevant.	We have not had sight of the emerging Mayoral strategies as they are still being drafted. The team has been liaising with GLA officers from advisors across the health, environment, diversity and MOPAC to obtain information about these strategies and initiatives to inform the assessment work. The EDS will reference and signpost to other Mayoral strategies rather than repeat objectives and targets set out in these strategies
Historic England		
General	As the Government's adviser on the historic environment Historic England is keen to ensure that the protection of the historic environment is fully taken into account at all stages and levels of developing a new spatial development strategy for London. It should be noted that in addition to the National Planning Policy Framework (NPPF) and Guidance (NPPG) we would advise that the IIA for the strategy should be reviewed in the context of Historic England's Advice Note 8 (HEAN) on Strategic Environmental Assessment, Sustainability Appraisal and The Historic Environment. This provides detailed advice on what we would expect to see considered as part of an appraisal of a policy document such as the Economic Development Strategy. A link to the advice is provided below:	Guidance will be reviewed and included as a reference.

	https://content.historicengland.org.uk/images-books/publications/sustainability-appraisal-and-strategic-environmental-assessment-advice-note-8/heag036-sustainability-appraisal-strategic-environmental-assessment.pdf/	
Introduction	<p>The objectives for the EDS do not currently refer to the capital's important historic environment consisting of the many designated and undesignated heritage assets that contribute to its attractiveness as a place to visit, live and to do business. Although we welcome the reference to culture in the second set of bullet points, we consider that sustainable growth should include an objective relating to heritage and its contribution to London's built environment and quality of life. This would be consistent with the Mayor's statement in A City for All Londoners – 'I will do everything in my power to protect the city's heritage and culture and promote good design in public spaces to improve everyone's quality of life', and also his recognition of the link between London's environment and heritage and enhancing global competitiveness.</p> <p>To take this forward we consider it important that the Mayor's objectives on pages 2 and 3 are extended under 'Able to grow sustainably', as follows:</p> <p>'London's historic environment is conserved and development is managed to respond positively to its significance'.</p> <p>This objective would ensure that the Mayor's approach is robust in its alignment with the NPPF and the identification of the historic environment as a key strand of sustainable development (NPPF para 7).</p>	Discuss with GLA about updating the EDS objectives.

	Notwithstanding the omission above, we strongly support the IIA scoping report objective for the Historic Environment in Appendix B and identified in Table 22, p51. This is comprehensive in its wording, and we welcome it.	
The Integrated Impact Assessment	We welcome the identification of the historic environment and culture in Table 1 listing the IIA objective topics. We support both being identified for separate consideration, since each require distinct information and issues to be addressed.	No action required.
Economic development baseline, key issues and opportunities, sustainable land use,	Under this section we would wish to ensure the heritage dimension of land uses is recognised, in particular in relation to the delivery of growth in spatially defined areas such as town centres and parts of the CAZ. In both areas, there is the potential for a concentration of historic buildings, spaces and uses, the value of which collectively may also recognised through designation of conservation areas (e.g. Hatton Garden, parts of Soho etc..).	Heritage dimension will be added to the sustainable land use baseline and key issues/opportunities section.
Managing Growth	In this section, it is important to recognise the challenges of delivering growth in the context of places with distinct and valued character (including those with heritage interest) and sense of place. This is especially challenging where density higher than the current context is proposed or encouraged. This does not mean that higher densities and growth cannot be accommodated, but further consideration needs to be given to the existing characteristics of a place including its historic environment, as part of the process of delivering all types of developments, including workspaces and new homes, social facilities and better infrastructure.	This section will be updated to recognise the challenges of delivering growth in the context of places with distinct and valued character and sense of place.

Design	<p>It is noted that the opening paragraph refers to baseline evidence in other sections: we recommend that reference to the historic environment is included here to align with the NPPF policy (paras 58 and 61).</p> <p>The 'implications' in Table 9 should in the first bullet reflect that the NPPF refers to design of new development responding to local character and history, and being integrated with the natural built and historic environment (paras 58 and 61).</p> <p>Under the 'key baseline issues' identified we would suggest that potential impacts and harm to the distinctive character of places and heritage assets, as a result of poor design, should be identified. Under 'opportunities' we would encourage the inclusion of the possibility to develop better contextual townscape design, so that new developments of greater density integrate and reflect London's special character. These suggested changes would then help support and justify the proposed IIA objective, which should be amended by adding 'local character' after 'sense of place'.</p>	<p>Reference to the historic environment baseline with be included in the first paragraph. Implications will be updated.</p> <p>Issues and opportunities will be updated as suggested.</p> <p>IIA objectives cannot be amended as they are uniform across the strategies, however this feedback has been taken on board alongside the existing IIA objective text in our IIA.</p>
Culture	<p>The contribution that the historic environment makes to London's economy through its historic sites and tourism should be explicitly referred to here.</p> <p>In 2014 heritage tourism generated nearly £7.9billion in spending by domestic and international visitors to London (Source: Heritage Counts 2016³²). The top four most visited sites in the UK (according to Visit Britain, 2015³³) are all in London and are all heritage</p>	<p>Reference to the historic environments contribution to London's economy will be added and the information provided included in the baseline.</p>

³² Heritage Counts is available at: <https://content.historicengland.org.uk/content/heritage-counts/pub/2016/lon-regional-report-2016.pdf>.

³³ Information is available at: <https://www.visitbritain.org/visitor-economy-facts>.

	<p>assets, three being of international importance and inscribed as World Heritage Sites – the Tower of London; Westminster Abbey; Kew Gardens and St Paul’s Cathedral. These, and other historic buildings and areas, also provide venues for cultural events, including concerts and displays of public art.</p> <p>It should be recognised that the cultural identity and infrastructure of London is partly defined by the historic environment. This includes designated and non-designated heritage assets. For example, many of London’s cultural facilities or spaces are designated heritage assets (e.g. listed buildings, conservation areas, registered parks and gardens), which both attract and generate tourism and economic growth.</p> <p>In addition, we agree that many cultural facilities are at risk of being lost. This trend may apply to assets such as theatres, cinemas, pubs and clubs, many of which are of historic interest. This potential harm should be identified in the key issues in Table 15.</p>	
Historic Environment	<p>The text here needs to be broadened to give a clearer overview of the nature, spatial distribution and value of London’s heritage. We would seek to ensure a robust portrait of London’s historic environment is provided. We note that para 3.3.20.1 attempts to provide a very brief summary, but we would suggest this needs further expansion, so that the breadth and depth of London’s historic environment is fully recognised. For example, to help visualise this portrait we commissioned research to identify a strategic character of London and its density. The findings include a useful map which could be used as a starting point in which</p>	<p>The historic environment baseline will be expanded. Due to the strategic nature of the EDS and large geographical area individual heritage assets will not be listed.</p> <p>Report text will be amended as suggested.</p>

	<p>to understand the diverse character of London as a result of historic al development. http://historicengland.org.uk/content/docs/get-involved/allies-morrison-london-local-character-density-final-report.pdf</p> <p>In addition, we suggest some adaption of your text leading up to the list of bullet points: 'London's historic environment makes a significant contribution to the city's unique quality and specialness which in turn enhance its attractiveness as a place to live, do business and visit. London's heritage has evolved over centuries; it underpins its identity and sense of place and is a major factor in defining London as a World city. Its architectural, artistic, archaeological and historic interest all contribute to its significance. London's heritage gives access to the many layers of economic and social history that have shaped it, reflecting the stories of different communities over time. Uncovering and enhancing the multicultural nature of London's heritage, and that of other distinct populations, can help promote community cohesion.</p> <p>London's heritage assets, both designated and non-designated, are represented throughout the capital in its internationally significant sites, historic parks, buildings and townscapes, archaeology (visible and buried), and locally valued assets. Examples that span the centuries include the ancient Inns of Court, through to the Georgian squares of Bloomsbury, the historic landscapes of Kew Gardens and the Royal Parks to later distinctive historic suburbs and areas such as Hampstead Garden suburb, and vibrant historic town centres and shopping areas like Kingston, Brixton and the West End. This variety is an</p>	<p>Due to the strategic nature of the EDS and large geographical area individual local heritage assets will not be listed. However, reference to these assets will be included.</p> <p>The % heritage assets at risk will be amended, and the text amended as suggested.</p> <p>Economic benefits of investing in London's heritage will be included.</p> <p>Due to the strategic nature of the EDS and large geographical area individual APAs and GLHER entries will not be listed. However, reference to these assets will be included.</p>
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	<p>important element of London's vibrancy and economic success, world class status and unique character.'</p> <p>The numerical details of focus on designated heritage assets, yet there are many locally designated assets, such as locally listed buildings and areas of special character that many local authorities identified. It would be helpful to include these details, even in the form of naming which Borough's formally recognise these locally important assets.</p> <p>The key performance indicator for Heritage at Risk, as reported in the GLA Annual Monitoring Report for 2015 shows that 2.9% (not 12%) of London's nationally designated heritage assets are 'at risk'. This shows a very slight improvement over the years since 2011³⁴. We recommend that the paragraph following the bullet points is amended to reflect the correct percentage in the first sentence, and then states (moving and adapting your later sentence below):</p> <p>'The amount of heritage at risk provides one indication as to how the historic environment is being managed. However, a more comprehensive indicator is needed to demonstrate the impact of new development on heritage assets and their settings. Development pressure in London is intense and this results in harm to the both the fabric of heritage assets, through alteration and demolition, and impacts on their settings.'</p> <p>It would be useful to make a reference to the economic benefits of investing in London's heritage. For example, we produced a useful summary of how the historic environment</p>	
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³⁴ The GLA London Plan Annual Monitoring Report 2014-15 is available at: <https://www.london.gov.uk/sites/default/files/amr12.pdf>.

	<p>contributes to the economy of London, in terms of tourism, employment and GDP. Details can be found via the link below: https://content.historicengland.org.uk/content/heritage-counts/pub/2016/london-heritage-economy-2016.pdf</p> <p>In addition, there is little reference to the importance of archaeology, in particular, the many Archaeology Priority Areas (APAs), which have been identified across London. There is also no reference to the availability of the Greater London Historic Environment Record (GLHER) as a source in which to understand the historic environment.</p> <p>Details of London APAs and GLHER are below: https://historicengland.org.uk/services-skills/our-planning-services/greater-london-archaeology-advisory-service/greater-london-archaeological-priority-areas/ https://historicengland.org.uk/services-skills/our-planning-services/greater-london-archaeology-advisory-service/greater-london-historic-environment-record/</p>	
Designated Views	<p>It would be useful to include a reference to the concept of Protected Silhouettes and dynamic views of heritage assets, as both elements of the LVMF are important to the management of development. In addition, it is important to recognise that views are not a replacement for understanding the setting of heritage assets.</p> <p>While there is some potential overlap with the Culture section, it would be useful to make a reference to the economic benefits of investing in London's heritage. For example, we produced a useful summary of how the historic environment contributes to the economy of</p>	<p>The concept of Protected Silhouettes and dynamic view of heritage assets will be included.</p> <p>Economic benefits of investing in London's heritage will be included.</p>

	<p>London, in terms of tourism, employment and GDP. Details can be found via the link below: https://content.historicengland.org.uk/content/heritage-counts/pub/2016/london-heritage-economy-2016.pdf</p>	
Key issues and opportunities for historic environment	<p>Plans and Programmes implications, first bullet requires correction to: omit the reference to the European conventions and separate scheduled monuments, historic parks and gardens and battlefields from the 1990 Act which does not cover these assets In the Implications for the EDA the wording should reflect the NPPF position which is to ensure that economic development and growth avoid, or where this is not possible, minimise, harm to the historic environment ... Finally, when considering the key baseline issues in Table 22 it should be recognised that it is both development pressure and also poorly conceived development that can result in harm to the fabric, or the settings, of heritage assets and the wider historic environment. Conservation is a proactive process whereby integration of heritage is required to achieve sustainable development, including synergies with the requirements of business. We recommend: the first 'key opportunity' should be amended to 'Promote the unique cultural diversity and distinctive heritage of London' the second is amended to 'Ensure that development protects and, where possible, enhances heritage assets and their settings, including key views'.</p>	<p>Reference to European convention will be removed and the 1990 Act will be separated from scheduled monuments, historic parks and gardens, and battlefields. Implications will be updated to reflect NPPF position. Key issues and opportunities will be amended as suggested.</p>
Natural England		

<p>Response from Natural England:</p>	<p>'Having looked at the scoping report which was sent over it's clear that Climate Change and the various aspects of mitigation and adaptation associated with this are being thoroughly considered as part of this assessment, which is something Natural England is now increasingly looking for in strategic planning at all levels of local government. The other aspects of Air Quality, Natural Capital and the Natural Environment are equally important and should help ensure that new economic development benefits both the residents of London but also its flora and fauna. Given these areas are firmly embedded within the IIA scope for the EDS Natural England wouldn't have any further comments to make at this point in time and will of course look forward to further iterations of this process and any Habitats Regulations Assessment (HRA) which would be carried out along with these plans.</p> <p>Please accept this email as our formal response.'</p>	<p>No response required</p>
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Please note that the consultees were commenting on a previous version of the report. Their comments have been published above but these contain table, section and page references which are no longer correct. The iteration of the report consultees commented on is available on request.

C. Impact assessment detail

C.1 Introduction

This appendix presents each policy in turn and the overall assessment for each impact area. Ratings are colour coded in the matrices for each policy. Detailed description of the individual impacts according to the different IIA objectives will be summarised in the text that follows each subsection.

C.2 EDS policies for: A fairer, more inclusive society

C.2.1 Objective: World class education

Table 21: Matrix summary: world class education

Policies	Community safety	Environment	Equality	Health
Giving every child the best start in life	Minor positive	No impact	Major positive	Major positive
Promoting excellence, and providing a school place for every child	Minor positive	No impact	Major positive	Minor positive
Preparing young people for work in a global city	Minor positive	No impact	Major positive	Minor positive
Supporting enterprise in education	Minor positive	No impact	Major positive	Minor positive

Source: Mott MacDonald

C.2.1.1 Policy: Giving every child the best start in life

• Community safety impacts

The policy of improving quality of childcare (through improved skills and the Healthy Early Years programme) and increasing school readiness is likely to have an indirect impact on **community safety and levels of crime**. This is due to the link between school readiness and future educational success. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. This policy may deliver long term benefits such as a reduction in: burglary; theft and handling stolen goods; and criminal damage. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

• Environment impacts

Scoped out for environment.

- **Equality impacts**

The policy of improving access to childcare (through implementation of Early Years Hubs tackling costs and increasing spaces) and improving quality of childcare (through improved skills and the Healthy Early Years programme) is likely to disproportionately impact those from some protected characteristic groups (particularly children, those from BAME backgrounds, deprived and / or disabled backgrounds). This is due to the important role early years provision plays in a child's development and the links between limited uptake or poor quality early years care for children from these backgrounds. Promotion of free school meals for all children is also likely to disproportionately impact children from less affluent families. Policies designed to encourage employers to adopt flexible working practices and parental leave also has the potential to make it easier for people to balance their home and work commitments. This means that this policy may improve **equality of opportunity** for all children, provide opportunities for all Londoners to **actively participate in the city's economic and educational opportunities**, leading to **improved health outcomes**, and **improved access to education and employment** opportunities in the long term. This policy therefore meets the equality and inclusion, social integration, health and health inequalities, economic competitiveness and employment, and education and skills IIA objectives.

- **Health impacts**

The policy aims to increase the take-up and quality of early years education in London. Increasing the take-up of early years education is intended to provide a platform for **improved educational attainment**, which is expected to **improve access to employment, job quality and, potentially, personal income**. Unemployment and precarious work are associated with poor health status, whilst good quality employment **improves the wellbeing and mental and physical health** of those in work and their dependants. As such the policy is expected to improve the health and wellbeing of Londoners in the long term. This policy meets the equality and inclusion, health and health inequalities, and education and skills IIA objectives.

C.2.1.2 Policy: Promoting excellence, and providing a school place for every child

- **Community safety impacts**

Improving the quality of schooling through improved teacher retention and increased school places is likely to lead to higher educational attainment and employment opportunities. Teachers have been found to be the most important factor within schools, which policy makers can directly affect to improve student achievement. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. This policy may therefore **result in a reduction in crime**, including: burglary; theft and handling stolen goods; and criminal damage. The general population of London will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objectives.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Working with stakeholders to better coordinate and deliver additional school places for London is likely to disproportionately impact some from protected characteristic groups (particularly those from BAME and/or deprived backgrounds³⁵). This is because early years provision plays an important role in a child's development, and there is a link between children from these backgrounds and lower educational attainment. This policy may improve **equality of opportunity** for all children, leading to **reduced inequality**, and improved access to **education and employment opportunities** in the long term. This relates to the IIA objectives of equality and inclusion, social integration, infrastructure, economic competitiveness and employment, and education and skills.

- **Health impacts**

The policy aims to improve London's education system. This is expected to result in **improved educational attainment**, which in turn is expected to improve access to employment, job quality and, potentially, personal income. Unemployment and precarious work are associated with poor health status, whilst good quality employment **improves the mental and physical health** of those in work and their dependants. As such the policy is expected to improve the health and wellbeing of Londoners in the long term. This policy meets the health and health inequalities, and education and skills IIA objectives.

C.2.1.3 Policy: Preparing young people for work in a global city

- **Community safety impacts**

The policy of improving access to and quality of careers information, advice and guidance is likely to have an indirect **impact on community safety and lead to reduced levels of crime**. Improving access to and quality of careers information, advice and guidance for all ages in London, is likely to improve employability and job prospects. Higher levels of unemployment and deprivation are one of a series of factors that impact on crime, where areas with higher crime rates also have high levels of deprivation and unemployment compared to wards with lower rates of crime. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

³⁵ Of which many protected characteristic groups are more likely to be.

- **Equality impacts**

The policy around improving careers information, advice and guidance (particularly in STEM) aims to break down stereotypes and address inequalities (making specific reference to people from BAME communities, and referencing other inequalities). This is likely to disproportionately impact young people from protected characteristic groups (such as those from BAME groups, deprived communities and women) who struggle to gain employment, especially within these sectors. Improvement in this area is likely to improve **employment opportunities**, reduce employment stereotypes and **increase social inclusion**. This policy meets the IIA objectives of equality and inclusion, social integration, economic competitiveness and employment, and education and skills.

- **Health impacts**

The policy aims to develop a coherent and accessible all-age careers information, advice and guidance service. Providing careers advice is expected to **improve employment levels and quality**. Unemployment and precarious work are associated with poor health status, whilst good quality employment **improves the mental and physical health** of those in work. As such the policy is expected to improve the health and wellbeing of Londoners in the long term. This policy meets the health and health inequalities, and education and skills IIA objectives.

C.2.1.4 Policy: Supporting enterprise in education

- **Community safety impacts**

The policy to connect businesses to schools, and to develop a programme of visits for young people and educators to specific sectors is likely to have an impact on community safety. Research has shown that students who have experience and engagement with employers are less likely to be NEET and are likely to earn more money. Higher levels of deprivation are one of a series of factors that impact on crime, where areas with higher levels of deprivation are associated with higher rates of crime/criminal activity. If this policy was implemented permanently across London, in the long term, **there may be a reduction in levels of crime**. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Policies around creating workplaces for young people via schools and supporting student entrepreneurship are disproportionately likely to impact those from protected characteristic groups (young people) due to the link between unemployment and those from equality groups. Such policies could provide opportunities for Londoners to actively participate in the city's economic and educational opportunities. This policy could therefore allow young Londoners to

actively participate in the city's economy by helping to provide **access to employment and education for protected characteristic groups**. This policy therefore meets the equality and inclusion, social integration, economic competitiveness and employment, and education and skills IIA objectives.

● Health impacts

The policy aims to connect young people with opportunities in business, which is expected to improve employment access and quality. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. **As such the policy is expected to improve the health and wellbeing of working Londoners**. This policy meets the health and health inequalities IIA objective.

C.2.2 Objective: Opportunity for all Londoners

Table 22: Matrix summary: opportunity for all Londoners

Policies	Community safety	Environment	Equality	Health
Overcoming barriers to work and learning	Major positive	No impact	Major positive	Minor positive
Adult education	Minor positive	Minor positive	Minor positive	Minor positive
Promoting digital inclusion	Neutral	Minor positive	Minor positive	Minor positive

Source: Mott MacDonald

C.2.2.1 Policy: Overcoming barriers to work and learning

● Community safety impacts

The policy aim of increasing take up of Advance Learner Loans, which help with the cost of college/training provider courses for those aged 19 or over, will allow those who may have lower educational attainment or lack qualifications to gain them later in life. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. Those who gain qualifications from this policy will also improve their employability and job prospects. In addition, the policy aims to improve access to employment for offenders following a criminal sentence, which is likely to have a positive impact on community safety, as offenders who are in employment within one year of their release are less likely to re-offend. As such, this policy may **result in a reduction in levels of crime**. The general population of London will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

● Environment impacts

Scoped out for environment.

- **Equality impacts**

The policy aims to provide financial support to young people to help them access training, support the long-term unemployed and disabled people back into work. The provision of English as a second or foreign language (ESOL) courses are also likely to disproportionately impact those from some protected characteristic groups (particularly people with BAME backgrounds). This is due to the importance of English language skills in becoming employed, and the link this has with low levels of employment that people from these groups often face. The final EDS makes reference to working with trades unions, employers across key sectors, and other voluntary, community and social enterprise partners to increase employment rates for groups who are currently underrepresented in London's workforce. This further disproportionately benefits some protected characteristic groups. The ESF also aims to improve employment opportunities across the EU by assisting people, particularly disadvantaged adults, to improve skills and provide job prospects. As a result, this policy has the potential to promote a **culture of equality** for those facing unemployment, leading to **reduced poverty**, and ultimately to **improved health outcomes** and the opportunity to **participate in the city's economic and education opportunities**. This policy therefore meets the equality and inclusion, social integration, crime, safety and security, health and health inequalities, economic competitiveness and employment, and education and skills IIA objectives.

- **Health impacts**

This policy aims to promote training that meets the needs of disabled people, whilst making ESOL courses more accessible. It is expected that **improvements in training** will improve employment access and quality. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. Improving access to ESOL courses is expected to help those with limited English Language skills **access healthcare and employment**. As such the policy is expected to improve the health and wellbeing of Londoners in the long term. This policy meets the health and health inequalities, and education and skills IIA objectives.

C.2.2.2 Policy: Adult education

- **Community safety impacts**

The policy aims to improve education and skills provision for those who are over 16 in London and should allow those who may have lower educational attainment or lack qualifications to gain them later in life. This policy can also help those who face redundancy to retrain and therefore retain their place within the labour market. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. If this policy was implemented permanently across London, in the long term, there may be a **reduction in the occurrence of the following categories of crime**, including burglary; theft and handling stolen goods; and

criminal damage. This is because more Londoners have better access to education and improved chances of employability. The general London population will also benefit as a result of **lower crime** being committed against them. As such, this policy supports the crime and community safety IIA objective.

- **Environment impacts**

This policy in the final EDS specifically mentions education in relation to the changing demands of an economy that is becoming more automated, lower carbon and more circular in nature. It states that investing in people and their skills will be essential to ensure that Londoners are able to partake in and benefit from this transition.

Training people with the knowledge and skills to work in a low carbon and circular economy will help with the transition to this type of economy and **support jobs in low carbon businesses at all levels**. This policy therefore meets the economic competitiveness and employment IIA objective.

- **Equality impacts**

The policy aim of using the AEB to deliver a more tailored and localised skills system that is responsive to the needs of adult learners is likely to disproportionately benefit those less likely to have gained formal qualifications, such as those from lower socio-economic groups. Lifelong learning brings increased confidence and mental stimulation and an improved sense of well-being. As a result, this policy helps Londoners to lead an **active and fulfilling life**, will help **provide access to employment** for protected characteristic groups and **support adult education** to improve **social mobility**. This policy therefore meets the equality and inclusion, social integration, economic competitiveness and employment, and education and skills IIA objectives.

- **Health impacts**

The policy aims to promote continued learning through life so people develop the skills needed to access employment and progress in work. It is expected that improvements in training will increase employment access and quality. Unemployment and precarious work are associated with poor health status, whilst **good quality employment improves the wellbeing and mental and physical health of those in work**. As such the policy is expected to improve the health and wellbeing of Londoners in the long term. This policy relates to the IIA objective of health and health inequalities.

C.2.2.3 Policy: Promoting digital inclusion

- **Community safety impacts**

The policy of increasing digital inclusion, by reducing the number of people who are offline will **increase the number of people at risk of cyber-crime** within London, especially certain types of crime, such as fraud, as over half of fraud is cyber-enabled. Of the 422,000 adults who had never used the internet in London in 2017, around half are likely to be over 75. Older people are more likely to become victims of various types of investment fraud. However, a

whole policy has been dedicated to tackling cyber-crime and strengthening cyber security, and as such community safety impacts have been rated as neutral.

- **Environment impacts**

The policy of promoting digital inclusion is likely to have both positive and negative effects. Positive effects may result from an increase in flexible and home working thus **reducing commuting and vehicle emissions and increasing air quality, mitigating the contribution to climate change, and improving connectivity**. Less land will also be required for traditional office space and as such this land could be used for **sustainable land use** such as mixed-use development, flexible shared office space, and housing or parks. Negative effects may result from energy use required to keep existing and new customers online for long periods of time. However, the EDS policy on energy recognises that more integrated energy supply and energy efficiency is required in London to **transition to a low carbon economy**. Therefore, future energy use could be generated from low and zero carbon sources which would **mitigate increased energy demand**. Overall in the long term this policy is likely to have a minor positive effect on the environment and relates to the sustainable land, connectivity, economic competitiveness and employment, energy use and supply, air quality, and climate change mitigation IIA objectives.

- **Equality impacts**

The policy of getting everyone online who wants to be by the year 2020 is likely to disproportionately impact those from some protected characteristic groups who are more likely to be offline, particularly disabled people, older people, young people and women as well as those who are unemployed or on low wages.³⁶ Enhancing internet access could contribute towards **reducing social exclusion and enhancing integration**, something these groups often face. **Access to services and facilities and employment and education opportunities** for these groups will be improved as they would have the ability to search the internet for these. This policy therefore meets the equality and inclusion, social integration, accessibility, economic competitiveness and employment and education and skills IIA objectives.

- **Health impacts**

The policy aims to reduce the number of people who do not have access to internet/on-line resources. Internet access enhances access to the labour market and use of the internet is a skill sought by employers. As such, increased access to the internet is expected to improve employment access and quality, allowing people to **live a more fulfilling and healthy life**. Unemployment and precarious work are associated with poor health status, whilst good quality employment **improves the wellbeing and mental and physical health** of those in work. Internet access also helps enhance access to health care, both directly through the NHS choices website and indirectly through information about healthcare (e.g. healthcare

³⁶ Of which many protected characteristic groups are more likely to be.

locations). Suggesting the health and wellbeing of Londoners could be improved in the long term. This policy meets the health and health inequalities, education and skills, and economic competitiveness and employment IIA objectives.

C.2.3 Objective: A lower cost of living

Table 23: Matrix summary: a lower cost of living

Policies	Community safety	Environment	Equality	Health
More affordable housing	Neutral	Neutral	Minor positive	Major positive
More affordable and accessible transport	Minor positive	Major positive	Major positive	Minor positive
More accessible and affordable childcare	No impact	No impact	Major positive	Minor positive
Greater financial inclusion	Neutral	No impact	Minor positive	Minor positive

Source: Mott MacDonald

C.2.3.1 Policy: More affordable housing

• Community safety impacts

Increasing the supply of affordable housing, including the proposed development of 90,000 new affordable homes by 2021, has the potential to **impact on community safety**. Funding for more affordable rent and a London Living Rent will also potentially increase the supply of housing to those who are at risk of, or are victims of, domestic violence. Victims of domestic violence are likely to be revictimized if they remain in the home that the violence takes place in, but many often lack access to public funds to allow them to leave the home. It is considered that this policy will have a neutral impact on the crime, safety and security IIA objective.

• Environment impacts

The policy is likely to have both positive and negative effects. Positive effects may result from the opportunity to **build new homes to high sustainability standards** incorporating measures to make development for resilient to climate change, water, and energy efficiency. **This policy would also improve townscape and the public realm if housing were built on derelict, brownfield sites.**

Negative effects are associated with the construction of new homes and the increased number of residences in London putting pressure on **resources, open space, sustainable land use, connectivity (in particular transport systems), increased energy use, natural environment and capital, waste management, flood risk, climate change adaptation, soils, water supply, noise and vibration, and the historic environment**. However, policies in the EDS, London Plan, and London Environment Strategy will help mitigate negative effects

by ensuring open space is protected and new development incorporates green areas, SUDS, water, and energy efficiency and the use of Brownfield sites.

In addition, London's population has been increasing despite a shortage of new homes, meaning pressure on water and energy supplies are likely to arise regardless of whether new housing is built. However, new housing provides opportunities to create more efficient housing stock and capture some of the value created to help pay for infrastructure including environmental infrastructure. Therefore, overall the policy is likely to have a neutral effect on the environment. This policy therefore relates to the housing, sustainable land use, design, connectivity, energy use and supply, materials and waste, natural environment and capital, climate change adaptation, water, historic environment, flood risk, noise and vibration, and geology and soils IIA objectives.

● Equality impacts

Affordable housing policies and the Homes for Londoners Board are likely to make home ownership more accessible to people on modest incomes. Policies around improving housing supply and affordability will also make renting more affordable for people on lower incomes. These benefits are likely to disproportionately impact specific groups with characteristics (such as young people, women, disabled people, and people with BAME backgrounds). Strengthening affordable housing policies is likely to **support an increase in the range and affordability of housing**. This in turn could **promote a culture of equality, fairness and respect for people and the environment**, which could also help to **reduce poverty and social exclusion**. This is likely to **reduce differentials in life expectancy and reduce health inequalities**, as well as improving **access to employment and education opportunities**.

Policies around providing more affordable homes (specifically planning policies around the proportion of new homes that must be affordable) could mean that new developments are not built or prices for non-affordable houses increase. If prices are increased for non-affordable housing this is likely to impact people who may struggle to access housing but fall outside of the criteria for gaining an affordable home. This is most likely to impact young people, many of whom are locked out of home ownership, but may not be eligible for affordable housing. There are several mitigating actions the GLA has put in place in response to this risk: the London Plan will set some broad requirements around the amount and type of affordable housing that is needed, and the Mayor's Affordable Homes Programme will provide grant to support the delivery of particular types of homes.³⁷ This policy therefore supports the equality and inclusion, social integration, health and health inequalities, housing, economic competitiveness and employment and education and skills IIA objectives.

● Health impacts

³⁷ In addition, the 2018-21 programme includes funding for what's termed London Affordable Rent, which is intended for households with no or low incomes, then also for London Living Rent, for those on middling incomes who're struggling to save for a deposit while paying private sector rents, then shared ownership. The household income thresholds for the last two are determined in the London Plan AMR (currently £90,000).

The policy aims to provide more affordable housing. Lack of access to affordable housing has the potential to result in people on low incomes spending more on housing costs and less on other health needs, negatively impacting upon their health. In some cases, more affordable housing has the potential to **reduce homelessness**. Homelessness is associated with poor health and wellbeing through a variety of pathways. Lack of access to affordable housing also has the potential to impact upon the health and wellbeing of less vulnerable groups through increased allostatic load (stress) due to instability, social pressure and financial burden. Additionally, the lack of affordable housing has the potential to increase overcrowding and poor-quality housing, which is also expected to impact upon physical and mental health. As such the policy is expected to improve the health and wellbeing of Londoners in the long term and meets the health and health inequalities, and education and skills IIA objectives.

C.2.3.2 Policy: More affordable and accessible transport

● Community safety impacts

The policy of setting public transport fares at levels that ensure affordable access to travel for all Londoners, therefore reducing the cost barrier to education and employment, is likely to have an indirect **impact on community safety and reduce levels of crime**. Lower levels of educational attainment and higher rates of unemployment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. This policy may result in a reduction in: burglary; theft and handling stolen goods; and criminal damage. The general London population will also benefit because of lower crime being committed against them.

The adoption of the healthy streets approach is also likely to **encourage the development of safe and attractive routes** for sustainable and active modes of travel. This policy therefore meets the crime, safety and security, and connectivity IIA objective.

● Environment impacts

The policy is likely to encourage the use of public transport leading to an **increase in air quality and contributing to reducing greenhouse gas emissions from transport**. The policy also includes adopting a 'healthy streets' approach which could **improve the public realm**. Encouraging walking and cycling and the use of public transport would also **lower noise pollution on roads and congestion**, and improve air quality by reducing the number of private motor vehicles on the roads as well as enhancing the townscape and make the public realm more accessible and attractive to use. There is also potential for this policy to support a **low carbon economy, improve natural capital including wildlife and water quality** from reduced pollution, **reducing the rate of decay of historic buildings**. Therefore, the policy is likely to have an overall major positive effect on the environment and relates to the housing supply, design, connectivity, economic competitiveness and employment, air quality, natural environment and capital, water, historic environment, climate change mitigation, and noise and vibration IIA objectives.

● Equality impacts

The Mayor's Transport Strategy (which this policy focusses on) sets out a longer-term approach to affordable fares and commits to setting public transport fares at levels that ensure affordable access to travel for all Londoners. Policies surrounding lowering transportation costs, through freezing fares and introducing new fares with both bus and rail, are likely to disproportionately impact some people from protected characteristic groups (such as those from BAME communities, young people, women and those from deprived households) who may struggle to access public transport, but are likely to be higher users of public transport. The final EDS makes specific reference to improving the accessibility of the transport system and providing a better experience for a number of groups including those with both physical and hidden disabilities, those with young children and the growing number of older people. This policy will, therefore, enable them to be more actively and fully involved in local life and the community. It is also likely to **improve equality of opportunity, equality and inclusion and enhance employment and education opportunities**. The policy could also **reduce differentials in healthy life expectancy** across London and help to **reduce the number of people exposed to poor air quality**. It will also help to support the **legibility and ease of use of the built environment, including all public transport modes**, and help to support other policies to **reduce isolation and consequent inequalities**. This policy therefore meets the equality and inclusion, social integration, health and health inequalities, design, accessibility, connectivity, economic competitiveness and employment, infrastructure, education and skills and air quality IIA objectives.

● Health impacts

The policy aims to make transport fares more affordable. Making fares more affordable could improve **access to healthcare, employment and leisure facilities** and therefore be beneficial for the **health and wellbeing** of Londoners. Such health benefits would be direct in the case of accessing healthcare, but indirect in the case of accessing employment, which results in health benefits from being employed. Similarly, benefits would be indirect in the case of leisure facilities, which results in health benefits for undertaking physical activity. Setting transport fares at affordable levels is expected to **improve access to these facilities**. Additionally, reduced transport costs are expected to incentivise public transport use over car use. Reduced car use is expected to result in **improvements in air quality and noise**, which are in turn expected to have benefits in terms of health. As such the policy is expected to **improve the health and wellbeing of Londoners in the long term**. This policy meets the equality and inclusion, health and health inequalities, connectivity, noise and vibration, and air quality IIA objectives.

C.2.3.3 Policy: More accessible and affordable childcare

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

This policy aims to make childcare more affordable by introducing an interest free loan scheme for employees throughout their organisation, and is designed to help working parents cover the up-front costs of childcare provision and support employees returning to work. Children will be a key beneficiary of this policy, as early years provision plays an important role in a child's development. If early years provision is improved, this could improve equality of opportunity for all children, leading to improved education and health outcomes, and reduced inequality. This is likely to disproportionately benefit those from protected characteristic groups (such as those from deprived communities, and those from BAME backgrounds). These protected characteristic groups may struggle to pay for childcare at present, which may consequently act as a barrier to employment. Policies around tackling the up-front costs of childcare provision are likely to support people to return to work. Reducing childcare costs may help to **improve labour market flexibility, increase employment, reduce poverty and enhance social inclusion**. Introducing a reduction in childcare costs may help to **reduce poverty and social exclusion and provide opportunities for people to choose an active, fulfilling life**, including **providing access to employment and education opportunities**. This policy therefore meets the equality and inclusion, social integration economic competitiveness and employment and education and skills IIA objectives.

- **Health impacts**

The policy aims to provide increased access to affordable childcare, which is expected to benefit those paying for childcare to either retain more of their income for other purposes and/or enable parents to access employment to increase their income. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work and their dependants. Additionally, good quality childcare has the potential to improve children's development and educational attainment and access to employment. As such the policy is expected to **improve the health and wellbeing of Londoners in the long term**, this policy meets the health and health inequalities IIA objective.

C.2.3.4 Policy: Greater financial inclusion

- **Community safety impacts**

Long-term poverty, loans with high interest and debts are the reality for many offenders (particularly those who are women). Therefore, as this policy enables people to access support and advice regarding debt more easily, this could be a key turning point in breaking the cycle of offending. If this policy is successful it is likely to have a minor positive impact on community safety for the individuals involved, **through reducing re-offending and associated crime**, however the small number of individuals involved means that its likely overall to have a neutral impact on community safety. This policy is relevant to the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

This policy aims to promote access to financial services and provide a free debt advice service, as well as helping to tackle the stigma of debt. This will disproportionately impact those from protected characteristics groups who are more likely to get into debt (i.e. those on low incomes and young people). This policy could therefore help to provide **opportunities for people to choose a fulfilling life**, whilst **helping to tackle poverty** that may rise due to debt. This policy supports the equality and inclusion, social integration, and economic competitiveness and employment IIA objectives.

- **Health impacts**

The policy aims to help tackle financial exclusion through encouraging people to seek help for affordable financial advice and working with employers to provide better money products (including a focus on dealing with debt). Improved financial inclusion, including affordable advice and products, can help avoid poverty which has many negative impacts on health. This policy is relevant to the IIA objective of health and health inequalities.

C.2.4 Objective: Fair pay and employment practices

Table 24: Matrix summary: fair pay and employment practices

Policies	Community safety	Environment	Equality	Health
The Good Work Standard	Minor positive	No impact	Minor positive	Minor positive
A Living Wage city	Neutral	No impact	Minor positive	Minor positive
Protecting lower income workers from workplace exploitation	No impact	No impact	Major positive	No impact

Source: Mott MacDonald

C.2.4.1 Policy: The Good Work Standard

- **Community safety impacts**

A key aim of this policy is to promote the payment of the LLW. The policy of increasing the number of Londoners who receive the LLW could help reduce levels of deprivation. Higher levels of deprivation are one of a series of factors that impact on crime: areas with higher levels of deprivation are associated with higher rates of crime/criminal activity. If this policy was implemented, in the long term, there may be a **reduction in the occurrence of crime**. Reduced levels of deprivation, as a result of the LLW, may lead to an **increase in community safety**, and this policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

A key aim of this policy is to promote the payment of the LLW which is likely, in the long term, to help increase incomes and reduce deprivation. Due to the link between low-earners and those from certain protected characteristic groups (specifically people from BAME backgrounds, and young people), these groups are likely to benefit from a **reduction in poverty and social exclusion through helping to provide access to employment opportunities**. There are also likely to be positive benefits in terms of increased social inclusion through helping to provide access to employment opportunities for disabled people (as specifically outlined in the policy) therefore improving **access to employment to protected characteristic groups**. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

- **Health impacts**

The Good Work Standard aims to increase the take up of the LLW and improve working conditions. Increasing the numbers of people who receive the LLW would improve their psychological wellbeing and provide additional income to the people on low incomes, which would be available for health and wellbeing needs (e.g. fund travel to access more job opportunities, pay utility bills, healthier food choices, improve housing quality, etc.). Additionally, the improvements in **employment conditions also have the potential to improve health outcomes**. As such the Good Work Standard is expected to improve the health and wellbeing of Londoners and relates to the IIA objective of health and health inequalities.

C.2.4.2 Policy: A Living Wage city

- **Community safety impacts**

The policy of increasing the number of Londoners who receive the LLW could help reduce levels of deprivation. Higher levels of deprivation are one of a series of factors that impact on

crime: areas with higher levels of deprivation are associated with higher rates of crime/criminal activity. If this policy was implemented, in the long term, there may be a **reduction in the occurrence of crime**. This policy is therefore likely to have a neutral impact on the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

The policy around implementing a LLW or minimum wage is likely to disproportionately impact those from some protected characteristic groups. This is due to the potential the policy has to improve the wages of low-earning Londoners – many of whom are likely to belong to an equality group (specifically people from BAME backgrounds and deprived groups). As a result, there is likely to be a **reduction in social exclusion** as well as allowing previously low-earning Londoners to contribute to the economy and **stimulate regeneration in deprived areas**. However, this impact may be limited by its voluntary nature, as some businesses may choose not to adopt the LLW. Therefore, this policy is likely to have a minor positive impact and meets the equality and inclusion, social integration, and economic competitiveness and employment IIA objectives.

- **Health impacts**

The policy aims to promote the LLW. Increasing the numbers of people who receive the LLW would improve their psychological wellbeing and provide additional income. Such income would then be available for health and wellbeing needs (e.g. fund travel to access more job opportunities, pay utility bills, healthier food choices, improve housing quality). **As such promoting the LLW is expected to improve health and wellbeing**. This policy meets the equality and inclusion and health and health inequalities IIA objectives.

C.2.4.3 Policy: Protecting lower income workers from workplace exploitation

- **Community safety impact**

Scoped out for community safety.

- **Environment impact**

Scoped out for environment.

- **Equality impact**

The policy aim of reducing workplace exploitation through the Mayor's Good Work Standard will disproportionately benefit those who are more likely to suffer from poor employment practices (particularly women, those from minority ethnic backgrounds and disabled people). Improving standards of employment practice is likely to **reduce poverty** and **social exclusion**, promote a culture of **equality** and **fairness** and help those from **protected characteristic groups access and progress in employment**. The policy includes additional actions to signpost vulnerable Londoners to trusted advice providers – further enhancing the

impacts of this proposal. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

- **Health impact**

Scoped out for health.

C.2.5 Objective: Better health and less poverty

Table 25: Matrix summary: Better health and less poverty

Policies	Community safety	Environment	Equality	Health
Better health and less poverty	No impact	Minor positive	Major positive	Major positive
Healthy and affordable food	No impact	Minor positive	Major positive	Major positive

Source: Mott MacDonald

C.2.5.1 Policy: Better health and less poverty

- **Community safety impact**

Scoped out for community safety.

- **Environment impact**

This policy sets out a number of measures for Londoners struggling with fuel bills. The Fuel Poverty Action Plan and Energy for Londoners programme include measures designed to improve the energy efficiency of homes and help Londoners **get fair tariffs for their energy, whilst using energy more efficiently**. This will have positive effects for making the housing stock more energy efficient. This policy therefore meets the housing supply, quality, choice and affordability IIA objective.

- **Equality impact**

The policy includes a package of measures to minimise poverty through school intervention and benefit checks, and encouraging better training in mental health support. Establishing these measures is likely to result in more Londoners **being directed to the relevant services to alleviate poverty and mental health issues, earlier**. Protected groups are disproportionately more likely to require mental health support and receive benefits, therefore this policy meets the equality and inclusion, social integration, and health and health inequalities IIA objectives.

- **Health impact**

This EDS policy aims to tackle child poverty and fuel poverty. The EDS recognises that poverty is closely linked to poorer health outcomes. For example, children living in cold, damp, and mouldy homes are almost three times more likely to suffer from respiratory illnesses. Therefore, the policy is expected to have positive effects for health and wellbeing. This policy therefore relates to the health and health inequalities IIA objective.

C.2.5.2 Policy: Healthy and affordable food

- **Community safety impact**

Scoped out for community safety.

- **Environment impact**

This policy sets out the London Food Strategy and how the Mayor will work with partners to ensure that London's food system provides healthy, sustainable and affordable food. The aim of having sustainable food sources can have a **positive impact on the natural environment and capital, air quality, climate adaptation** by reducing the amount of food imported from abroad. Food waste, collected and recycled using the correct methods, could be used for energy. This policy could negatively impact water as increased food production within Greater London would put greater pressure on water supply. Water policies within the EDS, however, would account for this impact. This policy therefore relates to the air quality, climate change adaptation, energy use and supply, materials and waste, natural environment and capital, climate change mitigation, and water IIA objectives.

- **Equality impact**

The policy of ensuring Londoners live happy and healthy lives is disproportionately likely to benefit certain protected characteristics in comparison to others (particularly children, and people on lower incomes). The policies aim of tackling childhood obesity is likely to positively impact children. Equipping people with the right skills to make healthy choices is likely to lead to Londoners leading **active and fulfilling lives, reduce poverty and social exclusion**, reduce differentials in **life expectancy, reduce inequalities in physical and mental health** and help to tackle **inequalities** that exist in areas of **high deprivation**. This policy therefore meets the equality and inclusion, social integration, and health and health inequalities IIA objectives.

- **Health impact**

This policy aims to provide access to healthy and affordable food (and the benefits of healthy eating) and to address food insecurity. The London Food Strategy and the Health Inequalities Strategy set out a range of measures to achieve these aims. Specific actions including the Healthy Workplace Charter, food poverty action plans and health food retail plans are expected to result in positive impacts on health and reduction of health inequalities. This policy therefore relates to the health and health inequalities IIA objective.

C.2.6 Objective: Inclusive and safe communities

Table 26: Matrix summary: inclusive and safe communities

Policies	Community safety	Environment	Equality	Health
Well designed, socially integrated places	Minor positive	Minor positive	Minor positive	Minor positive
Citizen-led regeneration	Minor positive	Neutral	Minor positive	Neutral
Social infrastructure	Minor positive	Minor positive	Minor positive	Minor positive
A safer, more secure London	Major positive	No impact	Major positive	Minor positive

Source: Mott MacDonald

C.2.6.1 Policy: Well designed, socially integrated places

• Community safety impacts

The policy aim to maximise growth benefits to local communities from new developments by **promoting well designed, inclusive public spaces and realm, has the potential to impact on community safety**. The design and improvements to public spaces, buildings and housing has been shown to **reduce crime rates**. Research has also shown that there is better educational attainment in areas where people feel more part of their community. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. The general population of London will also benefit because of lower crime being committed against them. In addition to this, a lack of interaction between people with different experiences of life impacts negatively on the health, strength and cohesion of London's communities in a variety of ways, one of which is growing anxiety of fear and crime. These policies would help to reduce fear of crime and **support the creation of a travel environment that feels safe**. This policy therefore meets the crime, safety and security, and design IIA objectives.

• Environment impacts

The policy promotes quality design and community integration. There is likely to be indirect benefits for the **public realm and streetscape as well-designed places** are likely to include **good quality public realm as well as promoting well-designed new housing developments**. A good quality public realm with open space could also contribute to enhancing natural capital. There are likely to be neutral impacts on flood risk, culture and the historic environment. Sustainable design of new cultural venues could promote creative and cultural industries as well as community cohesion. Socially integrated places could also create more exposure for heritage assets. Therefore, the policy is likely to have a minor positive effect on the environment and relates to the housing, sustainable land use, design, and natural environment and capital, culture, and historic environment IIA objectives.

● Equality impacts

Social integration and community cohesion can have a significant effect on people's wellbeing and mental health. These policies would see local services and shared spaces being utilised to strengthen local communities and thereby improve social integration. Across London, those from minority faith and BAME backgrounds as well as older people would be more likely to benefit from such policies as they are more likely to face social isolation. They would contribute to reducing social exclusion and improving **opportunities for Londoners to connect and integrate with their communities and choose an active fulfilling life**. This policy therefore meets the equality and inclusion, social integration, and crime, safety and security IIA objectives.

● Health impacts

The policy aims to promote well designed spaces that have the potential to facilitate social integration. Social integration can lead to an enhanced sense of place and sense of community, which in turn can improve wellbeing. Old people, are particularly vulnerable to social isolation and loneliness, but this has the potential to be reduced through socially integrated places. **As such the policy is expected to improve the health and wellbeing of Londoners**. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.2.6.2 Policy: Citizen-led regeneration

● Community safety impacts

This policy champions community involvement in all of City Hall's work to make sure policies are informed by Londoners, as well as collaboration with the voluntary, community and social enterprise sector. The objective of this policy is for local communities to be involved in and take ownership of regeneration which affects them – thereby reducing the chance of regeneration which excludes communities and contributes to negative cycles of poverty. Where communities are effectively included within plans for regeneration, there will be associated benefits in terms of community safety, as local people experience better economic prospects, safer design and strong neighbourhoods. Therefore, this policy meets the crime, safety and security IIA objective.

● Environment impacts

This policy aims to ensure Londoners play an active role in decision-making on regeneration of London's town centres, high streets and neighbourhoods. It also looks at potential for creative and innovative ideas from crowdfunding. Allowing citizens to have a say in regeneration proposals may **provide benefits for community integration, public realm and streetscape spaces**. Therefore, this policy is relevant for the sustainable land use, housing and design IIA objectives, but impacts will likely be neutral.

- **Equality impacts**

Social integration and community cohesion can have a significant effect on people's wellbeing and mental health. These policies would see **local services and shared spaces being utilised to strengthen local communities**, thereby improving social integration. Across London, those from minority faith, and BAME backgrounds, as well as different ages and women, would likely benefit disproportionately from such policies, in terms of reducing social exclusion, and improving opportunities for Londoners of every background to connect and integrate with their communities. Therefore, this policy meets the equality and inclusion, social integration and crime, safety and security IIA objectives.

- **Health impacts**

This EDS policy aims to ensure Londoners can play an active role in decision-making within their communities. This will help people to **feel engaged and listened to** and may **increase well-being**. Therefore, this policy is relevant for the health and health inequalities IIA objective, although impacts will likely be neutral.

C.2.6.3 Policy: Social infrastructure

- **Community safety impacts**

The policy to ensure that social infrastructure is provided to support social integration, in a way that inclusive and addresses strategic and local need, is likely to have an impact on community safety. Improvements to public spaces through social infrastructure including hospitals, schools and sports facilities, have been shown to **reduce crime rates**. Research has shown that in areas where people feel more of a part of their community there are better educational attainment. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

The policy aims to identify, promote and create more socially integrated places to enable social infrastructure to be at the heart of city planning. Social infrastructure can include green spaces which can provide permeable surfaces to **reduce flood risk** as well. Green spaces would provide wildlife areas and have **positive effects on the natural environment and capital**. This policy therefore meets the flood risk, and natural environment and capital IIA objectives.

- **Equality impacts**

The policy aim of placing community values at the heart of development is likely to positively impact those from equality groups who are less likely to participate in public life when compared to others (particularly disabled people, young people and BAME Londoners). Such policies will help to provide opportunities for Londoners of every background to **connect and**

integrate with their communities, help people **feel more positive about the area they live in**, ensure **equality of access to social infrastructure**. This policy therefore meets the equality and inclusion, social integration, design and infrastructure IIA objectives.

- **Health impacts**

The policy aims to identify, promote and create more socially integrated places to enable social infrastructure to be at the heart of city planning. Social infrastructure can directly impact on health (provision and accessibility of healthcare facilities) as well as benefiting health determinants (e.g. education facilities). Other social infrastructure can provide physical or cultural activities or places to meet and enjoy the surroundings. This **promotes improved physical and mental health, and contributes to community cohesion and wellbeing**. This policy therefore meets the health and health inequalities IIA objective.

C.2.6.4 Policy: A safer, more secure London

- **Community safety impacts**

The policy to allow Londoners to go about their lives undeterred by the threat of crime and/or terrorism is likely to have a major impact on community safety. Actions focusing on improving community policing, confronting, and tackling increasing crime types, such as serious youth violence, cyber-crime and violence against women and girls will **reduce the prevalence of crime**. This policy also includes reference to the Mayor delivering 'Vision Zero' through the Mayor's Transport Strategy to eliminate deaths and serious injuries on London's transport system. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

The Police and Crime Plan (which forms the basis of this policy) is likely to benefit those who are disproportionately likely to be victims of crime (specifically those from equality groups). These groups include: young people, women, LGBT, gender reassignment, disability, BAME and minority faith groups. Reductions in crime and a better Criminal Justice Service for London means that potential victims of crime avoid emotional turmoil that could present barriers to social inclusion and participation, while perception of crime will also fall. These positive interventions will result in these groups benefitting from a more respectful environment, minimising barriers to **choosing an active and fulfilling life, improving integration amongst communities** and promoting an **environment that feels safe**. This policy therefore meets the equality and inclusion, social integration, and crime, safety and security IIA objectives.

- **Health impacts**

The policy aims to reduce crime. Crime can impact upon the physical and mental health and wellbeing of victims. The perception of crime and personal safety also influences people's perception of quality of life, a contributor to wellbeing. This policy also includes reference to the Mayor delivering 'Vision Zero' through the Mayor's Transport Strategy to eliminate deaths and serious injuries on London's transport system. **As such the policy is expected to improve the health and wellbeing of Londoners.** This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3 EDS policies for: Creating the conditions for growth

C.3.1 Objective: Space for business and work

Table 27: Matrix summary: space for business and work

Policies	Community safety	Environment	Equality	Health
Central London: a global hub for business	Neutral	Minor positive	Minor positive	Minor positive
Office space to support the growth in services	No impact	Neutral	No impact	Neutral
Successful town centres and high streets	No impact	Minor positive	Major positive	Minor positive
Industrial areas to meet London's needs	No impact	Minor positive	Neutral	Neutral
Affordable workspace and low-cost business space	No impact	No impact	No impact	Neutral

Source: Mott MacDonald

C.3.1.1 Policy: Central London - a global hub for business

● Community safety impacts

The policy to accommodate growth and support the agglomeration of economic activity in the CAZ may **increase the attractiveness of London as a target for terrorist attack**. London is already at a heightened risk of terrorist attack – this includes methods such as cyber-attacks on its high value asset targets. Additionally, however the policy aims to ensure a diverse and successful retail sector providing employment to Londoners, which may lead to community safety benefits as unemployment and deprivation are linked to higher rates of crime and criminal activity. Overall this policy therefore is likely to have a neutral impact in relation to the crime, safety and security IIA objective.

● Environment impacts

This policy recognises that the CAZ is the engine of London's economy, and major investment in public transport and other infrastructure is needed to accommodate growth. Without this, there is a risk that central London would become increasingly congested and polluted. The

policy will promote major public transport investment to reduce congestion and attractive growth as well as help **reduce future environmental risks of pollution and climate change**, and also encourages growth in areas other than the CAZ. Heritage asset including a World Heritage Site (WHS) are also located within the CAZ. The policy promotes sustainable land use within the CAZ to support current and future business and other uses. Increasing growth in this area will put increasing pressure on these heritage assets. The London Plan policies aims to protect and promote heritage assets within new development proposals and to protect important views and vistas. These policies would help mitigation effects on new development on the historic environment, which would spread out and dilute pollution risks making them easier to tackle. Therefore, the policy is likely to have a minor positive effect on the environment and therefore meets the sustainable land use, connectivity, air quality, climate mitigation, and historic environment IIA objectives.

- **Equality impacts**

Economic development in non-central locations may result in improved economic opportunities for communities in outer London, where there are higher proportions of older people (over 60s) than within other London locations. The outcome of this policy will positively impact these outer London communities and may **reduce poverty, social exclusion and barriers to employment** or education for these protected characteristic groups. It may also **encourage higher density developments that do not adversely impact on different groups of people**. If these developments are located outside of non-central locations, it **may improve access to culture and cultural venues**. Overall, this policy meets the equality and inclusion, social integration, sustainable land use, economic competitiveness and employment and culture IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.1.1 Policy: Office space to support the growth in services

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy recognises that more office space will be required in London in the future. The policy aims to safeguard office space from conversion to other uses e.g. housing. This may indirectly **support sustainable land use** by keeping offices in appropriate locations and using

land elsewhere for other uses. Increasing office space is likely to increase pressures on land which could affect the fabric or setting of heritage assets (if nearby) including archaeology, as well as increasing flood risk due to the increase in impermeable surfaces and pressure on existing flood defences. The London Plan policies would help mitigate these effects on the historic environment and flood risk. Therefore, the policy is likely to have a minor positive effect on the environment and relates to the sustainable land, historic environment, and flood risk IIA objective.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.1.2 Policy: Successful town centres and high streets

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy promotes the importance of well-designed and high quality public spaces, buildings and housing. It will likely promote the use of shared services e.g. CHP, waste management etc. The policy also aims to look at alternative uses for empty shops, disused buildings, vacant land, and underused spaces, promoting sustainable and efficient use of land. The policy promotes improved public transport connections and public realm, making walking and cycling more appealing. This policy aims to safeguard and promote London's town centre and high street based economies, **supporting communities to keep the character of their town centres**, which would ensure the protection of the historical environment. Maintaining vibrant and healthy high streets would improve connections within the public realm.

However, an increasingly vibrant town centre would result in increased activity in the evening and an increase in noise pollution. Although policies in the EDS, London Environment Strategy, and 'Culture and Night Time Economy' SPD will help mitigate effects, there is the potential for minor negative impacts on the noise and vibration IIA objective.

Overall, though, this policy is likely to have a minor positive effect on the environment and meets the sustainable land use, design, connectivity and historic environment IIA objective.

- **Equality impacts**

Policies that improve the design of streets in order to encourage people to walk and have active lifestyles are likely to disproportionately impact some people from groups with protected characteristics (such as those from a BAME background, disabled and older people). These individuals may see barriers to their current street set up (such as steps, and street furniture creating obstacles on pavements) and this policy may promote **inclusive design**. Policies to improve public transport connections are also likely to aid those who do not have access to a car (disproportionately likely to be BAME Londoners, women, disabled people, and those on low incomes). In addition to this, policies to improve the intensification of jobs in the town centre (through targeting Mayoral and LEAP funds to stimulate local economic activity in high streets) are likely to disproportionately impact people who will benefit from improved access to employment. Strengthening policies around creating vibrant town centres is likely to contribute to a **reduction in poverty** and enable more people to **become involved in London's economic opportunities**. As well as this, policies around ensuring that places **foster social inclusion** and provide opportunities for Londoners to mix and meet are likely to **improve connections between local communities** and **reduce differentials in life expectancy**. Town centre are places that act as community hubs, **providing a sense of place and identity**. This policy therefore meets the equality and inclusion, social integration, health and health inequalities, sustainable land use, design, accessibility, connectivity, economic competitiveness and employment and infrastructure IIA objectives.

● **Health impacts**

By providing services and amenities at locations close to the residential population, more people will be able to access these services by **active travel modes** (e.g. walking and cycling) and these areas are usually well-served by public transport links (reducing the need for travel by car). Active travel improves physical fitness which has a variety of health benefits, including a reduced risk of cardiovascular disease which is a leading cause of mortality in London. Increased uptake of active travel and public transport is expected to reduce car use which is expected to result in **improvements in air quality and noise**, which are in turn expected to have benefits in terms of health. In addition, it is expected that by increasing the amount of walking, there could be an increase in footfall benefiting highstreets business. In creating a physical and financial climate that is attractive to local businesses, employers could be encouraged to stay / locate in these centres; this could protect existing jobs or create additional jobs, which has a benefit to health. **The policy is expected to improve the health and wellbeing of Londoners**. This policy therefore meets the health and health inequalities, air quality, noise and vibration, and economic competitiveness and employment IIA objectives.

C.3.1.3 Policy: Industrial areas to meet London's needs

● **Community safety impacts**

Scoped out for community safety.

● **Environment impacts**

The policy promotes the importance of making more efficient use of industrial land through intensification so that it can continue to support the London economy whilst releasing surplus **capacity to other uses such as housing**. It also recognises that modern industry such as small scale high tech manufacturing could be included within **mixed use developments**. The policy recognises that if industrial infrastructure to service London is not provided within London it could result in longer journeys and greater congestion on roads. Therefore, the policy aims to protect future air quality and contribute to climate change mitigation. Industrial land includes space for waste processing and cycling. The policy aims to safeguard and expand industrial land which will help meet growing demand and waste and recycling facilities within the capital. Therefore, the policy is likely to have minor positive effect on the environment. This policy therefore meets the housing, air quality, materials and waste, sustainable land, climate mitigation, and flood risk IIA objectives.

- **Equality impacts**

The policy aims of making more efficient use of industrial land (by releasing surplus capacity to other uses, such as housing) and supporting the creation of Industrial Business Development Districts (IBDDs), which are likely to disproportionately impact those from some protected characteristic groups (disabled people, people from BAME backgrounds, women (mothers), young people). This is due to the housing needs of those from such groups (particularly people from BAME backgrounds) and limited land supply in London. This policy could therefore help to **facilitate the delivery of house building that meets the needs of Londoners**. Improving the quality of housing can also contribute to **reducing inequalities in physical and mental health and wellbeing faced by equality groups** due to the link between living conditions and health. This policy therefore meets the health and health inequalities, housing and sustainable land use IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.1.4 Policy: Affordable workspace and low costs business space

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.2 Objective: Transport

Table 28: Matrix summary: Transport

Policies	Community safety	Environment	Equality	Health
The Healthy Streets approach	Minor positive	Major positive	Major positive	Minor positive
Healthy Streets and Healthy People	Minor positive	Major positive	Major positive	Major positive
Public transport capacity improvements	Minor positive	Neutral	Major positive	Major positive
Unlocking homes and jobs	Minor positive	Minor positive	Minor positive	Minor positive
Using technology to improve the transport network	No impact	Minor positive	No impact	No impact
Better international connections	No impact	Minor negative	No impact	No impact

Source: Mott MacDonald

C.3.2.1 Policy: The Healthy Streets Approach

- **Community safety impacts**

The policy aim is to transform London's streets towards people walking, cycling and taking public transport. The promotion of London's streets as a place to walk and cycle, should impact on **safe and attractive routes for travel**. In turn this will encourage more people to walk or cycle, which will lead to people feeling safer as there are more 'eyes on the street'. Fear of crime has been linked to reduced walking and playing in adults and children, and personal safety concerns are a common reason given for older children preferring not to walk to school. This policy therefore meets the crime, safety and security, and connectivity IIA objective.

- **Environment impacts**

The policy aims to transform London's streets by changing their focus from private car to people walking and cycling. These changes would have a positive effect on the urban realm and streetscape, making it more attractive and accessible for non-car users. Encouraging people to walk, cycle and take public transport instead of private motor vehicles would have a **positive impact on air quality, climate change mitigation, noise pollution, and the health of both the natural and historic environment by reducing carbon emissions and support a low carbon economy**. This policy therefore relates to the design, connectivity, air quality, noise and vibration, economic competitiveness and employment, natural environment and capital, climate change mitigation and historic environment IIA objectives.

- **Equality impacts**

The Mayor's Healthy Streets Approach is designed to ensure that the public transport network and streets of London are as accessible as possible to everyone. This policy is likely to disproportionately positively impact those from protected characteristic groups who currently face difficulties in these environments (particularly disabled people and older people). Improving such environments will therefore help people to lead an **active and fulfilling life by reducing inequalities** that may exist for some protected characteristic groups and making people **feel more positive about the area**. This policy is also likely to **reduce isolation**, enhance **equality of access** to social and physical infrastructure, as well as reducing the number of people exposed to **poor air quality and noise pollution**. This policy therefore meets the equality and inclusion, social integration, health and health inequalities, design, connectivity, infrastructure, air quality, noise and vibration and accessibility IIA objectives.

- **Health impacts**

Healthy Streets Approach puts people at the heart of designing streets and transport networks, rather than motor vehicles. This policy aims to reduce car dependency, tackle congestion and make more efficient use of street space. Therefore, people are encouraged to walk, cycle and travel by public transport (which can result in **physical health benefits**) and more efficient streets encourage people to interact with their environment (which can help **wellbeing**). This policy therefore relates to the health and health inequalities IIA objective.

C.3.2.2 Policy: Healthy Streets and Healthy People

- **Community safety impacts**

The policy aims to transform London's streets to encourage people to walk, cycle and take public transport and should impact on **safe and attractive routes for travel**. This is as there will be more people walking or cycling, which will lead to people feeling safer as there are more 'eyes on the street'. Fear of crime has been linked to reduced walking and playing in adults and children, and personal safety concerns are a common reason given for older children preferring not to walk to school. This policy therefore meets the connectivity, and crime, safety and security IIA objective.

- **Environment impacts**

The policy aims to encourage a shift away from private car to more walking and cycling by providing improved and new cycle facilities, removing large gyratory systems, and removing vehicle traffic from iconic locations. These measures will help reduce vehicle traffic on London's roads and is likely to have **positive effects on air quality, reduction of greenhouse gas emission, and noise reduction, creating a more attractive public realm.** This policy will improve accessibility and inclusive design, meaning that people are more likely to feel more positive about the area they live in and promote social integration. Therefore, the policy is likely to have a major positive effect on the environment. This policy therefore meets the design, connectivity, economic and employment, air quality, natural environment and capital, water, historic environment, climate change mitigation, and noise and vibration IIA objectives.

- **Equality impacts**

Reducing the need for car use could positively impact groups who have less access to car ownership (people from BAME backgrounds, women, disabled people, and people from low income households). Reducing car usage can also subsequently lead to positive impacts with both **air quality** and **noise**, which in turn can help to **reduce differentials in life expectancy.** A more inclusive road network would also be created, therefore creating a **travel environment that feels safer, has improved legibility and ease of use and provides improved links between areas, neighbourhoods and communities.** This policy therefore meets the equality and inclusion, social integration, health and health inequalities, crime, safety and security, design, accessibility, air quality and noise and vibration IIA objectives.

- **Health impacts**

The policy aims to promote active travel, which improves physical fitness providing a variety of health benefits, including a reduced risk of cardiovascular disease which is a leading cause of mortality in London. Additionally, increased uptake of active travel is expected to reduce car use which is expected to result in **improvements in air quality and noise**, which are in turn expected to have benefits in terms of health. Additionally, it is thought that by increasing walking, there could be an increase in footfall benefiting highstreets business. Businesses are important employers. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. The policy is expected to increase the use of active travel, and promote high street employment and as such, is expected to **improve the health and wellbeing of Londoners.** This policy meets the health and health inequalities, air quality, and noise and vibration IIA objectives.

C.3.2.3 Policy: Public transport capacity improvements

- **Community safety impacts**

The policy of increasing the connectivity of London through strategic projects, will reduce barriers to education and employment, which is likely to have an impact on community safety.

Lower levels of educational attainment and higher rates of unemployment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. These areas are affected by higher rates of crime as well as higher unemployment and deprivation. This policy may result in a **reduction in levels of crime**, including: burglary; theft and handling stolen goods; and criminal damage.

The new strategic transport projects will likely require new transport infrastructure to facilitate their use. The design of transport infrastructure including tube stations, train stations and bus stops has been shown to **create spaces and environments which help to reduce or increase crime and anti-social behaviour**, and can improve or impede perceptions of safety and security. Fear of crime can discourage people from using public transport. Research suggests that transport hubs can act as both attractors and generators of crime and that this varies by time of day. A crime generator is an area that attracts large numbers of people for reasons other than to commit a crime. At particular times and places, this concentration of victims and offenders produces an unplanned opportunity for offending. Crime attractors are places that offenders visit due to knowledge of the area's criminal opportunities.

Overall, this policy is likely to support the crime, safety and security, connectivity, and design IIA objectives.

- **Environment impacts**

The strategic transport projects identified aim to improve public transport efficiency, capacity, and connectivity. This will help facilitate a modal shift away from the private car and reduce congestion on roads resulting in **positive effects for air quality, climate change, and noise reduction**. Encouraging a shift away from the private car to public transport will also reduce transport emissions and support a low carbon economy. There will be short-term adverse construction effects while schemes are built which may have a negative effect on natural capital from the loss of habitats or green space. There are likely to be short-term effects on material used during construction, excavation, and demolition waste during construction, as well as potential for short-term pollution risk to water courses and groundwater during construction. Strategic transports policies have the potential to affect the fabric and the setting of heritage assets (if nearby) during their construction and operation, as well as cause short-term temporary noise and vibration effects for nearby residents. Development of greenfield sites would have negative effects for soils. However, development of brownfield sites may have positive effects. Construction is likely to involve excavation of soils which can be reused in the project, reused on other projects or disposed of. These effects will be minimised through the planning process and adherence to Construction Environmental Management Plans and policies on pollution control in the London Plan. Therefore, the policy is likely to have a major positive effect on the environment and meets the connectivity, air quality, natural environment and capital, economic competitiveness and employment, materials and waste, water, historic environment, climate change mitigation, geology and soils, and noise and vibration IIA objectives.

- **Equality impacts**

As this policy aims to encourage people to use public transport, it is disproportionately likely to impact those from protected characteristic groups who are more likely to experience low car ownership (people from BAME backgrounds, women, disabled people, people from low income households³⁸). As low car ownership means individuals are more likely to rely on public transport, reducing the need for car use could positively impact these groups and enhance a **culture of equality and fairness, and support reduced isolation**. It is likely to **encourage improved accessibility to all public transport modes, leading to improved access to economic and employment opportunities and improve air quality**. These projects could also **help to facilitate the delivery of house building that meets the needs of all Londoners**. This policy therefore meets the equality and inclusion, social integration, housing, accessibility, connectivity, economic competitiveness and employment and air quality IIA objectives.

- **Health impacts**

The policy aims to promote strategic transport projects for London. These projects have the potential to impact upon health in a variety of ways, and individually projects may be subject to HIA, which would provide a detailed view of the specific health impacts of projects. All of the projects are rail projects. Improving transport links (in an affordable way) enables people to **access job opportunities and can improve access to community and recreational facilities thus improving health and wellbeing**. The projects are also expected to provide direct and indirect employment - good quality employment improves the wellbeing and mental and physical health of those in work. The projects are rail projects, and therefore they are expected to contribute to a modal shift away from car use. This is expected to reduce congestion incentivising active travel leading to health benefits, and to **reduce noise and air quality** pollution providing further health benefits. The project also has the potential to result in additional space for new housing - for example Crossrail 2 is expected to enable the construction of over 25,000 new homes in the upper lee valley. The projects do have the potential to increase noise and air quality issues, particularly during construction, and this will need to be managed at a project level. **The policy is anticipated to result in an improvement in the health and wellbeing of Londoners**. This policy meets the health and health inequalities, connectivity, noise and vibration, and air quality IIA objectives.

C.3.2.4 Policy: Unlocking homes and jobs

- **Community safety impacts**

This policy aims to increase connectivity through dedicated public transport projects and, in particular, increasing the connectivity of east London through considering the case for future road crossings over the river. This will help to reduce barriers to education and employment, which is likely to have a positive impact on community safety. Lower levels of educational

³⁸ Of which many protected characteristic groups are more likely to be.

attainment and higher rates of unemployment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. This policy may result in a **reduction in levels of crime**, including: burglary; theft and handling stolen goods; and criminal damage. This policy relates to the IIA objective of crime, safety and security.

● Environment impacts

The policy aims to provide sustainable transport to connect homes and jobs. This will enable opportunity areas such as **brownfield sites to be unlocked for use** whilst ensuring good public transport access to these areas to encourage growth but **reduce reliance on the private car**. This will have positive effects in terms of sustainable land use associated with **unlocking areas for development, and positive effects on air quality, noise reduction, and GHG emissions reduction associated with reduced vehicles on London's roads**. Improving air quality and reducing the number of polluting emissions can have a positive impact on conserving and enhancing the historic environment but this policy could increase the flood risk across Greater London. However, the London Plan Policy 5.12 aims to ensure that new development complies with the flood risk assessments and management requirements set in the NPPF. Therefore, the policy is likely to have an overall minor positive effect on the environment and meets the sustainable land, connectivity, air quality, natural capital, water, flood risk, historic environment, climate change mitigation, and noise and vibration IIA objectives.

The policy recognises the need for new river crossings to improve links between east and south-east London to reduce pressure on the M25 and unlock growth. The policy seeks to prioritise walking and cycling and public transport crossings but recognises that road crossings may be required in the future to facilitate growth and development demand. New river crossings are likely to have a positive effect in terms of **improved connectivity** via modes other than the private car helping to reduce car use. This will have associated **air quality and noise improvements**. It may also unlock new development areas **making better use of land**. However, this would result in more growth and development which may increase car use, and use of resources (energy, water). New road river crossings will help **relieve congestion** in some areas but may encourage more car use. There will be short-term adverse construction effects while schemes are built but effects will be minimised through the planning process and adherence to Construction Environmental Management Plans. Therefore, overall the policy is likely to have a neutral effect on the environment. This policy meets the air quality, climate change mitigation, materials and waste, and noise and vibration IIA objectives.

● Equality impacts

The policy aims of improving the provision of sustainable transport infrastructure, reduced car dependency and providing new river crossings that prioritise walking, cycling and public transport are disproportionately likely to impact those from protected characteristic groups due to the link between low car ownership (and therefore a reliance on public transport) and those from equality groups (people from BAME backgrounds, women, disabled people, low income

households³⁹). Reducing reliance on car ownership could contribute to promoting a culture of **equality and fairness in London** and allowing these groups to **integrate with their communities**, as well as **improving access to economic and employment opportunities**.

Such policies are also likely to help to **reduce health differentials, reduce the number of people exposed to poor quality area and ambient noise, make people feel more positive about the area, support improved links between areas, neighbourhoods and communities**, which could help **reduce isolation**. This policy therefore meets the equality and inclusion, social integration, health and health inequalities, design, housing, accessibility, connectivity, economic competitiveness and employment, air quality and noise and vibration IIA objectives.

- **Health impacts**

The policy aims to increase public transport, walking and cycling provision. Active travel improves physical fitness, which has a variety of health benefits, including a reduced risk of cardiovascular disease which is a leading cause of mortality in London. Additionally, increased uptake of active travel and public transport is expected to reduce car use which is expected to result in **improvements in air quality and noise**, which are in turn expected to have benefits in terms of health. The policy is expected to increase the use of active travel and as such, is expected to **improve the health and wellbeing of Londoners**. This policy meets the health and health inequalities, air quality, and noise and vibration IIA objectives.

C.3.2.5 Policy: Using technology to improve the transport network

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

This policy aims to use technology to make essential motorised journeys cleaner, and safer through methods such as ultra-low emission vehicles. This policy would have a **positive impact on air quality, climate mitigation and the natural environment and the historic environment by contributing to efforts to reducing carbon emissions in London and supporting a low carbon economy**. This policy therefore relates to the connectivity, air quality, economic competitiveness and employment, natural environment and capital, climate change mitigation and historic environment IIA objectives.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

³⁹ Of which many protected characteristic groups are more likely to be.

C.3.2.6 Policy: Better international connections

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy recognises the need for airport expansion to facilitate growth and tourism but also that this can have adverse effects on communities and the environment in terms of noise, air quality, natural capital and GHG emissions from air traffic and from the additional infrastructure needed to support airport expansions. Better international connections will increase global connectivity. However, local connectivity could decrease from increased congestions around the airport. Improved public transport would help reduce this effect. There are likely to be short-term effects on material use and construction, excavation and demolition waste during construction, however this will be managed through good site practices and adherence to a construction environment management plan. The Mayor's aviation policy is set out in the London Plan and this aims to reduce significant adverse effects. However, it is unlikely that all effects could be mitigated from airport expansions and the generation of GHG emissions from increased air traffic and therefore, this policy is likely to have a minor negative effect on the environment, particularly on the connectivity air quality, natural environment and capital, materials and waste, climate change mitigations, and noise and vibration IIA objectives.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.3.3 Objective: Infrastructure

Table 29: Matrix summary: infrastructure

Policies	Community safety	Environment	Equality	Health
The data economy	No impact	No impact	No impact	Minor positive
Digital infrastructure for a digital economy	No impact	Neutral	Major positive	Minor positive
Meeting London's water infrastructure needs	No impact	Minor positive	Minor positive	Minor positive
More localised and renewable energy	No impact	Minor positive	Minor positive	Minor positive
Reducing waste	No impact	Minor positive	Minor positive	No impact
Protecting and enhancing London's environment and green infrastructure	No impact	Major positive	Minor positive	Minor positive

Source: Mott MacDonald

C.3.3.1 Policy: The data economy

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to make better use of the data available from public institutions in London, including the NHS and local authorities. This will facilitate data sharing (to agreed safeguard standards) **enabling evidence-based innovations to benefit service providers and users**. This is likely to impact on the IIA objectives of health and health inequalities.

C.3.3.2 Policy: Digital infrastructure for a digital economy

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Promoting digital infrastructure may support flexible working by making it possible to work at home or in other locations. This could **reduce the need for traditional office space and more innovative office sharing and development could be developed maximising**

efficient use of land. It could also facilitate more home working which **supports a low carbon economy** with less commuter travel and associated vehicle emissions and **air quality effects.** However, other EDS policies recognise that more office space is required in London which would increase commuter travel. Therefore, the policy is likely to have an overall neutral effect on the environment and relates to the sustainable land, economic competitiveness and employment, air quality, and climate change mitigation IIA objectives.

- **Equality impacts**

The policy aims of establishing a dedicated digital connectivity team in City Hall, and tackling 'notspot' areas⁴⁰ to enhance digital connectivity is likely to disproportionately impact those from some protected characteristic groups. This is because there is a link between digital exclusion and those from certain groups (particularly those in social housing⁴¹, low wages, unemployed, disabled people, older people, young people). Internet access and digital skills are also key to accessing and securing employment (something many of these groups can find difficult). Enhancing access to the internet could therefore contribute towards **reducing social exclusion** of a digital nature whilst encouraging a **culture of equality and fairness** and **providing access to employment.** A large majority of internet usage also revolves around finding information about goods and services, promoting digital infrastructure could therefore support **equality of access to services and facilities.** This policy therefore meets the equality and inclusion, social integration, accessibility, economic competitiveness and employment and education and skills IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work.** As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.3.3 Policy: Meeting London's water infrastructure needs

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy aims to increase water efficiency by enhancing London's capabilities of dealing with storm water, and sustainable drainage would increase resilience against periods of heavy rainfall over a long-term timeframe. The policy also recognises the threat of flooding and that

⁴⁰ 'Notspot' areas is a term in the EDS to describe areas with low internet provision or take up.

⁴¹ Of which many protected characteristic groups are more likely to be.

this needs to be managed, however new infrastructure will be required to manage future flood risk and extreme weather events, thus adapting to climate change. Measures to reduce demand, such as reduced leakage and increasing use of water meters throughout London will help to manage the supply-demand balance over the short term. **Conserving water, reducing water demand, and protecting water quality will have positive effects for natural capital and the availability of water during drought periods.** However, with a rapidly growing population and some restrictions on water abstraction for environmental reasons, there will be a need for new additional water resources in order to maintain a secure water supply-demand balance. Therefore, this policy is likely to have a minor positive impact on the environment. This policy therefore meets the natural environment and capital, climate change adaptation, water, and flood risk IIA objectives.

- **Equality impacts**

Water efficiency would have an impact on reducing the cost of water of households on water meters. The **usage and cost of water** has a differential impact on different groups of people. Those households on low incomes (more likely to be certain protected groups due to the links between deprivation) are therefore more likely to disproportionately benefit from water efficiency and water savings. This could contribute to the equality and inclusion IIA objective.

- **Health impacts**

The policy aims to reduce flood risk. Flooding can impact directly upon health through injury, drowning and damage to property. Indirectly through loss of property and local amenity increasing allostatic load (stress), and reducing wellbeing. **As such the policy is expected to improve the health and wellbeing of Londoners.** This policy therefore meets the health and health inequalities, water resources and quality, flood risk and climate change adaptation IIA objectives.

C.3.3.4 Policy: More localised and renewable energy

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy recognises that increased people, homes, and business in London will mean greater demand for energy however, opportunities exist to make new development and housing more energy efficient than the current older buildings and housing stock. The policy seeks to **promote initiatives for energy efficiency, reduced demand, and reduced GHG emissions, and recognises that this will need an integrated energy system and significant investment in both the energy efficiency programme to reduce energy demand of building stock and in the energy distribution system.** Measures to turn to renewable energy will have a positive impact upon climate change adaptation. Changes in climate can also be used to their advantage in terms of renewable energy, for example hotter

summers and solar energy. Investment in more efficient and integrated energy systems will help the transition to a low carbon economy and support the aim for London to be net zero carbon by 2050. Therefore, this policy is likely to have a minor positive effect on the environment. This policy therefore meets the housing supply, economic competitiveness and employment, culture, energy use and supply, air quality, climate change adaptation, natural environment and capital, and climate change mitigation IIA objectives.

- **Equality impacts**

As this policy aims to improve energy distribution and efficiency, those from protected characteristics groups who are more likely to experience fuel poverty (older people, disabled people) are likely to disproportionately benefit. Enabling people to better manage and afford their energy needs could therefore help with the provision of a **smart and affordable energy system**. This policy therefore meets the equality and inclusion IIA objective.

- **Health impacts**

The policy aims to improve energy efficiency. Improvements in energy efficiency in homes is expected to **reduce fuel poverty** and **enable people to lead healthy and fulfilling lives**. Fuel poverty has the potential to result in people on low incomes spending more on energy bills and less on other health needs, negatively impacting upon their health, meaning that **healthy life expectancy is likely to improve**. This policy therefore meets the equality and inclusion, health and health inequalities, and energy use and supply IIA objectives.

C.3.3.5 Policy: Reducing waste

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

This policy will promote the 'low carbon circular economy' approach to the use of resources in London – an approach which designs out waste, keeps materials in use at their highest value for as long as possible, and minimises the environmental impact. The policy is therefore likely to reduce the amount of waste that is sent to landfill or incinerated and as such will have a positive impact on waste management, the natural environment, air quality, climate change mitigation, soil quality and water quality, as well as directly encouraging a circular economy. This policy therefore relates to the air quality, materials and waste, economic competitiveness and employment, natural environment and capital, climate change mitigation, geology and soils, and water IIA objectives.

- **Equality impacts**

The policy aims of promoting a 'circular economy' approach and reducing the city's carbon footprint are likely to benefit people who currently have more limited access recycling facilities and would benefit from improved resource efficiency. Research indicates that those within London's poorest boroughs are less likely to have access to recycling facilities, and deprivation is seen as a key barrier to recycling. Evidence also suggests that transient groups

or those who do not speak English as a first language also face problems with accessing recycling facilities, and communication hinders these groups ability to engage with the principles of the circular economy. The policy is therefore likely to **minimise negative impacts of waste processing and disposal on protected characteristic and other disadvantaged groups**. This policy meets the materials and waste IIA objective.

- **Health impacts**

Scoped out for health.

C.3.3.6 Policy: Protecting and enhancing London's environment and green infrastructure

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy aims to protect and enhance London's natural capital and green infrastructure helping to create a city that is **more resource efficient, low carbon, and climate resilient**. It is also likely to **encourage use of the public realm by improving its attractiveness and access**. The policy recognises the need to invest and **maintain natural capital** and that a natural capital accounting framework can be used to value benefits. Seeing the environment as an asset and being able to value benefits can help encourage more protection and improvement. The London Environment Strategy sets out measures to improve London's natural capital, including protecting green space; additional green infrastructure; maintaining and expanding London's 'urban forest'; tackling sources of pollution such as air pollution through initiatives including ultra-low emissions zones; and reducing emissions from home, workplaces, and construction sites. These measures would have significant positive effects for the environment including **improved air quality, improved quality of soils, reduced noise levels, reduced flood risk, improve water quality and supply, protection and enhancement of greenspace and biodiversity, and reduction of GHG emissions**. This policy therefore meets the design, economic competitiveness and employment, energy use and supply, air quality, natural environment and capital, materials and waste, climate change adaptation, water, historic environment, flood risk, climate change mitigation, noise and vibration, and geology and soils IIA objectives.

- **Equality impacts**

Policies that support the London Environment Strategy by promoting London as a National Park City are disproportionately likely to impact those from protected characteristic groups (such as those from deprived households, older people, young people and disabled people). By providing more green space and therefore opportunities for physical activity, this could ultimately help people to **choose an active and fulfilling life**, as well as **enhancing social inclusion**, especially for those groups who are less likely to have access to green space (such as deprived groups). Designing more green space could therefore help to make people feel

more positive about the area they live in and promote social integration. Improving the city's air quality as part of this policy would disproportionately impact those from protected characteristic groups (such as young people, older people and disabled people) who are more likely to suffer from poor air quality. Consequently, this is likely to **reduce differentials in life expectancy and health life expectancy across London through reducing the number of people exposed to poor air quality.** This policy therefore meets the equality and inclusion, social integration, health and health inequalities, design and air quality IIA objectives.

- **Health impacts**

The policy aims to protect and enhance greenspace and limit sources of air pollution. Access to greenspace incentivises physical activity, which has a variety of health benefits, including a reduced risk of cardiovascular disease which is a leading cause of mortality in London. Access to greenspace can also lead to improved mental health and wellbeing. Poor air quality increases the risk of chronic obstructive pulmonary disease, cardiovascular disease and lung cancer as such limiting sources of air pollution is expected to result in health benefits. **As such the policy is expected to improve the health and wellbeing of Londoners.**

C.3.4 Objective: Innovation and skills

Table 30: Matrix summary: Innovation and skills

Policies	Community safety	Environment	Equality	Health
World class universities and research	No impact	Minor positive	No impact	No impact
Open to talent from across the world	No impact	No impact	No impact	No impact
Meeting the skills needs of business	Minor positive	No impact	Major positive	Minor positive
High quality apprenticeships	Minor positive	No impact	Major positive	Minor positive
Better quality learning environments	Neutral	No impact	Minor positive	Minor positive

Source: Mott MacDonald

C.3.4.1 Policy: World class universities and research

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy refers to harnessing the strength of London's research base including the low carbons sector. Innovation, new research and new technologies could help support **transition**

to a low carbon economy in the future. This policy therefore meets the education and skills, and air quality IIA objectives.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.3.4.2 Policy: Open to talent from across the world

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.3.4.3 Policy: Meeting the skills needs of business

- **Community safety impacts**

The policy aim to improve education and skills provision for those who are 16 years or more in London, should allow those who may have lower educational attainment or lack qualifications to gain them later in life. This policy can also help those who face redundancy to restructuring in the labour market. Lower levels of educational attainment are one of a series of factors that impact on crime, where those with lower educational attainment associated with higher rates of crime/criminal activity. Those who gain qualifications from this policy will also improve their employability and job prospects. This policy may result in a **reduction in crime**, including: burglary; theft and handling stolen goods; and criminal damage. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

The policy of Skills for Londoners sets out investment for state of the art learning facilities and equipment with the Skills for Londoners Capital Fund. As part of this, a Skills for Londoners taskforce will develop a strategic approach to skills, identifying gaps in provision and ensuring parity in funding, careers advice, and access to both education and employment opportunities for all Londoners. Developing this strategy is likely to disproportionately impact people from groups with protected characteristics (such as those from deprived households, those from BAME communities and young people), as these are groups who are likely to currently struggle to gain the best opportunities. These groups are less likely to have access to education and training that enables them to gain the skills needed to successfully enter employment. In the long term, the strategy is likely to improve education levels, which are likely to improve employability and help to reduce deprivation. Therefore, policies around strengthening Londoners skill set is likely to contribute towards **reducing poverty and social exclusion** through helping to provide **access to employment and education**. This will ultimately help Londoners to lead **an active and fulfilling life**. This policy therefore meets the equality and inclusion, social integration, economic competitiveness and employment, and education and skills IIA objectives.

● Health impacts

Skills for Londoners sets out investment for state of the art learning facilities and equipment with the Skills for Londoners Capital Fund, as the policy aims to improve the facilities available in London for learning. It is expected that improved learning facilities (and attracting qualified trainers), could lead to improved attainment, and an improvement in qualifications is expected to improve the ability to access employment, job quality and income. Unemployment and precarious work are associated with poor health status, whilst good quality employment **improves the wellbeing and mental and physical health of those in work**. As such the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore relates to the economic competitiveness and employment, and health and health inequalities IIA objectives.

C.3.4.4 Policy: High quality apprenticeships

● Community safety impacts

The policy aim to increase the opportunities for apprenticeships therefore improving the skills of young people in London will increase employment, employability and economic activity. Lower levels of educational attainment and employment are part of a series of factors that impact on crime, where those with lower educational attainment or employment are associated with higher rates of crime/criminal activity. Those who gain qualifications from this policy will also improve their employability and job prospects. This policy may result in a **reduction in levels of crime**, including: burglary; theft and handling stolen goods; and criminal damage. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

The policy around working with levy paying employers, to ensure the levy contributions have maximum impact by creating apprenticeships which cater to everyone and suit the skills needed for London's economy, is likely to disproportionately benefit those from some protected characteristic groups (in particular those from BAME communities, women and disabled people). These groups are statistically more likely to experience difficulties in accessing training and employment. Therefore, policies around enhancing their ability to access training and employment is likely to **reduce poverty and social exclusion** and lead to a **culture of equality, fairness and respect for people and the environment**. Ultimately higher quality apprenticeships will also **provide opportunities for Londoners to actively participate in the city's economic and educational opportunities**. This policy therefore meets the equality and inclusion, social integration, economic competitiveness and employment and education and skills IIA objectives.

- **Health impacts**

The policy aims to create apprenticeships for all. It is expected that improvements in apprenticeships will improve employment access and quality. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. **This is expected to improve the health and wellbeing of Londoners**. This policy meets the equality and inclusion, and health and health inequalities IIA objective.

C.3.4.5 Policy: Better quality learning environment

- **Community safety impacts**

The policy aim includes supporting the implementation of the government-led Area Review of the Further Education sector. The aim of the review is to create strong and financially resilient colleges which are specialised centres of expertise that are able to work together to produce the skilled workers that local businesses need.

Increasing opportunities for individuals to gain skills should increase employability which in turn may lead to community safety impacts and **reduced levels of crime**. If this was to be achieved this may have an impact on community safety. This is as unemployment and deprivation are part of a series of factors that impact on crime. Wards with higher crime rates also have high levels of deprivation and unemployment compared to wards with lower rates of crime. Due to the interdependencies of this policy, in that the better quality learning environments will lead to increased employability which may reduce the likelihood of criminality this policy has been rated as neutral. This policy therefore meets the crime, safety and security IIA objective.

● Environment impacts

Scoped out for environment.

● Equality impacts

Using the Skills for Londoners Capital Fund to improve the quality of facilities and spaces for learning in London (specifically with regards to further education) is likely to disproportionately impact those from protected characteristic groups (such as those from deprived households and those from BAME backgrounds). These groups may not currently have access or struggle to gain access to such facilities. Better space and facilities is likely to lead to **better educational attainment and employment opportunities through encouragement of accessible social infrastructure meaning lower levels of poverty and social exclusion**. This policy therefore meets the equality and inclusion, social integration, economic competitiveness and employment, infrastructure and education and skills IIA objectives.

● Health impacts

The policy aim is to improve the facilities available in London for learning which is expected to attract qualified trainers and lead to improved attainment, which is expected to improve the ability to access employment, job quality and income. Unemployment and precarious work are associated with poor health status, whilst good quality employment improves the wellbeing and mental and physical health of those in work. **As such the policy is expected to improve the health and wellbeing of working Londoners in the long term**. This policy meets the health and health inequalities IIA objectives.

C.3.5 Objective: Enterprise and entrepreneurship

Table 31: Matrix summary: Enterprise and entrepreneurship

Policies	Community safety	Environment	Equality	Health
Support for start-ups, microbusinesses, SMEs, Social enterprises, and growth businesses	Neutral	No impact	Minor positive	Minor positive
Sustainable business growth	No impact	Minor positive	No impact	No impact
Access to finance	Minor positive	No impact	Minor positive	Minor positive
Business rates – a fairer system	No impact	No impact	No impact	No impact
Supporting more businesses to export	No impact	Neutral	No impact	Minor positive
Attracting and retaining international investment	No impact	Neutral	Neutral	Minor positive

Source: Mott MacDonald

C.3.5.1 Policy: Support for start-ups, microbusinesses, SMEs, Social enterprises, and growth businesses

- **Community safety impacts**

The policy aim to provide a portal that supports advice for SMEs and new businesses may have an impact on employment levels. If this was to be achieved this may have an impact on community safety. This is as unemployment and deprivation are part of a series of factors that can **reduce levels of crime**. Wards with higher crime rates also have high levels of deprivation and unemployment compared to wards with lower rates of crime. Due to the interdependencies of this policy, in that the implementation of the portal may lead to increased employability which may reduce the likelihood of criminality this policy has been rated as neutral against the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

The policy of offering support and advice to start-ups and SMEs is likely to disproportionately impact those from protected characteristic groups (particularly people from BAME backgrounds, disabled people and women. This is due to the link between being unable to access finance opportunities with regards to business and people from these groups. As a result, this policy could help to enable these groups to actively **participate in the city's economy**, as well as being able to **access employment**, therefore ultimately helping to **reduce levels of social exclusion**. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. And, unemployment and precarious work are associated with poor health status, whilst **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.5.2 Policy: Sustainable business growth

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The EDS policy aims to support businesses to **capitalise on the benefits of the low carbon circular economy** and those that want to transition to a more circular business model. This

will have positive effects for supporting a low carbon circular economy. Therefore, this policy meets the economic competitiveness and employment, energy use and supply, air quality, natural capital, materials and waste, water, and climate change mitigation and adaptation IIA objective.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.3.5.3 Policy: Access to finance

- **Community safety impacts**

The policy aim to provide finance and capital for innovative SMEs to allow them to scale-up and achieve growth will likely increase employment in London. Higher levels of unemployment is one of a series of factors that impact on crime, where areas with higher levels of unemployment are associated with higher rates of crime/criminal activity. If this policy was implemented permanently across London, in the long term, there may be a **reduction in crime levels**. The general London population will also benefit because of lower crime being committed against them. This policy therefore meets the crime, safety and security IIA objective.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

As this policy is focussed around improving access to funding for SMEs, it is disproportionately likely to impact those from protected characteristic groups who can find it difficult to access finance, such as loans (particularly people from BAME backgrounds, disabled people and women). This means that this policy could impact these groups with regards to actively **participating in the city's economy** and being able to **access to employment**, ultimately **reducing levels of social exclusion**. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.5.4 Policy: Business rates – a fairer system

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.3.5.5 Policy: Supporting more businesses to export

- **Community safety impacts**

Scoped out for environment.

- **Environment impacts**

Increased global trade of goods could involve **more freight transportation creating emissions and contributing to climate change**. However, policies in the EDS and the Mayor's Transport Strategy on sustainable freight transport should help mitigate effects. Therefore, the policy is likely to have an overall neutral effect on the environment. This policy is likely to have a neutral effect on the air quality and climate change mitigation.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.3.5.6 Policy: Attracting and retaining international investment

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

This policy may indirectly increase commuter and commercial freight travel through new and expanding businesses. This could have **adverse effects on air quality and release of greenhouse gases contributing to climate change**. However, policies in the EDS and the Mayor's Transport Strategy on public transport and sustainable freight transport should help mitigate effects. Therefore, the policy is likely to have an overall neutral effect on the environment and therefore relates to the connectivity, air quality and climate change mitigation IIA objectives.

● Equality impacts

The policy aim of retaining businesses in key markets before the UK's departure from the European Union is disproportionately likely to impact those from protected characteristic groups (specifically people from BAME backgrounds, disabled people, women (mothers), young people) due to the link between unemployment and those from equality groups. Retaining business in London is likely to help reduce unemployment by **providing opportunities for Londoners to actively participate in the city's economy** and contribute towards **reducing social exclusion**. Depending on where business is retained, this policy could also **stimulate regeneration of deprived areas through improved access to employment**. This policy therefore meets the equality and inclusion, social integration and economic competitiveness and employment IIA objectives.

● Health impacts

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.4 EDS policies for: Supporting London's sectors

C.4.1 Objective: Advanced urban services

Table 32: Matrix summary: Advanced urban services

Policies	Community safety	Environment	Equality	Health
Open data and common standards	No impact	No impact	No impact	Minor positive
The city as a testbed for new ideas	No impact	Minor positive	Major positive	Minor positive

Source: Mott MacDonald

C.4.1.1 Policy: Open data and common standards

● Community safety impacts

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives. The policy emphasis on improving the design of public services will also help to meet health and wider inequality objectives.

C.4.1.2 Policy: The city as a testbed for new ideas

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy aims to promote new smart city technologies including sustainable energy, electric vehicles, renewable energy sources and energy efficiency initiatives. These measures will **reduce energy demand and deliver sustainable energy sources** for the future as well as helping to reduce carbon emissions, and the transition to a low carbon economy. This relates to the IIA objectives of energy use and supply, economic competitiveness and employment, and climate mitigation.

- **Equality impacts**

This policy supports suppliers in all sectors to have a workforce that is more representative of the city's diversity, including through monitoring the gender pay gap across the GLA Group's key suppliers. Policies that look at monitoring the gender pay gap will lead to **greater diversity in the workplace**, disproportionately benefit women, specifically women from age 40 onwards. Therefore, this policy meets the equality and inclusion, social integration, economic competitiveness and employment IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business, as well as reduce inequalities in the workplace. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.4.2 Objective: Cultural and creative industries

Table 33: Matrix summary: Cultural and creative industries

Policies	Community safety	Environment	Equality	Health
World city	No impact	No impact	No impact	Minor positive
Culture and good growth	No impact	Neutral	Minor positive	Minor positive
Love London	No impact	Neutral	Minor positive	No impact
Creative Londoners	No impact	No impact	Minor positive	No impact

Source: Mott MacDonald

C.4.2.1 Policy: World city

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.4.2.2 Policy: Culture and good growth

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

This policy aims to protect and strengthen London's cultural assets through strategic investments. Under current conditions, increasing the number of people in London, by expanding the cultural sector would have a negative impact on the capitals ability to **manage waste and increase noise pollution**. However, in conjunction with other policies such as 'a more efficient city' and having 'a circular economy', the negative impacts of increasing visitors to the city and bringing more waste could be mitigated. As well as this, promotion of creative and cultural industries may **indirectly promote sustainable design of new cultural venues**. This policy there meets the noise and vibration, materials and waste, and culture IIA objectives.

- **Equality impacts**

If access to culture is improved as a result of the Cultural Infrastructure Plan there will be increased opportunities for Londoners of every background to engage with culture and innovation. By encouraging employers across the sector to offer paid internships, become accredited as London Living Wage employers and sign up to the Good Work Standard, and by working with trade unions to further diversify the sector, this will have disproportionate impacts on those from protected characteristic groups. Improving access to and engagement with culture could help to **reduce social exclusion** and **support cultural activities that promote integration**. This policy therefore meets the equality and inclusion, social integration and culture IIA objectives.

- **Health impacts**

The policy aims to promote and safeguard business. Whilst unemployment and precarious work are associated with poor health status, **good quality employment improves the wellbeing and mental and physical health of those in work**. As such, the policy is expected to improve the health and wellbeing of working Londoners in the long term. This policy therefore meets the health and health inequalities, and economic competitiveness and employment IIA objectives.

C.4.2.3 Policy: Creative Londoners

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Policies around enabling all Londoners to **access employment opportunities** in the creative and cultural industries may disproportionately impact people from some equality groups who are overrepresented in terms of employment in the tourism sector (including young people and women). This could help to provide additional access to employment for these disadvantaged groups who are currently unemployed. This policy is relevant to the equality and inclusion, social integration, culture, and economic competitiveness and employment IIA objectives.

- **Health impacts**

Scoped out for health.

C.4.2.4 Policy: Love London

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The EDS policy aims to make London's art and culture more accessible and aims to increase cultural engagement and cultural activities through grants and awards. This could include **sustainable cultural activities and venues**, and contribute to additional revenue which could

be used to reinvest in these venues and make them more energy efficient. This policy therefore meets the culture IIA objective, albeit impacts are anticipated to be neutral.

- **Equality impacts**

Despite a strong cultural offer, London has low levels of participation in culture from resident Londoners - particularly amongst Londoners from BAME and poorer socio-economic backgrounds. London's diverse population also experiences inequality in terms of access to cultural venues and activities and there are uneven levels of cultural provision across London's boroughs. National data suggests disabled people, women and adults aged 75 or over have a lower participation rate in cultural activities. If access to **culture is improved as a result of the Cultural Seeds micro-grant programme**, there will be increased opportunities for Londoners of every background to connect and integrate with their communities, engage with culture and innovation, leading indirectly to reduced social exclusion and poverty. Improving access to and engagement with culture could help to **reduce social exclusion and support cultural activities that promote integration**. This policy therefore meets the equality and inclusion, social integration and culture IIA objectives.

- **Health impacts**

Scoped out for health.

C.4.3 Objective: Financial and business services

Table 34: Matrix summary: Financial and business services

Policies	Community safety	Environment	Equality	Health
Technology driven innovation in the financial services sector	No impact	No impact	No impact	No impact
Sustaining London's position as a global financial services hub	No impact	No impact	Major positive	No impact

Source: Mott MacDonald

C.4.3.1 Policy: Technology driven innovation in the financial services sector

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.4.3.2 Policy: Sustaining London's position as a global financial services hub

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

This policy aims to encourage financial and business services firms to support inclusive workplaces for women and BAME Londoners through the Good Work Standard when it is launched at the end of 2018. As this policy specifically mentions women and BAME groups in relation to financial and business services, these groups may be likely to disproportionately benefit in terms of a more inclusive work environment and workplace. Therefore, this policy meets the equality and inclusion, social integration, and economic competitiveness and employment IIA objectives.

- **Health impacts**

Scoped out for health.

C.4.4 Objective: Life sciences

Table 35: Matrix summary: life sciences

Policies	Community safety	Environment	Equality	Health
World leading scientific research	No impact	No impact	Major positive	Major positive
MedCity	No impact	No impact	No impact	Minor positive
Medical technology and digital health	No impact	No impact	No impact	Major positive

Source: Mott MacDonald

C.4.4.1 Policy: World leading scientific research

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

This policy specifically mentions improving diversity in the boardroom and at other senior positions. Therefore, the policy **will benefit those currently underrepresented** in the workplace and in more senior positions. Such groups include women, BAME individuals and disabled people. This policy meets the equality and inclusion and economic competitiveness and employment IIA objectives.

- **Health impacts**

The EDS policy recognises 'The Golden Triangle' which is home to top universities, academic health science centres, leading medical research institutes and organisations, the Medical Research Council, the Institute of Cancer Research, and the national Cell and Gene Therapy Catapult. The policy promotes a number of new and planned investments to expand research capabilities and aims to promote an environment that encourages life sciences firms to grow, supporting collaboration between research institutions and firms, and helping to commercialise the ideas being generated. An ageing and growing population in London with more complex health needs means that **the development of new products and services in life sciences is vital**. The policy aims to help facilitate this research and collaboration which will have future benefits for health and meet the health and health inequalities, energy use and supply and air quality IIA objectives.

C.4.4.2 Policy: MedCity

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The Policy supports investment and growth in the life sciences sector which will indirectly benefit health as **life sciences looks at medical research and technologies** for the future. Therefore, this policy contributes to the health and health inequalities IIA objective.

C.4.4.3 Policy: Medical technology and digital health

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The EDS policy recognises that technological advances and more sophisticated use of data offer the potential to revolutionise the healthcare sector. The policy supports the DigitalHealth.London initiative. Launched in 2016, the programme aims to speed up the development and scale up of digital innovations across health and care, and pioneer their adoption by the NHS. The policy also promotes collaboration, and knowledge and data sharing

to advance research and technologies. This will have positive benefits for people's health, therefore meeting the health and health inequalities IIA objective.

C.4.5 Objective: Low carbon and environmental goods and services

Table 36: Matrix summary: low carbon and environmental goods and services

Policies	Community safety	Environment	Equality	Health
Transitioning to a low carbon circular economy	No impact	Major positive	No impact	Minor positive
Making London a lower carbon and more resource efficient city	No impact	Major positive	No impact	Minor positive
Innovation and growth across London's CleanTech sector	No impact	Minor positive	Minor positive	Minor positive

Source: Mott MacDonald

C.4.5.1 Policy: Transitioning to a low carbon circular economy

● Community safety impacts

Scoped out for community safety.

● Environment impacts

The policy recognises that transition to a low carbon economy will create enormous market opportunity. Low carbon economies present multiple benefits to ecosystem resilience, trade, employment, health, resource efficiency energy security and reduction in energy demand, and industrial competitiveness. **A low carbon circular economy can also help climate change mitigation by enabling low carbon strategies and clean technologies to reduce emissions.** This policy is vital to helping achieve the Mayor's target of a zero carbon London by 2050. Therefore, this policy is likely to have a major positive effect on the environment and meets the economic competitiveness and employment, energy use and supply, air quality, natural capital, materials and waste, water, and climate change mitigation and adaptation IIA objectives.

● Equality impacts

Scoped out for equality.

● Health impacts

The policy recognises the growing market for low carbon and environmental goods and services that will support transition to a low carbon circular economy. **A low carbon circular economy can help improve air quality through use of clean and renewable technologies and energy sources**, which could have health benefits. Therefore, this policy meets the health and health inequalities, energy use and supply, and air quality IIA objectives.

C.4.5.2 Policy: Making London a lower carbon and more resource efficient city

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy recognises that business and households consume large amounts of energy, water, food, and other materials, and with predicted growth in population and employment forecast demands will increase, so it is vital to demand on resources is reduced and that they are used more efficiently. The policy promotes the **principles of a circular economy to maximise the life of materials and resources, and recover or recycle them at the end of their life**. The policy advocates collaborative working to support campaigns to promote the principles of the circular economy and to **reduce carbon footprint** of Londoners and businesses. This policy would have significant positive effects in terms of **reduced resource and materials use, waste reduction, carbon reduction, energy use, water use and improved air quality**.

Transitioning to a circular economy has multiple environmental, social, and economic benefits, and is a key element for a **low carbon economy**. The potential benefits of a circular economy extend far wider than waste and resource reduction to include job creation, economic growth and carbon reduction. This policy therefore meets the economic competitiveness and employment, energy use and supply, air quality, natural capital, materials and waste, water, and climate change mitigation IIA objectives.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

The policy considers five business models including leasing products, sharing assets, prolonging product life, using secondary materials for products, and recovering value at end of life. All these models promote a low carbon circular economy which will help reduce emissions associated with consumption of energy, food and goods, which could have health benefits. Therefore, this policy meets the health and health inequalities, energy use and supply, and air quality IIA objectives.

C.4.5.3 Policy: Innovation and growth across London's CleanTech sector

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The policy promotes the use of CleanTech which includes a broad range of technology related to addressing the environmental impacts of our activities including recycling, renewable energy, water, green transportation, and more. Therefore, policies around using CleanTech will have a positive impact on air quality, climate change adaptation and mitigation, and the natural environment by reducing carbon emissions. **CleanTech could also have positive**

impacts on London's waste management, water usage and contribute towards efforts of a circular economy. This policy relates to the air quality, climate change adaptation, energy use and supply, materials and waste, economic competitiveness and employment, natural environment and capital, climate change mitigation, and water IIA objectives.

- **Equality impacts**

The policy seeks to identify and support opportunities to increase the participation of women in CleanTech and the growth of women-led CleanTech enterprises. This will have **disproportionate positive impacts on women in terms of employment and work opportunities.** This policy meets the IIA objectives of equality and inclusion, and economic competitiveness and employment.

- **Health impacts**

Encouraging innovation across the CleanTech sector would improve air quality, by **encouraging the development of technology that requires less reliance on carbon and fossil fuels,** which could have health benefits. Therefore, this policy meets the health and health inequalities, energy use and supply, and air quality IIA objectives.

C.4.6 Objective: Tech and digital

Table 37: Matrix summary: Tech and digital

Policies	Community safety	Environment	Equality	Health
Europe's technology capital	No impact	Minor positive	No impact	No impact
Digital innovation that benefits all Londoners	Major positive	Neutral	Minor positive	Minor positive
Addressing barriers to growth	No impact	Neutral	Minor positive	No impact

Source: Mott MacDonald

C.4.6.1 Policy: Europe's technology capital

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

The EDS policy aims to promote continued growth of the digital technology sector in London including areas such as CleanTech. **Investing in new technology and digital technology will advance research and development and innovation and can help facilitate transition to a low carbon circular economy including renewable energy sources.** Therefore, this policy will meet the climate mitigation and energy use and supply IIA objectives.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.4.6.2 Policy: Digital innovation that benefits all Londoners

- **Community safety impacts**

This policy makes specific reference to cyber security and aims to reduce the number of people and businesses who are victims of online crime. Research indicates that London firms are at high-risk of a cyber breach, with small companies more likely to be targeted. Therefore, the Mayor's approach to supporting cyber security is likely to **reduce the risk of cyber-attacks** for individuals and businesses in the capital. This policy therefore has a positive contribution to the crime, safety and security IIA objective.

- **Environment impacts**

The EDS policy aims to support business and Londoners to benefits from digitalisation. Digitalisation may have future benefits for energy use through promotion of renewables and energy efficiency technologies. Impacts however have been rated as neutral.

- **Equality impacts**

The Mayor's aim to monitor the performance of the London labour market (including monitoring of exploitative behaviour) is likely to **benefit protected characteristic groups at risk**, such as ethnic minority individuals. Between 2015 and 2017 the most common victims of labour exploitation were of Vietnamese, Albanian and British nationality. Other groups in the top ten potential victims include workers from Romania, Poland, Sudan, China, India, Eritrea and Slovakia. This policy therefore meets the equality and inclusion, and economic competitiveness and employment IIA objectives.

- **Health impacts**

Scoped out for health.

C.4.6.3 Policy: Addressing barriers to growth

- **Community safety impacts**

- Scoped out for community safety.

- **Environment impacts**

The policy aims to address the barriers to growth of the technology sector through collaboration, skills provision, and investment. This will indirectly benefit the environment through allowing growth and innovation in technology that can benefit the environmental in the future. Impacts however have been rated as neutral.

- **Equality impacts**

Policies around helping to address 'not spot' areas and providing affordable access to digital connectivity are disproportionately likely to impact those from protected characteristic groups due to the link between digital exclusion and those from equality groups. Such groups include

those in social housing, low wages, unemployed, disabled people, older people, young people. Enhancing digital connectivity would therefore contribute towards reducing social exclusion and encourage a culture of equality and fairness.

- **Health impacts**

Scoped out for health.

C.4.7 Objective: Tourism

Table 38: Matrix summary: tourism

Policies	Community safety	Environment	Equality	Health
Challenges facing the industry	No impact	Neutral	Minor Positive	No impact
The tourism vision	No impact	Neutral	No impact	No impact

Source: Mott MacDonald

C.4.7.1 Policy: Challenges facing the industry

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Increased tourism and visitor numbers will put pressure on the **transport systems, energy use and supply, waste management, water supply, and may affect connectivity**. It will also have a negative effect on air quality, noise and vibration, and climate change. However, other EDS policies and the Mayor's Transport Strategy will help mitigate these effects by improving public transport, walking and cycling facilities. In conjunction with other policies, such as 'a more efficient city' and having 'a circular economy, the negative impacts of increasing visitors to the city and bringing more waste could be mitigated. This policy relates to the connectivity, air quality, energy use and supply, material and waste, noise and vibration, climate change mitigation, water IIA objectives.

- **Equality impacts**

The policy aims to work with employers across the tourism sector to help them to engage with the Mayor's Good Work Standard and improve pay, conditions and job quality. Therefore, the policy **will benefit those currently underrepresented** in the workplace and on the career ladder. Such groups include women, BAME individuals, older workers and disabled people. This policy meets the equality and inclusion, and economic competitiveness and employment IIA objectives.

- **Health impacts**

Scoped out for health.

C.4.7.2 Policy: The tourism Vision

- **Community safety impacts**

Scoped out for community safety.

● Environment impacts

The policy aims to offer the opportunity for tourists and Londoners to engage in what London has to offer in terms of historic heritage and natural heritage and has potential to improve the exposure of the positive impacts of **maintaining natural capital and the historical environment**, encouraging their conservation, enhancement, and protection. Development of a Cultural Strategy and Cultural Infrastructure Plan may indirectly **promote sustainable design of new cultural venues**. However, it is likely that **there will be negative impacts on air quality and climate change mitigation due to increased emissions from transport and waste etc. Energy use and noise and vibration impacts** (e.g. from the 24-hour tube) will increase and an **increase in pressure on transport systems, waste management and water supply** will arise as a result of this increased tourism. Policies in the EDS, London Environment Strategy and London Plan aim to address these issues. In particular, the London Environment Strategy highlights the agent of change principle which is part of the night time economy and means that venues and new developments can exist side by side without negatively impacting on noise. Also, electrification of transport should reduce noise impacts, so the 24-hour tube will be quieter. The London Environment Strategy includes a policy to have more tranquil spaces for Londoners to seek refuge from noise in the city. Therefore, the policy is likely to have an overall neutral effect on the environment. This policy relates to the connectivity, culture, air quality, energy use and supply, climate change mitigation, natural capital, materials and waste, water, historic environment, and noise and vibration IIA objectives.

● Equality impacts

Scoped out for equality.

● Health impacts

Scoped out for health.

C.5 EDS policies for: Working together to achieve the Mayor's vision

C.5.1 Objective: Strengthening partnerships

Table 39: Matrix summary: strengthening partnerships

Policies	Community safety	Environment	Equality	Health
Working with business	No impact	No impact	No impact	No impact
Communities and civil society	No impact	No impact	Minor positive	No impact
Working with the boroughs and wider public sector	No impact	No impact	No impact	No impact
Collaboration across the UK	No impact	No impact	No impact	No impact

Source: Mott MacDonald

C.5.1.1 Policy: Working with business

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

- Scoped out for health.

C.5.1.2 Policy: Communities and civil society

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

This policy aims to improve engagement with communities and civil groups, which has the potential to disproportionately impact some people sharing protected characteristics. Some equality groups find it more difficult to engage with their local community and, as a result, experience feelings of isolation; this could particularly affect older and disabled people, and those from BAME groups. These feelings of isolation can translate into social exclusion in the community which can create further negative impacts. Strengthening partnerships through increasing involvement in community groups can **create improved access to community networks**. This has the potential to help to make **people feel more positive about the area they live in and promote social integration**. It also has the potential to **support increased equality of access to services** (groups) in the community and **support improved links between areas, neighbourhoods, and communities**.

In addition, reaching out to Londoners of all ages and encouraging direct action such as volunteering will help Londoners be equipped with skills that will be useful for gaining employment. Young people are likely to benefit from this as they typically face more challenges in terms of accessing **employment** due to lack of experience. This policy is therefore supports the equality and inclusion, social integration, economic competitiveness and employment, and education and skills IIA objectives.

- **Health impacts**

Scoped out for health.

C.5.1.3 Policy: Working with the boroughs and wider public sector

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.5.1.4 Policy: Collaboration across the UK

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Scoped out for equality.

- **Health impacts**

Scoped out for health.

C.5.2 Objective: Making the case for devolution

Table 40: Matrix summary: making the case for devolution

Policies	Community safety	Environment	Equality	Health
Making the case for devolution	No impact	No impact	Major positive	No impact

Source: Mott MacDonald

C.5.2.1 Policy: Making the case for devolution

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Scoped out for environment.

- **Equality impacts**

Policies that aim to strengthen adult skills, offer all age careers advice, health and social care and employment support are likely to disproportionately benefit a number of groups with protected characteristics, namely, young people, older people, disabled people and those from deprived communities. These policies are likely to **reduce poverty** (through skills and career support), **improve opportunities for people to choose an active and fulfilling life** (through improved health and social care support) and **support adult education**. This policy therefore meets the equality and inclusion, social integration, health and health inequalities and education and skills IIA objectives.

- **Health impacts**

Scoped out for health.

C.5.3 Objective: Leading by example

Table 41: Matrix summary: leading by example

Policies	Community safety	Environment	Equality	Health
Leading by example	No impact	Minor positive	Major positive	No impact

Source: Mott MacDonald

C.5.3.1 Policy: Leading by example

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

Policies that aim to play a 'market making' roles in the procurements of clean technologies and to **promote the efficient use of resources, and preserve and enhance the natural environment are likely to have positive impacts on the environment**. Leading by example on waste management, circular economy principles, clean energy technologies and protecting the natural environment will have positive effects on energy demand and use, air quality, natural capital, water quality and efficiency, conservation technologies, and reducing greenhouse gas emissions. Therefore, the policy is likely to have a minor positive effect on the environment. This policy meets the energy and supply, air quality, water, climate change mitigation, materials and waste, economic competitiveness and employment, and natural capital IIA objectives.

● Equality impacts

Policies that aim to improve employment, both within the GLA and their supply chain, are likely to impact groups who are currently underrepresented within the organisations. This is also likely to positively benefit those from groups who are currently more likely to be unemployed, such as those from BAME communities, women and young people. By improving access to employment, this **will provide opportunities for Londoners to actively participate in the city's economic and educational opportunities** which will **reduce poverty and social exclusion**. This will enable **Londoners of every background to connect and integrate with their communities**. In addition, policies around introducing the LLW are disproportionately likely to impact those from protected characteristic groups (such as young people, women, disabled people, people from BAME backgrounds). These groups are also likely to disproportionately benefit from improved working conditions as people on lower incomes are potentially less empowered to secure their own rights. Improving the wages and working conditions of Londoners is therefore likely to help to reduce inequality, disadvantage, poverty and social exclusion. In addition, these same groups will benefit from a targeted policy to remove barriers to access to employment / contracting, skills and training opportunities associated with GLA procurement processes. This will significantly help to **support working families** and **enable people with physical and mental health conditions and disabilities to access and remain in employment** (through promoting equality and fairness).

These positive impacts are due to the policy which aims to harness GLA's purchasing power to affect change in labour market conditions and improve access to markets for people from equality groups. This will be achieved through GLA procurement processes that support equality of access for people from all equality groups and fair labour market conditions. These actions will benefit people from some protected characteristic groups (BAME communities, women and young people) who are currently more likely to be unemployed and disproportionately benefit from improved working conditions as people on lower incomes are potentially less empowered to secure their own rights. Improving the wages and working conditions of Londoners is therefore likely to help to reduce inequality, disadvantage, poverty and social exclusion. This policy therefore meets the equality and inclusion, social integration, and economic competitiveness and employment IIA objectives.

● Health impacts

Scoped out for health.

C.5.4 Objective: Monitoring progress

Table 42: Matrix summary: monitoring progress

Policies	Community safety	Environment	Equality	Health
Monitoring progress	No impact	Minor positive	Minor positive	No impact

Source: Mott MacDonald

C.5.4.1 Policy: Monitoring progress

- **Community safety impacts**

Scoped out for community safety.

- **Environment impacts**

This policy aims to implement a broader range of indicators which are needed to assess social and economic welfare, taking account of how the proceeds of growth are distributed and how different groups are benefiting from it. Monitoring progress will have a positive impact on all the IIA objectives, but ensuring the protection of assets and the sustainable use of aspects such as water and energy. Monitoring will also be beneficial to climate change adaptation and mitigation. This policy relates to the housing, sustainable land use, design, connectivity, air quality, climate change adaptation and mitigation, energy use and supply, materials and waste, noise and vibration, flood risk, economic competitiveness and employment, natural environment, geology and soils, climate mitigation, culture, water and the historic environment IIA objectives.

- **Equality impacts**

Policies that aim to strengthen social and economic welfare, by taking account how the proceeds of growth are distributed and how different groups are benefitting from it, will be disproportionately likely to benefit young people, older people, those with long term illnesses and disabilities and those from deprived backgrounds. These groups in comparison to others are more likely to suffer poor social and economic welfare.

Such policies will contribute to **reduced poverty** (through skills and career support) and improved opportunities for people to **choose an active, fulfilling life** (through improved health and social care support). This policy therefore meets the social integration, and equality and inclusion IIA objective.

- **Health impacts**

Scoped out for health.

D. EDS policy descriptions

Table 38: EDS policy descriptions and associated action points

EDS policy	Policy description	Associated action points
<ul style="list-style-type: none"> • Giving every child the best start in life 	<p>The Mayor will work with stakeholders to help improve affordability and access to childcare, and improve the quality of early years education in London. This will include:</p> <ul style="list-style-type: none"> • helping to tackle the cost of childcare though encouraging employers to adopt such initiatives as the Childcare Deposit Loan Scheme; • encouraging employers to adopt flexible working, parental leave and other policies that make it easier for people to balance their home and work commitments through the Good Work Standard; • identifying more space for childcare facilities; • helping to improve the skills of those working in the sector; • improving parents' access to quality affordable childcare by setting up new Early Years Hubs; • promoting free school meals for all children; and • improving early years learning environments by rolling out his Healthy Early Years programme. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Pilot the Healthy Early Years London programme to tackle the cost of childcare, improve the health, wellbeing and school readiness of children under five, and upskill early years workers – helping to increase the take-up and quality of early years education.
<ul style="list-style-type: none"> • Promoting excellence, and providing a school place for every child 	<ul style="list-style-type: none"> • The Mayor will work with the London school system and stakeholders to improve teacher recruitment, retention and leadership in London schools; • The Mayor is also working with London Councils and other partners to plan for, better coordinate and deliver the additional school places that London needs. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Continue to lobby for London early years, schools and colleges to have sufficient funding to continue to improve outcomes for all pupils.

<ul style="list-style-type: none"> ● Preparing young people for work in a global city 	<ul style="list-style-type: none"> ● The Mayor will work with schools to develop a coherent and accessible all-age careers information, advice and guidance offer for London. He will also work with schools and teachers to break down gender stereotypes and address other inequalities (for example in BAME communities) especially in STEM subjects. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Work with London schools, colleges, providers, businesses, universities and London boroughs to develop a coherent and accessible all-age careers information, advice and guidance offer. ● Work with schools, colleges, universities and industry to break down gender stereotypes and address inequalities, especially in STEM subjects. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Businesses offer more STEM work experience to pupils using the London Ambitions portal and/or working with STEM Learning.
<ul style="list-style-type: none"> ● Supporting enterprise in education 	<ul style="list-style-type: none"> ● The Mayor will work with Team London to develop the Enterprise Adviser Network which connects businesses to schools with the help of business volunteers. Through his London Made initiative, the Mayor will work with a range of workplaces to develop a programme of visits for young people and educators to highlight the opportunities in sectors like fashion, design and manufacturing. ● The Mayor also wants to draw on the strengths of London's universities in supporting student entrepreneurship across the education system. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● Overcoming barriers to work and learning 	<p>The Mayor will seek to overcome barriers to work and learning by:</p> <ul style="list-style-type: none"> ● encouraging more Londoners to invest in their own education and training, in particular at advanced and higher levels; ● promoting the personal benefits from re-skilling and up-skilling through the take up of Advanced Learner Loans; ● supporting underrepresented groups to access employment and progress in their careers, including the self-employed and those working in less secure forms of employment; 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Work with London's further education providers and other key stakeholders to promote the benefits of further learning. ● Address the perceived costs by promoting Advanced Learner Loans, which provide financial support to those aged 19 and over undertaking qualifications at Level 3 and above. ● Support the devolved Work and Health programme in London to help long-term unemployed people to (re)-

	<ul style="list-style-type: none"> • expanding the current range of ESF programmes on offer through match funding with the devolved Adult Education Budget from 2019/20; • continuing to lobby and negotiate with government to ensure that London gets a fair funding settlement in any future growth funding that replaces European funds, and that this funding is fully devolved to the Mayor; • promoting training provision that meets the needs of disabled people, in line with the Special Educational Needs and Disability (SEND) review; • developing a new Skills Strategy for London; • giving consideration to new approaches to strategic planning and commissioning of ESOL among wider basic skills needs including literacy, numeracy and digital skills needs; • improving access to employment for offenders following a criminal sentence as this means they will be less likely to reoffend, cutting crime, reducing the number of victims, and saving the taxpayer money; and • work with trade unions, employers across key sectors and other voluntary, community and social enterprise partners to increase employment rates for groups who are currently underrepresented in London's workforce. 	<p>enter work, working in collaboration with London's boroughs and sub-regional partnerships.</p> <ul style="list-style-type: none"> • Promote training provision that meets the needs of disabled people, in line with the Special Educational Needs and Disability review. • Make ESOL courses more accessible so they meet the needs of different groups of learners in the capital, especially the unemployed. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Businesses and schools work together to offer more young people opportunities to engage with employers before they leave school.
<ul style="list-style-type: none"> • Adult education 	<ul style="list-style-type: none"> • The AEB will be devolved to the Mayor from 2019/20. Control of this funding and the associated powers and responsibilities creates the opportunity to deliver a more tailored, localised skills system that is responsive to the needs of adult learners, particularly the most disadvantaged in London. The Mayor, working with the sub-regional 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Set out priorities and outcomes for adult education in London through an annual skills statement for the devolved AEB from 2019/20.

	<p>partnerships, will set out the ambitions, priorities and outcomes for adult education in London through an annual skills funding statement. Activities will be focused on improving progression, the quality of learning, and helping Londoners into work. The Mayor will also work with boroughs, Jobcentre Plus and other relevant service providers to improve the integration of adult education with employment, health and housing support.</p>	
<ul style="list-style-type: none"> ● Promoting digital inclusion 	<ul style="list-style-type: none"> ● In February 2016, the GLA became a signatory to the government's Digital Inclusion Charter. The charter aims to reduce the number of people who are offline by 25 per cent (nationally) every two years, so that by 2020 everyone who wants to be online can be. The GLA will work towards this goal within London, by developing a Digital Inclusion Strategy, to ensure that all Londoners benefit from digital technology. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Develop a Digital Inclusion Strategy to help increase the number of Londoners benefiting from digital technology.
<ul style="list-style-type: none"> ● More affordable and accessible transport 	<ul style="list-style-type: none"> ● The Mayor's London Housing Strategy sets out measures to: ● increase the housing supply by removing barriers to housing delivery; ● boost the supply of affordable homes to 90,000 starts by 2021 (through £3.15bn investment); and ● make the private rented sector more affordable; ● Three affordable tenure schemes for new builds will also be promoted; ● London Affordable Rent (for people renting on low incomes); ● London Living Rent (for people on average incomes, to save for a deposit to buy a home); and ● Shared Ownership (part buy/ part rent for people who cannot afford to buy on the open market). 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Help to increase the supply of housing including affordable homes and make private renting more affordable. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Developers, housing associations and local authorities plan for and build the new and genuinely affordable homes that Londoners need. ● Local authorities provide and coordinate help and support for the Londoners affected by the housing crisis.

	<ul style="list-style-type: none"> • The Mayor has also established the Homes for Londoners Board as a vehicle for partnership working with councils, housing associations and developers, with a long term strategic aim to make 50% of all new home in London affordable. • The Mayor will also work to improve the accessibility of the transport system, providing a better experience for those with both physical and hidden disabilities, those with young children and the growing number of older people. 	
<ul style="list-style-type: none"> • Lower transport costs 	<ul style="list-style-type: none"> • The Mayor's Transport Strategy sets out a longer-term approach to affordable fares, and commits TfL to setting public transport fares at levels that ensure affordable access to travel for all Londoners. The Mayor has already frozen all TfL fares until 2020 to make them more affordable. The Mayor has also introduced a new 'bus hopper' fare, which by the end of 2018 will allow unlimited bus transfers within the hour. • Adopting a Healthy Streets Approach is also part of this Strategy - streets will be designed to encourage people to live active, healthy lifestyles rather than around the needs of motor vehicles. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Improve the accessibility and lower the cost of transport, and provide a better experience for disabled and older people.
<ul style="list-style-type: none"> • More accessible and affordable childcare 	<ul style="list-style-type: none"> • The Mayor plans to introduce an interest-free Deposit Loan Scheme within the GLA Group to give parents access to funds to cover the up-front costs of childcare. The Mayor is urging businesses and organisations across London to follow suit and offer the same scheme to their employees, following the Good Work Standard. • The Mayor is also looking at how, through the London Plan, more space can be found for childcare by strengthening the requirement for developers and local authorities to deliver childcare provision within new 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Help to support access to more affordable and accessible childcare.

	developments, and for nursery provision to be provided within new primary schools.	
<ul style="list-style-type: none"> • Greater financial inclusion 	<p>The Mayor will seek to aid financial inclusion by:</p> <ul style="list-style-type: none"> • using his profile to help tackle the stigma of problem debt and seeking advice; • encouraging employers to engage with the Good Work Standard promote payroll deducted loans (for rent deposits) and savings products to their staff, and partner with credit unions; and • supporting efforts to promote access to affordable financial services products and free debt advice services provided by government, civil society, financial services institutions, and credit unions. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Work with partners to address some of the key causes of financial exclusion and increase financial literacy among young people.
<ul style="list-style-type: none"> • The Good Work Standard 	<ul style="list-style-type: none"> • The Mayor's Good Work Standard is an initiative to encourage employers to implement the very best employment standards in London. With fair pay and the London Living Wage at its heart, the Mayor's Good Work Standard will support employers to adopt best practice and achieve high standards in areas such as working conditions, diversity and inclusion (including the employment of older works and disabled people), flexible working, health and wellbeing, apprenticeships and training and communication with employees. The Mayor will look to encourage this within the GLA, through his Responsible Procurement Policy. • The Mayor will also review, refresh and relaunch the London Healthy Workplace Charter in order to take into account new evidence, widen appeal and accessibility to a range of employers, especially the low paid sectors and SMEs, and align with the Good Work Standard. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Recognise and reward businesses that promote high standards and diversity in employment and procurement through the new Good Work Standard for London. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Businesses, business groups and local councils work with him to promote the principles of the Good Work Standard, and encourage engagement from employers across the capital.

<ul style="list-style-type: none"> ● A Living Wage city 	<ul style="list-style-type: none"> ● The Mayor will use devolved financial powers to offer business-rate relief incentives for small firms who pay the LLW. He will also work with the new Living Wage Commission to ensure the LLW formula reflects the real costs of housing in London. The Mayor is also wants the GLA to lead by example, and has tasked his Deputy Mayors and functional bodies to find examples where the Group is not paying the Living Wage. 	<p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Local authorities extend business rate discount schemes for Living Wage accredited employers across London.
<ul style="list-style-type: none"> ● Protecting lower income workers from workplace exploitation 	<ul style="list-style-type: none"> ● The Mayor's Good Work Standard will work on a voluntary basis to encourage employers to improve employment standards. However, the Mayor wants some basic employment standards to be mandatory and for legislation to be properly enforced. He will work with central government, local authorities, and civil society to support efforts to create a labour market enforcement regime that works for London workers and businesses. ● The Mayor will work with trade unions and civil society organisations to explore the role the Mayor can play in helping to signpost Londoners vulnerable to being exploited to trusted employment rights and advice providers. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Provide guidance on being a good employer of disabled people to support more disabled people to find and progress in work, and keep older workers (50+) engaged with the workforce. ● Promote fair pay and employment practices through the Good Work Standard and help to establish London as a Living Wage city.
<ul style="list-style-type: none"> ● Better health and less poverty (note that this is not strictly a policy, but the objective has new actions so they are being assessed under this heading) 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● work with boroughs and civil society bodies to help understand the effects of welfare changes and push for changes to government policy; ● deliver a benefit check service with referral routes for different groups; ● scope and deliver a pilot of the role of schools as sites of child poverty intervention; and ● encourage more Londoners to train in mental health first aid, reaching out particularly to younger Londoners and employers. 	

<ul style="list-style-type: none"> ● Healthy and affordable food 	<ul style="list-style-type: none"> ● The London Food Strategy will set out how the Mayor will work with partners to ensure that London's food system provides healthy, sustainable and affordable food. Key elements of the strategy include: ● ensuring Londoners have the skills and knowledge to live healthy, happy and productive lives; ● reducing reliance on foodbanks; ● tackling childhood obesity; ● reducing food waste and the carbon impact of the food system, diverting surplus food to useful purposes; ● addressing food poverty by developing food poverty action plans and good food retail plans; ● promotion of skills programmes to enable Londoners to undertake rewarding jobs in the food sector and hospitality industry, via apprenticeships and work placements; ● provision of workspace for innovative food businesses and entrepreneurs; ● promotion of the role of food markets in fostering entrepreneurship and for building vibrant places; and ● celebrating and promoting London's diverse food cultures and their contribution to London's economy. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Work with partners to devise and implement solutions to food insecurity in London. ● Improve access to healthy and affordable food and promote the benefits of eating healthily. <p>The Mayor will:</p> <ul style="list-style-type: none"> ● Local authorities work to promote healthy and sustainable food, including the development of food poverty action plans and healthy food retail plans. ● Businesses, particularly those within traditionally low paid sectors, sign up to the London Healthy Workplace Charter, so that they can develop and maintain healthier workplaces.
<ul style="list-style-type: none"> ● Well designed, socially integrated places 	<p>The Mayor will ensure that the projects funded and sponsored by his agencies are of the highest standards and promote the principles of 'Good Growth' and inclusive design. He will also embed these principles in the London Plan so that all developments, buildings, and spaces, are of good quality and design. By ensuring alignment with 'Secure by Design' principles of 'designing out crime', businesses can also make themselves more secure</p>	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Promote the importance of well-designed, inclusive and high quality public spaces, buildings and housing. ● Work with local authorities, the community and voluntary sectors to enable the creation of more socially integrated communities. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● The voluntary sector and civil society groups work with him to ensure London's communities have a voice in

	<p>and less likely to be the victim of crime.</p> <ul style="list-style-type: none"> Through All of Us - his Strategy for Social Integration - the Mayor will build a richer understanding of what it means to create socially integrated places. He will work to create the conditions that support Londoners to have shared experiences, be active citizens and build positive connections across the city. 	<p>policy development and delivery, with an emphasis on groups that are less engaged.</p> <ul style="list-style-type: none"> Businesses of all sizes enable their employees to volunteer their time and skills to support the community.
<ul style="list-style-type: none"> Social infrastructure 	<ul style="list-style-type: none"> The Mayor wants to ensure that the places, spaces, networks and institutions that communities value, are at the heart of the city's development. In order for this to happen, there needs to be a better understanding of local community infrastructure and its value to inform planning at a city and local level. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> Maximise community participation, active citizenship and volunteering in the process of growth.
<ul style="list-style-type: none"> A safer, more secure London 	<ul style="list-style-type: none"> To improve safety and security in London, the Mayor will take forward the priorities set out in the Police and Crime Plan which are: <ul style="list-style-type: none"> a better police service for London; a better Criminal Justice Service for London; keeping children and young people safe; tackling violence against women and girls; standing together against hatred and intolerance; deliver 'Vision Zero' through the Mayor's Transport Strategy to eliminate deaths and serious injuries on London's transport system. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> Work with the Met Police and partners to make London a safer, more secure city confronting violence, extremism and terrorism and improving cyber security. <p>The Mayor asks:</p> <ul style="list-style-type: none"> Government provides our police and security services with a fair funding deal for London to keep the city safe.
<ul style="list-style-type: none"> Central London: a global hub for business 	<ul style="list-style-type: none"> Major investment in public transport and other forms of infrastructure will be needed to accommodate growth in the CAZ and London's retail industry. Without it there is a risk that central London becomes increasingly congested, polluted, and expensive. Businesses could 	<p>The Mayor will:</p> <ul style="list-style-type: none"> Help to protect London's role as a global hub for business, ensuring there is sufficient supply of office accommodation and through investment in transport and infrastructure.

	<p>then look to other global cities to base their operations. Through the London Plan, the Mayor's Transport Strategy and the Mayor's other strategies, the unique functions of the CAZ will be protected and enhanced to maintain London's status as a global economic centre.</p>	
<ul style="list-style-type: none"> ● Citizen-led regeneration 	<ul style="list-style-type: none"> ● To create more inclusive and socially integrated communities the Mayor will work with local authorities, the community and voluntary sector, developers, wider industry and stakeholders to: ● plan developments to promote employment uses and civic functions to achieve mixed communities and generate wider socio-economic benefits; ● work with public, private and community partners to deliver well designed and productive places, drawing on local assets to develop tailored solutions; ● promote the importance of well-designed, inclusive and high quality public spaces, buildings and housing; maximising community participation, active citizenship and volunteering in the process of growth; and ● enable businesses of all sizes to unlock the potential of their employees to volunteer their time and skills, engaging more people in civil society. 	
<ul style="list-style-type: none"> ● Office space to support the growth in services 	<ul style="list-style-type: none"> ● Through the London Plan, the Mayor will work with London's boroughs to ensure there is sufficient office space capacity to meet future needs. In addition, the Mayor will support the boroughs with the implementation of Article 4 directions where office space is at risk. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Help to protect London's role as a global hub for business, ensuring there is sufficient supply of office accommodation and through investment in transport and infrastructure.
<ul style="list-style-type: none"> ● Successful town centres and high streets 	<ul style="list-style-type: none"> ● The Mayor will seek to ensure the success of town centres and high streets by: ● working with boroughs and other stakeholders to support a 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Work with communities to create vibrant local economies outside central London, including successful town centres, high streets and industrial areas.

	<p>successful, competitive and diverse retail sector;</p> <ul style="list-style-type: none"> • supporting communities to develop an understanding of the economic, social and physical condition of their town centres and high streets, encouraging stewardship from local residents and businesses in order to maximise local economic opportunities; • targeting Mayoral and LEAP funds to stimulate local economic activity which creates attractive and welcoming high streets that draw in visitors and considers alternative uses for empty shops, disused buildings, vacant land and underused spaces; • working with boroughs to prevent the loss of viable office space and other low cost business space which is under threat from housing development; • supporting the role of high streets within local economies as places of employment, cultural activity, enterprise and innovation, and for business; • managing the introduction, or further intensification, of housing and jobs in town centres to maintain vibrant and healthy high streets; • improving public transport connections and public realm, making walking and cycling to and around town centres more appealing and reducing car dependency; • promote connectivity and innovation, including better public Wi-Fi and embedded technologies (the Internet of Things); • encouraging healthy catering commitments from food outlets and encouraging new healthy food businesses; • ensuring they are places that foster social integration and provide opportunities for 	
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	<p>Londoners to mix and meet with people of different backgrounds; and</p> <ul style="list-style-type: none"> • support vibrant local economies outside of central London, including successful town centres, markets, high streets and industrial areas. 	
<ul style="list-style-type: none"> • Industrial areas to meet London's needs 	<p>The Mayor wants to ensure that London retains sufficient industrial land to keep the economy functioning efficiently. To that end, he will:</p> <ul style="list-style-type: none"> • set out detailed policies in the London Plan to maintain a sufficient supply of land and premises to meet current and future demands for industrial and related functions; • make more efficient use of industrial land (for example, through intensification) so that it can continue to support London's economy; • work with landlords, developers, and occupiers to look at intensifying the way London's industrial land is used, through more multi-storey industrial buildings with associated shared yard space or co-location alongside residential development; and • help to enhance the physical condition of London's industrial estates by supporting the creation of Industrial Business Improvement Districts (BIDs). 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Help to ensure that London retains sufficient industrial land to keep the economy working efficiently.
<ul style="list-style-type: none"> • Affordable workspace and low cost business space 	<p>The Mayor will work with the boroughs and other stakeholders to support the retention and development of open and affordable workspace by:</p> <ul style="list-style-type: none"> • providing loans and grants for affordable workspace through LEAP's Good Growth Fund; • developing planning policy on affordable workspace and low cost business space; • developing and formalising the emerging workspace provider sector, working with the Workspace Providers Board, including encouraging more 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Support the retention of low cost and affordable workspace using planning policy and enable the creation of new space through the Good Growth Fund. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Operators and developers of industrial and distribution premises work closely with the Mayor to explore innovative solutions to workplace demand, such as multi-storey development

	<p>consistent monitoring of economic and social value;</p> <ul style="list-style-type: none"> • promoting opportunities suitable for the workspace provider sector; and • supporting small and growing businesses with a property advice service to aid understanding of lease terms and the relationships between flexibility, security, rent and rent reviews, and other rights and obligations. 	<p>and co-location with residential uses.</p>
<ul style="list-style-type: none"> • The Healthy Streets approach 	<p>The Mayor has adopted the Healthy Streets Approach to planning the city, which means that streets and the wider transport network will be designed around the needs of people rather than motor vehicles.</p> <p>The Mayor's Transport Strategy sets out how the Healthy Streets Approach will be used to:</p> <ul style="list-style-type: none"> • plan street environments and the wider street network to promote healthy, more efficient and more sustainable transport options that are accessible for everyone; • provide attractive and accessible public transport alternatives to car use, extending public transport links to new areas and improving the integration between public transport services and walking and cycling journeys; and • ensure that regeneration and future development follow Good Growth principles to be planned around walking and cycling for shorter trips and cycling and public transport for longer ones. • The Healthy Streets Approach is also a vital part of London's wider offer to support its position as a leading global city. Without tackling congestion, overcrowding, health and environmental concerns, London risks becoming less attractive to both businesses and people. Using the Healthy Streets Approach to enhance the 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Implement the Healthy Streets Approach to create a healthy street environment, where people choose to walk, cycle and use public transport.

	attractiveness of the public realm for walking and cycling will strengthen the economic vitality of town centres across London, reducing shop vacancy rates, increasing footfall and providing a more diverse use of the streets.	
<ul style="list-style-type: none"> ● Healthy Streets and Healthy People 	<ul style="list-style-type: none"> ● A move away from car dependency, towards more walking, cycling and public transport use, is the only way to tackle London's congestion problem, free up space for essential freight journeys to run more smoothly, and keep the city functioning for people and businesses alike. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Help to make more efficient use of London's streets by reducing car dependency and tackling congestion.
<ul style="list-style-type: none"> ● Public transport capacity improvements 	<ul style="list-style-type: none"> ● Key strategic transport projects will support London's economic development through improving capacity on the network, unlocking new homes and jobs, encourage more people to take public transport, thereby reducing congestion on the roads and encouraging people to walk and cycle. ● The projects include: <ul style="list-style-type: none"> ● Crossrail 2; ● Bakerloo line extension; ● Completing the Elizabeth line; ● High speed 2; and ● Extensive programme of modernisation of existing Tube lines. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Invest in London's public transport capacity with TfL and make the case to government for the transport investment needed to enable economic growth, such as Crossrail 2.
<ul style="list-style-type: none"> ● Unlocking homes and jobs 	Investment in London's transport system to improve service frequency, capacity and provide new connections, will create opportunities for new homes and jobs across the capital. Bus services will also be enhanced to support regeneration and new development, including pilots of new types of high capacity, high-frequency routes and demand-responsive services. New river crossings that prioritise walking, cycling and public transport will also be developed to connect communities. The Mayor will also take full advantage of any surplus TfL land that could be used to deliver more housing and jobs.	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Use new transport schemes to unlock homes and jobs across London, with developments planned around walking and cycling for local trips and public transport use for longer journeys.

<ul style="list-style-type: none"> ● Using technology to improve the transport network 	<ul style="list-style-type: none"> ● Advances in technology and data analytics provide exciting opportunities to improve London's transport system, from the way people plan or navigate their journeys to the method of transport they then take. Technology promises to make essential motorised journeys cleaner and safer, for example through ultra-low emission vehicles. The Mayor wants to support this innovation and will continue to make TfL data available to developers so that they can build more useful services, as well as supporting start-ups through the tech accelerator programme, helping them to get their products ready for market. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● Better international connections 	<p>Capacity constraints at London's airports have knock-on impacts in terms of delays and reliability, making London's airports less resilient to disruptions such as adverse weather. They also mean higher fares, fewer routes and less frequent flights compared to competitor city airports. The Mayor, therefore, recognises the need for additional runway capacity in the south-east of England, but this should not be at the expense of London's environment or the health of its residents. The draft London Plan will set out a detailed policy on aviation.</p>	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● The data economy 	<ul style="list-style-type: none"> ● The Mayor wants to put open data at the heart of London's government. Through the London Datastore, the GLA will continue to make more of its data accessible to the public. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● Digital infrastructure for a digital economy 	<ul style="list-style-type: none"> ● The Mayor wants to make London a world leading tech hub with world class digital connectivity. In order to achieve this, London needs better and more affordable mobile signal and fibre availability, and other technologies to anticipate growing capacity needs and serve hard to reach areas. This will support every aspect of 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Work to improve the speed and coverage of London's digital infrastructure, tackling barriers to provision. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Digital infrastructure providers inform the GLA and relevant London boroughs of their infrastructure plans with

	<p>how people work and take part in modern society, as well as helping to stimulate innovation and facilitating regeneration.</p> <ul style="list-style-type: none"> ● He will work with providers, developers, boroughs and other key stakeholders to develop guidance and share good practice of the effective provision of digital connectivity and to support the delivery of policy. The Mayor will also help to identify spatial gaps in connectivity and overcome barriers to delivery to address this form of digital exclusion, in particular through his 'not-spot' work where the current levels of connectivity are not meeting the needs of residents or businesses in the area. ● The Mayor will also promote the use of standardised legal agreements between property managers and connectivity providers to formalise access arrangements and improve access to public sector owned property so that providers can make use of them. The connectivity policies in the London Plan will be strengthened and a guidance document developed alongside them. ● The Mayor will also tackle the barriers to provision of fast, reliable digital connectivity through a comprehensive programme including: appointing a dedicated team in City Hall, promoting best practice and innovation, developing guidance, advocating the use of public sector assets for digital connectivity and championing the use of standardised agreements. 	<p>sufficient time to factor those into strategic planning and to coordinate wayleaves and highway works with other utilities.</p>
<ul style="list-style-type: none"> ● Meeting London's water infrastructure needs 	<ul style="list-style-type: none"> ● To address the water deficit, various supply and demand side measures will be needed, such as improving the water efficiency of existing and new development, better leakage detection, and encouraging people to become more water efficient through time of use 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Promote an integrated approach to water management - reducing demand, supporting appropriate water resource development, and managing rainwater close to where it

	<p>pricing linked to smart meters and through better public information.</p> <ul style="list-style-type: none"> • New infrastructure to manage London's surface water, to prevent it draining to sewers, is also required. As is new infrastructure to manage future flood risk within London. 	<p>falls, to reduce the risk of flooding.</p>
<ul style="list-style-type: none"> • More localised and renewable energy 	<ul style="list-style-type: none"> • To become net zero carbon by 2050, London will require major investment in both energy efficiency programmes to reduce the energy demand of its building stock and in its energy distribution system so that it can maximise the contribution of secondary heat and renewable energy resources for the heat and power that supplies homes and businesses. <p>London and the UK will require a far more integrated energy system to meet future energy demands. One where heat, power, storage and smart technologies combine together at both the national and city level to allow the most effective use of energy resources.</p>	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Help to retrofit London's building stock and energy systems to deliver zero carbon heat and power by 2050.
<ul style="list-style-type: none"> • Reducing waste 	<ul style="list-style-type: none"> • The Mayor will promote the 'low carbon, circular economy' approach to the use of resources in London – an approach which designs out waste, keeps materials in use at their highest value for as long as possible, and minimises the environmental impact. • The Mayor, through the new London Plan, will set policies for the identification and safeguarding of waste sites in London to enable all of London's municipal waste to be managed within London by 2026. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Promote the circular economy approach to resource and material management. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Businesses consider how they can adopt a 'circular approach' to their use of resources, ensuring that materials stay in use as long as possible, reducing the amount of virgin materials required and maximising recycling.
<ul style="list-style-type: none"> • Protecting and enhancing London's environment and green infrastructure 	<p>The London Environment Strategy sets out how he will protect and enhance London's natural capital and its green infrastructure, including:</p> <ul style="list-style-type: none"> • turning London into a National Park City where at least 50 per cent of the city is green; 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Protect and enhance London's Natural Capital - its green spaces, air, water and other natural resources to ensure London is a healthy, green and liveable city.

	<ul style="list-style-type: none"> improving London's air quality so it is the best of any major world city, going beyond the legal requirements to protect human health and minimise inequalities; and conserving and enhancing the ecology of the city including its wildlife and natural habitats. Progress on this front will be measured using a Natural Capital accounting framework. Work with stakeholders from across the financial and environmental sectors to help increase the flow of finance to address environmental challenges. 	<ul style="list-style-type: none"> Promote the concept of green infrastructure and natural capital accounting. <p>The Mayor asks:</p> <ul style="list-style-type: none"> Businesses look at how they can support the delivery of green infrastructure across London, for example developers should look at creating more sustainable drainage systems in new developments and landowners at retrofitting existing systems to help reduce flood risk.
<ul style="list-style-type: none"> World class universities and research 	<ul style="list-style-type: none"> The Mayor wants London to remain the world's leading city for learning, research and innovation. He will harness the strength of London's research base, supporting collaboration between business and academia. The Mayor also believes that international students should not be included in the government's net migration target until they move into work or start a business after their studies, and he will lobby accordingly. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> Promote the strengths of London's research base to businesses, investors and global partners.
<ul style="list-style-type: none"> Open to talent from across the world 	<ul style="list-style-type: none"> The Mayor believes that workers of all levels should be welcomed into London and he is determined that this will remain the case following Brexit. UK cities need a flexible immigration system that responds to demand, not one that places additional costs and burdens on employers. If the government is unable to provide this flexibility then the Mayor is calling for cities, including London, to have greater influence over the immigration system so that London's businesses have access to the international workers that the economy needs. 	<ul style="list-style-type: none"> No action points are associated within the EDS policy.
<ul style="list-style-type: none"> Meeting the skills needs of business 	<ul style="list-style-type: none"> The Mayor is developing a London Skills Strategy setting 	<p>The Mayor will:</p>

	out his vision and objectives for skills development in London.	<ul style="list-style-type: none"> ● Use the Adult Education Budget, once devolved, to tailor skills provision to meet the needs of businesses and learners, and to support progression into and within work. ● Use the Skills for Londoners Capital Fund to improve the quality of facilities for learning.
<ul style="list-style-type: none"> ● High quality apprenticeships 	<ul style="list-style-type: none"> ● The Mayor will work with levy paying employers to ensure their levy contributions have maximum impact by creating apprenticeships which; i) offer opportunities to all, including individuals from underrepresented groups ii) provide the types of skills required by London's economy. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Promote the provision and take-up of high quality (including higher level) apprenticeships by employers and providers, and investment in workforce progression.
<ul style="list-style-type: none"> ● Better quality learning environments 	<ul style="list-style-type: none"> ● The Mayor will use the Skills for Londoners Capital Fund to improve the quality of facilities and spaces for learning in London. ● The Skills for Londoners Capital Fund will also support the implementation of recommendations from the national government-led Area Review of the Further Education sector. 	<p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Businesses engage with providers to help inform the planning of future education provision and increase investment in workforce development.
<ul style="list-style-type: none"> ● Support for start-ups, microbusinesses, SMEs, Social enterprises, and growth businesses 	<ul style="list-style-type: none"> ● The London Growth Hub, funded through LEAP, London's Local Enterprise Partnership, is the business gateway to a range of support on offer to start-ups, SMEs and growth businesses. Through the Growth Hub the Mayor will support a range of initiatives to help small businesses start, sustain and grow. This will be done through a range of tools including online content, one-to-one support and masterclasses. ● This will include support tailored to the needs of people from BAME backgrounds and women who often have particular difficulties in accessing finance for entrepreneurial activities. He will also continue to support schemes such as London & 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Support start-ups and business growth across London through the Growth Hub and other initiatives. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Business support providers work with the London Growth Hub to help coordinate London's business support offer to ensure an easy-to-access offer is available for businesses in the capital.

	Partners' Business Growth Programme.	
<ul style="list-style-type: none"> • Sustainable business growth 	<ul style="list-style-type: none"> • Through the London Growth Hub and programmes such as Advance London's business support service, the Mayor will enable start-ups, SMEs, social enterprises and growth businesses in London to capitalise on the benefits of the circular economy. 	
<ul style="list-style-type: none"> • Access to finance 	To help address the SME finance gap in London, the Mayor will work with partners, such as the European Investment Bank, to establish a new SME Fund. The Fund will focus on those businesses seeking to scale-up and achieve their growth ambitions and those aiming for long-term sustainability. This will build on other GLA access to finance initiatives. The Mayor will also promote access to finance initiatives to raise awareness amongst under-represented groups and increase take up.	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Build on the successful London Co-investment Fund model by launching another early stage venture fund that targets high growth enterprises and addresses the funding gap facing high growth firms.
<ul style="list-style-type: none"> • Business rates – a fairer system 	<ul style="list-style-type: none"> • The Mayor will continue to make the case to government for the full devolution both of business rates revenues and also the local administration of the tax including decisions over setting the multiplier, the determination of policies on reliefs and discounts and the revaluation process. Following that, he would be able to examine options with London Councils to reform the system, designing a tax framework which recognises London's unique commercial property market and business make up. In the meantime, the Mayor will continue to lobby for reforms which can be introduced immediately. 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.
<ul style="list-style-type: none"> • Supporting more businesses to export 	<ul style="list-style-type: none"> • The Mayor will develop a London Trade Strategy with the UK government and London & Partners to strengthen global trading opportunities as we leave the EU, building stronger partnerships with cities in Europe and across the globe in order to foster trade links. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Support more businesses to export through the International Business Programme delivered by London & Partners and their private sector partners.

	<ul style="list-style-type: none"> • The Mayor will create an export programme tailored to the needs of London's businesses and continue to deliver his International Business Programme (MIBP), as well as the Business Growth Programme which provides business support for foreign owned SMEs to grow. 	
<ul style="list-style-type: none"> • Attracting and retaining international investment 	<ul style="list-style-type: none"> • The Mayor will continue to work with London & Partners to communicate London's offer to the world. He will lead international trade missions and campaigns, such as #londonisopen, to attract new foreign direct investment and forge stronger ties with other global cities to develop mutually beneficial trading links and expand business opportunities. As well as attracting firms to come to London, the Mayor and London & Partners will engage directly with businesses and develop targeted campaigns to retain businesses in the run up to the UK's departure from the European Union. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Work with London & Partners to attract and retain investment in London and support foreign-owned firms to expand through the Business Growth Program.
<ul style="list-style-type: none"> • Open data and common standards 	<ul style="list-style-type: none"> • The Mayor will help to develop common standards for data collection and digital platforms between public agencies. These common standards are needed so that the public sector can take on new and innovative digital products to make London a leader in new digital public services. Bringing data together from across different agencies and opening it up will enable better services, more efficient government, and greater transparency, and the Mayor will launch challenges around data held by public organisations. As a priority, the Mayor will work to build trust with Londoners in data privacy and security, and co-invest with London boroughs in secure data sharing. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Identify key social, economic and environmental challenges and call on London's entrepreneurs to innovate with data and technology to help solve them. • Establish new digital leadership with the Smart London Board and publish a new Smart London Plan/Roadmap to make London the smartest city in the world. This will include: <ul style="list-style-type: none"> – using the London Plan to ensure smart technology is incorporated in new developments and infrastructure; – common standards and open approaches to data and procurement for digital services enabling products and services to scale; and

		<ul style="list-style-type: none"> – making data safe and able to be used more effectively by better data sharing, and personal- or cyber- security. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Local authorities develop data sharing agreements and common data standards, so businesses can more easily develop and scale digital public services.
<ul style="list-style-type: none"> • The city as a testbed for new ideas 	<ul style="list-style-type: none"> • Work with the advanced urban services sector to improve the service design of digital services to be inclusive and responsive to the needs of users from different backgrounds; • support suppliers in this (and other) sector(s) to have a workforce that is more representative of the city's diversity, including through monitoring the gender pay gap across the GLA Group's key suppliers, as he implements his Responsible Procurement Policy; • support the creation of GovTech incubators to bring the best ideas to market in digital public services, helping London's residents and businesses to access and use public services and information more easily. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Support investment in urban demonstrators to showcase digital technologies across the city, and work with London boroughs and investors to bring these to market for the benefit of Londoners. • Support the creation of GovTech incubators to bring the best ideas to market in digital public services, helping London's residents and businesses to access and use public services and information more easily. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Businesses engage with the public sector to understand the challenges London is facing and innovate with data to identify solutions.
<ul style="list-style-type: none"> • World city 	<ul style="list-style-type: none"> • The Mayor will support London's creative and cultural sector to continue making and exporting the best products and services in the world. As part of his creative industries investment programme, the Mayor will continue to fund these activities. • The Mayor wants to see more creative businesses engaged in the programme and featured more centrally on international trade missions and visits. He will work through London & Partners to broker these new relationships with creative entrepreneurs and businesses to showcase the best of London's creativity. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Work to secure investment in the development of the Thames Estuary Production Corridor and prepare a blueprint for technical education. • Promote and support the sector through agencies and trade bodies like the British Fashion Council, Film London, London Design Festival, Games London and London & Partners.

	<ul style="list-style-type: none"> • The Mayor will also create production corridors to become world-class centres for production, developing talent and building infrastructure to support digital, creative and cultural businesses. 	
<ul style="list-style-type: none"> • Culture and good growth 	<ul style="list-style-type: none"> • Through a new Cultural Infrastructure Plan, the Mayor will map London's cultural assets for the first time to identify what is needed to support the sector. The Mayor will protect and strengthen London's cultural assets through strategic investments in facilities like the Museum of London and through planning policies. The new London Plan will be the most pro-culture London Plan ever, offering greater protection for cultural venues and facilities in London. • The Mayor will also pilot the development of London's first ever Creative Enterprise Zones. Working with local authorities, creative businesses and cultural organisations, the Mayor will help artists and creative businesses to put down roots in these areas, ensuring that they can sustain their businesses, continue to grow and support the local economy. Alongside this, the Mayor is exploring options for a Creative Land Trust which will safeguard affordable creative workspace in the long-term. 	
Love London	<ul style="list-style-type: none"> • The Mayor wants every Londoner to feel able to access London's arts and culture. He will work with all those who share his vision to engage more of London's communities. The Mayor has launched Culture Seeds, a £1m micro-grants programme to fund grassroots culture. He is also launching two pilots to increase cultural engagement among Londoners, including a cultural offers and discounts package for families and young people 	

	and a scheme to reward volunteering.	
<ul style="list-style-type: none"> • Creative Londoners 	<p>The Mayor wants every Londoner to feel able to access London's arts and culture. He will work with all those who share his vision to engage more of London's communities by:</p> <ul style="list-style-type: none"> • establishing a London Borough of Culture competition so that every year a different borough is the focus of a celebration of the city's arts and culture; • launching a Love London campaign to help more Londoners access arts and culture; • backing major cultural festivals to celebrate London's diverse population; and • establishing a Culture Seeds fund providing micro grants to grassroots communities and social entrepreneurs to turn their ideas for cultural activity into reality. • The Mayor also wants all Londoners to be able to access employment opportunities in the creative and cultural industries and for businesses to be able to find the talent they need. He will also work with employers across the tourism sector to help them engage with the Good Work Standard. As well as continuing to lobby for a Brexit deal in Londoners' interests, the Mayor will develop a Creative Industries Skills Plan, starting with the screen industries. He will also promote culture within education. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Help more Londoners to engage in culture through the London Borough of Culture competition and a Love London campaign. • Continue to back major cultural festivals to celebrate London's diverse population. • Develop a Creative Industries Skills Plan and promote culture in education. • Promote the night time economy in line with the vision for London as a 24-hour city.
<ul style="list-style-type: none"> • Technology driven innovation in the financial services sector 	<ul style="list-style-type: none"> • The Mayor will continue to support London to retain its place, and competitive advantages, as the best place to start up and grow a FinTech business in Europe. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Work with London & Partners, the City of London Corporation, TheCityUK, business leaders, and wider stakeholders to showcase London's global strengths and support growth, including in FinTech and carbon finance. <p>The Mayor asks:</p>

		<ul style="list-style-type: none"> • The financial services sector works with FinTech firms to continue to innovate with new products and services to ensure London remains the financial services capital of the world.
<ul style="list-style-type: none"> • Sustaining London's position as a global financial services hub 	<p>While the Mayor is limited in his powers to directly address many challenges within the financial services sector, he will do all he can to sustain London's position as a global financial hub. He aims to create a competitive environment for the sector to operate in, which includes investing in infrastructure and skills, and ensuring London has sufficient office space available in the right locations and at competitive rents to enable growth of the sector. Together with London & Partners, the City of London Corporation and TheCityUK, the Mayor will help to showcase and promote London's strengths to the world in financial and business services.</p> <ul style="list-style-type: none"> • The Mayor will also continue to lobby government for a Brexit deal which enables London's financial and business services sector to continue to access skilled labour from Europe and to trade within the Single Market. • The mayor will also encourage financial and business services firms to support inclusive workplaces for women and BAME Londoners through the Good Work Standard when it is launched by end 2018. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Lobby on behalf of the sector for a Brexit deal which sustains mutual market access for UK and EU financial services companies. • Help to ensure London has sufficient office space in the right locations to support the growth of the sector. • Explore opportunities to build on the London Co-investment Fund and continue to leverage in venture capital for promising start-ups. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • The financial services industry, including pension funds, corporate and private wealth managers take a bolder and more patient approach to deploying capital to take advantage of London's emerging expertise in new industries, supporting firms to scale up and grow.
<ul style="list-style-type: none"> • World leading scientific research 	<p>The Mayor wants to help create an environment that encourages life sciences firms to grow, supporting collaboration between research institutions and firms, and helping to commercialise the ideas being generated. This includes advances in digital health where there is significant potential for innovation in areas like robotics and artificial intelligence. Working with London & Partners and MedCity, the Mayor will promote the region's expertise around the world. The Mayor will:</p>	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Promote London and the wider south-east as a pioneer of life science innovation internationally. • Help to increase the availability of long term 'patient' capital available to the sector. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Investors, including pension funds, corporate and private wealth managers take a more patient approach to

	<ul style="list-style-type: none"> work with partners across health, local and central government, education, and trade unions – including through a London Workforce Board – to secure the workforce London needs and support the career development of current and future staff; and work with MedCity and partners to help the sector improve diversity in boardrooms, and other senior positions. 	<p>deploying capital in the life sciences sector, where drug development for example can take over 10 years.</p>
<ul style="list-style-type: none"> MedCity 	<p>In 2014 MedCity - a collaboration between London, Cambridge and Oxford Academic Health Science Centres, co-funded by the Mayor - was created to address the core growth challenges facing the sector. MedCity promotes and grows the life sciences cluster across the wider south-east through:</p> <ul style="list-style-type: none"> providing a single front door and concierge service for industry and investors looking for partners, infrastructure and expertise; facilitating and supporting collaboration across all parts of the sector to turn innovations into commercial products and services; fostering an environment that supports and encourages entrepreneurialism; and raising awareness globally of the region's rich life sciences ecosystem. The Mayor will continue to support and encourage investment within this area. 	<ul style="list-style-type: none"> No action points are associated within the EDS policy.
<ul style="list-style-type: none"> Medical technology and digital health 	<p>To help exploit the potential of digital health, the Mayor will continue to support DigitalHealth.London. Launched in 2016, the programme aims to speed up the development and scale up of digital innovations across health and care, and pioneer their adoption by the NHS.</p> <p>Recognising the importance of facilitating the safe use of NHS</p>	<p>The Mayor will:</p> <ul style="list-style-type: none"> Work with partners to explore options for the safe use of NHS data for research. Continue to support collaboration across different sectors (such as digital health and MedTech) to meet healthcare challenges. Work with London boroughs, universities and research

	<p>data for research, the Mayor will also support developments to the London Datastore, to enable the progression from publishing open data to the secure storage and sharing of confidential data for research.</p> <p>The Mayor also supports the growth of the wider medical technologies sector, as part of a collaboration with MedCity and the South East Health Technologies Alliance. This collaboration – ‘MedTech London’, funded primarily by the Mayor - has responded to the sector’s growth needs through providing networking opportunities, support in accessing the market and training workshops.</p>	<p>institutions, the NHS and other stakeholders to support the growth of new life sciences developments - from directly funding new innovation and workspace provision, to making the best use of publicly owned land, and using the Mayor’s planning policy levers to facilitate future development.</p> <p>The Mayor asks:</p> <ul style="list-style-type: none"> • The NHS works with firms to identify innovative data solutions to help solve London’s health challenges.
<ul style="list-style-type: none"> • Transitioning to a low carbon circular economy 	<p>The Mayor will support London businesses to develop the skills, knowledge, technology and expertise to be competitive in an increasingly low carbon economy.</p> <ul style="list-style-type: none"> • The Mayor will also promote the use of ‘smarter’ approaches to the delivery of services, using data and technology to improve city infrastructure, such as energy systems. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> • Set clear environmental ambitions for London and a roadmap for delivering them. • Support businesses and households to become more resource efficient. <p>The Mayor asks:</p> <ul style="list-style-type: none"> • Businesses engage in London’s environmental challenges and provide innovative solutions. • Investors back London’s CleanTech innovation, supporting start-up growth and helping to make the capital more liveable.
<ul style="list-style-type: none"> • Making London a more resource efficient city 	<ul style="list-style-type: none"> • The Mayor will promote the principles of a circular economy- one in which materials and resources are kept in use for as long as possible, extracting the maximum value from them whilst in use, then recovering and regenerating products and materials at the end of their life. • The Mayor, working with the London Waste and Recycling Board (LWARB), waste authorities and other stakeholders, will also support campaigns and good practice that help Londoners and businesses to promote the principles of a circular 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.

	economy and to reduce their carbon footprint.	
<ul style="list-style-type: none"> ● Innovation and growth across London's CleanTech sector 	<ul style="list-style-type: none"> ● The Mayor will seek to encourage innovation and growth across London's CleanTech sectors through the following: <ul style="list-style-type: none"> ● establishing a Centre for Cleantech Innovation in White City and Old Oak – to provide office, meeting and social space; ● creating a 2018 Cleantech festival - an international showcase to promote the UK as a world leader in CleanTech; ● establishing 'a proving factory' - an early stage manufacturing facility to enable firms with growth investment to prototype their innovations; ● work with stakeholders in the financial services sector to accelerate investment into innovative CleanTech business to drive the transition to a low carbon circular economy; and ● identify and support opportunities to increase the participation of women in CleanTech and the growth of women-led CleanTech enterprises. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Accelerate innovation in the CleanTech sector by assisting start-ups to test, prototype and commercialise their innovation in London. ● Establish a Centre for CleanTech Innovation in West London – to provide workspace, collaboration space and business support. ● Scope out the potential to establish 'a proving factory' - an early stage manufacturing facility to enable firms with growth potential to prototype their innovations. ● Promote London's CleanTech proposition internationally with London & Partners to attract new anchor businesses and investment.
<ul style="list-style-type: none"> ● Europe's technology capital 	<p>The mayor will lobby government on behalf of the sector for continued UK influence over the shape the future Digital Single Market takes, and a Brexit deal that guarantees British companies will have access to it.</p>	<ul style="list-style-type: none"> ●
<ul style="list-style-type: none"> ● Digital innovation that benefits all Londoners 	<ul style="list-style-type: none"> ● The Mayor will: <ul style="list-style-type: none"> ● work with business, representative bodies, and the Skills for Londoners Business Partnership, to monitor the performance of London's labour market and consider the potential impact of new technologies on skills gaps in key sectors, including any potential distributional impacts and exploitative behaviour; and ● support tech firms and companies adopting digital business models, to access 	<ul style="list-style-type: none"> ●

	best practice in cyber security and data protection.	
<ul style="list-style-type: none"> ● Challenges facing the industry 	<ul style="list-style-type: none"> ● The Mayor will continue to work with Partners to encourage the development of London's tourism offer, especially in the wake of uncertainties and challenges within the industry. ● The mayor will also work with employers across the tourism sector to help them engage with his Good Work Standard and improve pay, conditions and job quality. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● The Tourism Vision 	<ul style="list-style-type: none"> ● London & Partners' Tourism Vision sets out how the Mayor will sustain the city's position as a global capital for tourism. He will also help to address wider barriers to growth facing the sector, including: ● lobbying on behalf of the industry over recruitment from the EU; ● lobbying for continued visa free travel to the UK for European citizens; ● enhancing Wi-Fi connectivity across London for the benefit of visitors; ● making it easier for tourists to walk, cycle or use public transport; and ● improving international connections including continued membership of the European Common Aviation Area. 	<p>The Mayor will:</p> <ul style="list-style-type: none"> ● Support London & Partners to raise awareness of the Tourism Vision to those with a stake in London's international promotion. ● Work with London & Partners to implement the Tourism Vision focusing on: <ul style="list-style-type: none"> – convincing more visitors to choose London by showcasing the range and depth of London's cultural offer, attracting more first time visitors and boosting off-peak travel; – improving the visitor experience and access to information; – ensuring London has the infrastructure and amenities to sustain and accommodate growing numbers of visitors; and – working with industry to develop the infrastructure to support increasing numbers of business visits and events. <p>The Mayor asks:</p> <ul style="list-style-type: none"> ● Businesses raise the profile of the sector to attract and retain talent. ● Businesses work collectively with London and national government to bid for and host major sporting, cultural and business events that

		build London's reputation globally.
<ul style="list-style-type: none"> • Working with business 	<ul style="list-style-type: none"> • The Mayor will listen to business voices to refine his policies and seek to influence business behaviour in line with this strategy. • The Mayor's Business Advisory Board and LEAP bring together business representatives to share ideas, offer constructive feedback on the Mayor's activities and – in the case of LEAP – formally advise on the use of funds to promote economic development and regeneration in London. In addition, a number of policy-specific groups have been convened to channel expertise into all relevant thinking at City Hall. • By building strong relationships with business leaders in all of these ways, the Mayor hopes to cultivate an active network of ambassadors who can influence the behaviour of other businesses, leading by example. 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.
<ul style="list-style-type: none"> • Communities and civil society 	<ul style="list-style-type: none"> • The Mayor will be creative in his approach to working with communities and civil society groups, using a diverse range of engagement methods, with a particular focus on active participation and reaching out to groups who are often underrepresented in the economy. For example, his London Borough of Culture programme actively promotes the role of communities in getting involved in cultural thinking and decision making at a local level with the long-term goal of informing neighbourhood and Local Plans. • In addition, by working with Trade Unions, the Mayor will ensure workers in London have a voice and act on their concerns, for example through the development of the Good Work Standard. 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.

<ul style="list-style-type: none"> ● Working with the boroughs and wider public sector 	<ul style="list-style-type: none"> ● The Mayor will continue to work in partnership with London's 32 boroughs and the City of London Corporation individually and collectively through London Councils to deliver on his priorities. This will include lobbying central government for the resources, freedoms and powers the city needs. ● The Mayor also welcomes closer collaboration with the Higher and Further Education sector and other key institutions of the knowledge economy to maximise their impact on innovation and growth. The Mayor will be working with national Government on the development of the Industrial Strategy and with other UK cities to identify, and capitalise on, opportunities for growth. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● Collaboration across the UK 	<ul style="list-style-type: none"> ● The Mayor will build stronger partnerships, in particular with authorities which are keen to explore mutual benefits arising from strategic growth opportunities and the realisation of corresponding employment opportunities. The Mayor will also look for such opportunities further afield in the Midlands Engine and the Northern Powerhouse so that London and the UK can successfully grow together. The Mayor will take the lead in bringing together UK (and global) cities, business leaders and institutions to maximise opportunities for innovation, business growth and market expansion. 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.
<ul style="list-style-type: none"> ● Making the case for devolution 	<p>The Mayor believes that London needs a more radical package of measures to maintain its status as global city including devolution of:</p> <ul style="list-style-type: none"> ● The full suite of property taxes; a modest assignment of income tax and VAT; London's contribution to the apprenticeship levy; and permissive powers to establish other smaller taxes such as a tourism levy. Devolving these 	<ul style="list-style-type: none"> ● No action points are associated within the EDS policy.

	<p>in the right way would incentivise London government to sustain a broad and stable tax base for the long-term investment in London's infrastructure and public services.</p> <ul style="list-style-type: none"> • A range of budgets including adult skills, 16-18 funding, all age careers advice service, health and social care and employment support. • A proportion of innovation funding to create a flexible fund that will enable London and other cities to be more agile in their response to emerging opportunities, working in partnership with businesses and research institutions. • All business support including for exports and inward investment. <p>The Mayor will continue to lobby Government for more powers to be devolved to enable him to achieve his vision for the economy.</p>	
<ul style="list-style-type: none"> • Leading by example 	<ul style="list-style-type: none"> • This policy sets out how the Mayor will use responsible procurement within the GLA to deliver a commitment to: • promote fair employment practices with suppliers to ensure employees receive fair pay and conditions (including LLW); • break down barriers that restrict SMEs, community sector organisations and underrepresented groups from entering the GLA supply chain to generate employment, skills and training opportunities; • encourage innovative and creative approaches from suppliers that advance London's competitiveness as a world leading city and promote equality and fairness; • play a 'market making' role in the procurement of clean technologies and to promote the efficient use of resources; 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.

	<ul style="list-style-type: none"> • preserve and enhance the natural environment; and • demonstrate leadership on food issues to improve the healthiness and sustainability of food that their staff consume. 	
<ul style="list-style-type: none"> • Monitoring progress 	<ul style="list-style-type: none"> • The Mayor believes that a broader range of indicators are needed to assess social and economic welfare, taking account of how the proceeds of growth are distributed and how different groups are benefiting from it. 	<ul style="list-style-type: none"> • No action points are associated within the EDS policy.

Source: GLA (2017): Economic development strategy

E. EDS Monitoring Indicators

Objective	Outcome / Output	Indicator	Source	Data frequency	Relevant SDG Indicators
F1 London's economy works for all Londoners with no one locked out from opportunity	F1.1 Inequality in London declines	F1.1.1 Gap in earnings between the top 10% and bottom 10% of households	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
		F1.1.2 Size of the pay gap by gender	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
		F1.1.3 Percentage in poverty/persistent poverty	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
G1 London retains its global competitiveness and position as a global centre for business	G1.1 UK has a future relationship that protects our ability to trade across the EU and access talent	G1.1.1 Rate of growth in the value of London's goods and services exports	ONS Regional Service Exports / HMRC Regional Trade Statistics L&P/DIT	Quarterly	SDG 17
		G1.1.2 Number of new FDI projects secured in London (businesses and jobs)		Quarterly	SDG 17
	G1.2 London is promoted as a destination partner for investment, trade and tourism	G1.2.1 London's ranking for the perception of global city brands	Anholf GfK City Brands Index	Annual	SDG 8.9
S1 There is innovation and growth across London's sectors	S1.1 London's sectors are growing and becoming more inclusive	S1.1.1 Rate of productivity growth (GVA per job) by sector	ONS Regional GVA, ONS Workforce Jobs	Annual	SDG 5.5, 8.1, 8.2 and 10.5
		S1.1.2 Number of LLW employers by sector	Living Wage Foundation	Annual	SDG 5.5, 8.1, 8.2 and 10.4

Objective	Outcome / Output	Indicator	Source	Data frequency	Relevant SDG Indicators
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F1	London's economy works for all Londoners with no one locked out from opportunity	F1.1	Inequality in London declines	F1.1.1	Gap in earnings between the top 10% and bottom 10% of households	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
				F1.1.2	Size of the pay gap by gender	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
				F1.1.3	Percentage in poverty/persistent poverty	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 5.5, 8.5, 10.1 and 10.4
F2	Londoners receive a world class education that gives them the skills business requires	F2.1	London's education outcomes exceed the rest of the UK and other global cities	F2.1.1	Proportion of adults (16-64) with tertiary education	Eurostat	Annual	SDG 4.1
		F2.2	A closure of the technical skills gap	F2.2.1	Number of employers reporting a skills shortage vacancy in London	Employer Skills Survey	Bi-annual	SDG 4.4
F3	London is an affordable city in which to live	F3.1	More Londoners live in homes that they are able to afford	F3.1.1	Housing costs as a percentage of household income	English Housing Survey	Annual	SDG 11.1
		F3.2	More Londoners live in decent homes	F3.2.1	Percentage of homes that are decent	English Housing Survey	Annual	
		F3.3	Public transport costs as a percentage of income	F3.3.1	Percentage of income spent on travel	TfL Travel in London Report	Annual	SDG 1.2, 9.1, 10.1 and 11.2

		F3.4	There is an increase in the supply of quality early years education and childcare	F3.4.1	Ofsted Good and Outstanding ratings	Ofsted data	Annual	SDG 4.2
F4	London is the best city in which to work	F4.1	All workers receive a fair wage	F4.1.1	Percentage of London's workforce paid less than LLW	ONS Annual Survey of Hours and Earnings	Annual	SDG 1.2, 10.1 and 10.4
		F4.2	London businesses demonstrate exemplary employment standards	F4.2.1	Number of businesses signed up to the Good Work Standard	GLA	Annual	SDG 8.3 and 8.5
		F4.3	More Londoners have the opportunity to access well paid, stable employment	F4.3.1	% workforce sustaining employment for 12/24 months	ONS Annual Population Survey	Annual	SDG 5.5, 8.5 and 10.4
F5	Londoners are able to live healthier lives	F5.1	Londoners are healthier	F5.1.1	Healthy life expectancy	ONS National Life tables	Annual	SDG 3.4 and 10.4
		F5.2	Health inequalities between neighbourhoods and groups are reduced	F5.2.1	Healthy life expectancy by borough and sex	ONS National Life tables	Annual	SDG 3.4 and 10.4
F6	London is a safe community that promotes diversity and inclusivity	F6.1	There is a reduction in crime affecting London's people and businesses	F6.1.1	Number of recorded crimes	MOPAC crime dashboard	Annual	SDG 16

Objective		Outcome / Output	Indicator		Source	Data frequency	Links with other EDS objectives
G1	G1.1	UK has a future relationship that protects our ability to trade across the EU and access talent	G1.1.1	Rate of growth in the value of London's goods and services exports	ONS Regional Service Exports / HMRC Regional Trade Statistics	Quarterly	G5, S4, S5, S7
			G1.1.2	Number of new FDI projects secured in London (businesses and jobs)	L&P/DIT	Quarterly	G5, S4, S5, S7
	G1.2	London is promoted as a destination partner for investment, trade and tourism	G1.2.1	London's ranking for the perception of global city brands	Anholf GfK City Brands Index	Annual	S8
G2	G2.1	Land use priorities are balanced to meet the needs of a growing economy	G2.1.1	Quantity of industrial and warehousing floorspace in London (B1c, B2 and B8) in designated industrial locations (based on a rolling average)	London Plan Annual Monitoring Report	Annual	G3
	G2.2	Viable office space is protected from being lost, and the supply of affordable and low-cost workspace is boosted	G2.2.1	Quantity of affordable B1 workspace as a share of total B1 floorspace in planning approvals (based on a rolling average)	London Plan Annual Monitoring Report	Annual	G3
G3	G3.1	Investment in London's transport infrastructure	G3.1.1	Crowding on peak services	TfL Annual Scorecard	Annual	

		unlocks growth				
	G3.2	Londoners are generating less waste through more recycling and adoption of circular economy principles	G3.2.1	Performance of household waste recycling	DEFRA Waste and Recycling statistics (reported through the London Environment Strategy implementation plan)	Annual S6
	G3.3	Londoners have access to fast and reliable broadband and mobile connectivity	G3.3.1	Number of London's digital 'not spots'	London Plan Annual Monitoring Report	Annual S2, S7
G4	G4.1	There are clear and easy routes for international students, academics, and technical staff to come to London	G4.1.1	Number of international students at London universities	HESA Student records	Annual F2, S2, S5, S6, S7
	G4.2	London is a world leader in R&D	G4.2.1	Income from research related activities by London higher education providers	HESA Higher Education Community and Business Interaction Survey	Annual S2, S5, S6, S7
G5	G5.1	Businesses have more affordable workspace, finance, and business support	G5.1.1	Business birth rates for London	ONS Inter-Departmental Business Register	Annual G2, G3

G6	G6.1	Pathways on which to progress are improved and give Londoners the skills they need in a changing labour market	G6.1.1	Total number of the working age population in London (aged 16+) participating in education and learning	ONS Labour Force Survey	Annual	F2, F4
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Objective	Outcome / Output	Indicator	Source	Data frequency	Relevant SDG Indicators
S1 There is innovation and growth across London's sectors	S1.1 London's sectors are growing and becoming more inclusive	S1.1.1 Rate of productivity growth (GVA per job) by sector	ONS Regional GVA, ONS Workforce Jobs	Annual	SDG 5.5, 8.1, 8.2 and 10.5
		S1.1.2 Number of LLW employers by sector	Living Wage Foundation	Annual	SDG 5.5, 8.1, 8.2 and 10.4
S2 London becomes smarter and more data driven	S2.1 London establishes and promotes	S2.1.1 Number of initiatives in borough's digital strategies for	Digital Strategies in London's boroughs: state of play	Annual	
	common standards for collecting data	collaboration (data sharing/common standards)			
	S2.2 Data is more open to the public	S2.2.1			
	S2.3 Londoners enjoy improved access to public services	S2.3.1 London's ranking as a leading smart city	Juniper Research Smart City Index	Annual	--
S3 More Londoners are able to access and enjoy London's culture and heritage	S3.1 London's culture and heritage is protected	S3.1.1 Percentage of Londoners engaged/accessing culture/cultural events by socio-economic group / borough	DCMS Taking Part Survey	Annual	SDG 8.9

S4	London retains its status as a world financial hub	S4.1	London retains its position as a global centre for financial services	S4.1.1	London's ranking as a leading global financial centre	Y/Zen Global Financial Centres Index	Annual	--
S5	London remains a global hub for life sciences	S5.1	London is a leading location for investment in the life sciences sector	S5.1.1	Value of investment in London life science companies	MedCity Map. Beahurst Pitchbook	Annual	SDG 9.5 and 17.7
S6	London is transitioning to a low carbon economy	S6.1	London is a zero-carbon city	S6.1.1	Scope 1 and 2 greenhouse gas emissions for homes, workplaces and transport	London Energy and Greenhouse Gas Inventory (reported through London Environment Strategy implementation plan)	Annual	SDG 7.2, 11.6 and 13.2
		S6.2	London will have the best air quality of any major world city by 2050	S6.2.1	Number of legal exceedances per year	London Atmospheric Emissions Inventory (LAEI) (reported through London Environment Strategy implementation plan)	Bi-annual	SDG 7.2, 11.6 and 13.2
S7	All Londoners and businesses across different industries are benefiting from opportunities presented by digital technology	S7.1	London's tech-driven sectors have access to the infrastructure and skills they need to grow	S7.1.1	London's ranking in access to business environment, digital infrastructure, non-digital infrastructure and skills	Digital City Index	Annual	SDG 4.4
		S7.2	London continues to attract the global investment the digital/tech sector needs to thrive	S7.2.1	Start up and scale up in tech sector	Bespoke (L&P)	Annual	SDG 8.3, 9.5 and 17.7
S8	London's offer for both leisure and business tourism is strengthened	S8.1	Visitors are engaged in the cultural offerings across London	S8.1.1	Bespoke - tailored for each agreed event	L&P	Ashco post agreed event	SDG 8.9

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