

MAYOR OF LONDON

Mayor's Annual Equality Report 2012/13



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FOREWORD FROM THE MAYOR

2012/13 was a particularly spectacular year for London, not least because of the fantastically successful London 2012 Olympic and Paralympic Games.

It was always my aim to make these the most accessible Games ever and I am proud of what we managed to achieve. We provided accessible venues, accessible tourist destinations and, by upgrading step-free lifts and ramps on the network, accessible public transport. We also enhanced information to disabled visitors to London and saw positive changes in people's attitudes towards disabled people.



Whilst the Games may be over, our efforts are not. We have been working tirelessly since then on the legacy of the Games.

We have established the Paralympic Legacy Advisory Group, jointly with the government, to provide a dedicated forum to help drive forward the Paralympic legacy. In our first year we have established the Built Environment Education Project that will ensure inclusive design forms a key part of the training of the next generation of built environment professionals.

We are, through the London Legacy Development Corporation, exceeding targets for employing a diverse workforce on transforming Queen Elizabeth Olympic Park, which will be the most accessible new park in the UK, incorporating inclusive neighbourhoods that work for a diverse population. The Athletes' Village, once the home of Olympians and Paralympians – now renamed East Village, is providing high-quality affordable, family and social homes.

Our work with the boroughs and key partners on convergence is helping to close the social and economic gap between East London and the rest of London, and ensure that children growing up in East London will have the same life chances as those in the traditionally more affluent western areas of the city.

We have continued to provide our wonderfully diverse Team London Ambassadors with opportunities to volunteer at other major events, which they have taken up with enthusiasm and gusto.

Aside from the Games, I also concluded my Education Inquiry in September 2012, which helped me to develop my Education Delivery Plan for London to 'go for gold', by moving London's schooling from achievement to excellence.

Come the beginning of 2013, I consulted all London's diverse communities on my draft Police and Crime Plan. We listened to what you told us and made a new commitment to develop a dedicated hate crime strategy.

Whilst we accomplished an unprecedented amount in 2012/13, there will always be future challenges. I have published my 2020 Vision to set out my aspirations for improving the provision of housing in

London, for increasing opportunities for Londoners and improving their quality of life. This is where I am setting my sights going forward.

A handwritten signature in black ink, appearing to read 'Boris Johnson', with a long horizontal flourish extending to the right.

Boris Johnson
Mayor of London

1 INTRODUCTION

This report highlights the progress made during the financial year April 2012 to March 2013 towards achieving the GLA's equality objectives which were published in the Mayor's equalities framework, Equal Life Chances for All in February 2012. It also gives some of the latest figures and trends for the indicators of progress.

Section 2 shows the Mayor's objectives to tackle inequality, highlights some of the actions taken by the Mayor during 2012/13 to achieve these objectives, together with measures of progress towards meeting them.

Section 3 sets out the Mayor's arrangements and principles to ensure equality of opportunity is firmly embedded in the work that the GLA does and it gives examples of how these principles have been put into practice.

Section 4 draws out some broad conclusions on achievement.




Section 5 sets out the London Assembly's contribution to promoting equality in 2012/13.

2 EQUALITY OBJECTIVES AND ACHIEVEMENTS DURING 2012/13

This section sets out in detail the equality objectives in the Mayor's equalities framework, Equal Life Chances for All, published in February 2012, and highlights some of the activity carried out in 2012/13 to deliver these objectives.

This section also shows data on desired outcomes for London in order to reduce inequality and improve the quality of life in the capital. Some of these are measures of delivery of policies and programmes directly under the control of the Mayor and his partners. Others are statistical measures on issues outside the Mayor's direct influence, but included as part of the Mayor's role in spotlighting, for all our partners, the key equality issues affecting Londoners.

For each topic, there is a summary of the measures of success with a 'traffic light' rating to indicate the direction of change, which is indicated as follows:

	At a representative level or moving in the right direction
	No change/direction unclear/mixed results
	An increase in the difference between groups or indicating significant inequality.

The GLA is making information on all the measures freely available, so that it can assist in promoting debate on equality and inequality across London. This report sets out the most recent trends on the measures at mostly headline levels. Behind these figures are many nuances and qualifications. A series of bulletins on key topics, containing more detail, are disseminated to stakeholders and available from the GLA website at www.london.gov.uk/equalities-measuring-success.

2.1 London 2012 Olympic and Paralympic Games

What we committed to:

Objective 1	Work with our partners to ensure that Games-related employment programmes benefit a diverse range of Londoners, and that the Games workforce reflects London's diversity.
How we will achieve objective 1	Mayor's £14m Olympic Employment and Skills programme, supporting previously workless people into sustained employment, working with specialist brokerages, and focuses on disadvantaged host boroughs.
	Work with LOCOG and Games-time contractors to support and encourage diverse recruitment.
	Monitor key indicators contained in the Strategic Regeneration Framework for achieving convergence of the socio-economic conditions of the people of the Olympic host boroughs.
	Targeted recruitment of London Ambassadors who meet the language and cultural needs of the role.
	Effective monitoring of the London Ambassador Programme.
Objective 2	Improve the accessibility of London as a visitor experience
How we will achieve objective 2	Work with the London Boroughs of Southwark and Lambeth to deliver infrastructure improvements between Tower Bridge and Jubilee Gardens, with the aim of making the South Bank more physically accessible by June 2012.
	Continue to develop and market Inclusive London website.
	Improve accessibility in the hospitality sector by developing a website providing online training for staff.
	Produce guidelines for businesses on access requirements, and develop a triage service to support businesses in implementing the guidelines.
Objective 3	Create an accessible and inspiring new place in the Olympic Park which welcomes and attracts diverse communities
How we will achieve objective 3	Olympic Park Legacy Company (OPLC) ¹ to establish and implement an Equality & Inclusion Policy and an Inclusive Design Strategy.
	OPLC to embed accessibility and inclusion within the company's planning applications.
	Work with OPLC to embed accessibility and inclusion within the Olympic Park operations & venues and real estate work programmes.

Achievements in 2012/13

The opportunity of hosting the Olympic and Paralympic Games in London enabled London to make some big step changes towards achieving equality. It provided skills and employment opportunities for disadvantaged groups, permanently improved the accessibility of London to visitors and is providing accessible venues and homes as part of the legacy of the Games.

¹ The Olympic Park Legacy Company became the London Legacy Development Corporation, a Mayoral development corporation, in April 2012

Employment and volunteering

The Games-related employment programmes succeeded in attracting a diverse range of Londoners and provided employment and volunteering opportunities to large numbers of people previously under-represented in employment and in the construction industry, except amongst disabled people.

- The Host Borough Employment and Skills Programme worked with long term unemployed people in the boroughs that hosted the Games. Employment support was provided to 8,767 people.
- 15,000 previously workless Londoners secured Games-time employment through London Organising Committee of the Games' (LOCOG) Employment and Skills Brokerage.
- In January 2013, 1,101 people were working on transforming Queen Elizabeth Olympic Park (see Table 1 for their diversity profile). In addition 14 per cent were previously unemployed and 4 per cent were apprentices. Most of these figures are higher than average for the construction industry.
- The Mayor's volunteering programme, Team London
 - worked closely with the volunteer centre network and Greater London Volunteering during the Team London Ambassador application process and promoted the opportunity through colleges, businesses, disability organisations and sporting groups, to ensure the applicants represented the face of London.
 - worked with Action on Hearing Loss, Royal National Institute of Blind People, Mencap, and contacts in the lesbian, gay, bisexual and trans community to ensure the application process was open, fair and inclusive, with guaranteed interviews offered to disabled applicants.

Table 1 Diversity outcomes of London 2012 Olympic and Paralympic Games employment and volunteering programmes

Activity	Women (%)	People from BAME ² communities (%)	Disabled people (%)	LGBT people (%)
Host Borough Employment and Skills Programme – employment support provided to (at end of the programme)	60	74	5	Data not collected
Host Borough Employment and Skills Programme – job starts (at end of programme)	61	75	5	Data not collected
Host Borough Employment and Skills Programme – beneficiaries achieving 52 week sustained employment (by the end of the Games)	65	78	4	Data not collected

² Black, Asian and minority ethnic

Activity	Women (%)	People from BAME ³ communities (%)	Disabled people (%)	LGBT people (%)
Construction Employer Accord ⁴ - beneficiaries achieving 52 week sustained employment (by the end of the Games)	13	35	8	Data not collected
LOCOG workforce (at the time of the Games)	46	40	9	5
LOCOG contractors (at the time of the Games)	41	50	9	3
Games Makers	56	18	4	4
Team London Ambassadors Scheme - registered	61	42	2	5
Team London Ambassadors Scheme - recruited	64	43	1.5	5
Queen Elizabeth Olympic Park transformation (Jan 2013)	6	59	2	Data not collected

- Some of these activities had a positive impact on work in support of the Convergence programme through which the Mayor is aiming to close the social and economic gap between the boroughs in East London that hosted the Games and the rest of London, by contributing to the closing of the employment gap amongst under-represented groups such as women, disabled people and people from BAME communities.

Measures of success

Outcome sought/measure	Outcomes achieved	Direction of change
LOCOG Games-time workforce target zones are representative of BAME, disabled, and lesbian, gay, bisexual and trans (LGBT) people, women, host Borough residents, and previously workless people.	<ul style="list-style-type: none"> See Table 1 More than 20 % of the paid LOCOG workforce came from the six London host Boroughs of Newham, Tower Hamlets, Greenwich, Hackney, Waltham Forest, and Barking and Dagenham. 	

³ Black, Asian and minority ethnic

⁴ The Construction Employer Accord is a pan-London project that aims to work with contractors to increase the benefit of construction projects for long-term workless Londoners through employment and training.

Outcome sought/measure	Outcomes achieved	Direction of change
Number of people into 12 months sustained employment is representative of BAME and disabled people, and women by: 2012 Employment Legacy and Host Borough Employment and Skills project.	See Table 1	
London Ambassadors: <ul style="list-style-type: none"> • A proportion of positions are offered to applicants that have a second language, other than English • Applications for London Ambassadors reflect the 'face of London'. • London Ambassadors are representative by ethnicity, disability, sexual orientation, gender, faith and age. 	See Table 1. 33,728 people registered as Team London Ambassadors and 7,000 were recruited for the London 2012 Olympic and Paralympic Games. The proportion of women, people from BAME communities, disabled people and people from LGBT communities recruited reflected the proportions who registered. 60% of the recruited Ambassadors spoke a second language.	

Accessibility for visitors

The GLA developed a programme of work to improve accessibility for visitors to London for the Games and thereafter.

- Working with the London boroughs of Southwark and Lambeth, the Mayor invested £4 million to improve the South Bank, to make the promenade from Westminster Bridge to Tower Bridge more accessible, linking some of the capital's finest cultural institutions, including the Southbank Centre, the Tate Modern, the Globe Theatre and Southwark Cathedral.
- The Mayor launched InclusiveLondon.com ahead of the Games, an online repository of information on accessible restaurants, attractions and other places. By the close of summer 2012 the website had received more than 12 million hits.
- The Mayor's London 2012 City Operations programme delivered Destination London, a free online training course to assist staff in hospitality, retail and other customer-facing organisations, to gain a better understanding of how to meet the needs of disabled people.

Creating an accessible and inspiring new place in the Queen Elizabeth Olympic Park

- The Equality and Inclusion Policy and Inclusive Design Strategy, which were both passed by the Olympic Park Legacy Company board in February 2012, were embedded in all specifications for works, including large procurement such as Chobham Manor, the Olympic Stadium and Venue Operators.
- The Built Environment Access Panel has been working with the London Legacy Development Corporation (LLDC) and the OPLC before it, since June 2011. It meets bi-monthly and is an independent review panel that assesses key design projects brought forward by LLDC and occasionally other partners.

- The LLDC developed new Inclusive Design Standards: the Olympic Development Authority's Inclusive Design Standards were adopted, updated, and extended into the new areas of the legacy development. Complying with LLDC's Inclusive Design Standards is now a condition that all planning applications have to meet under the Legacy Community Scheme (the outline planning permission of the Olympic Park). Any applications that do not meet these standards are referred to the LLDC's Built Environment Access Panel for review.
- Permanent legacy venues, including the Copper Box, Velodrome (internal), and Timber Lodge, were assessed for accessibility and inclusive design before being handed over to the operator to be open to the public.

Outcome sought	Outcomes achieved	Direction of change
By 2014 all accommodation on the Olympic Park to be built to Lifetime Homes standards and ten per cent to be wheelchair accessible.	All dwellings in Chobham Manor, the first new neighbourhood on the Park, meet Lifetime Homes ¹ standards and 10 per cent are wheelchair accessible or adaptable units across a range of tenures and typologies.	

Other achievements and measures for the London 2012 Olympics and Paralympics Games are covered in the final report of the London 2012 Equality and Diversity Forum.²

2.2 Volunteering

What we committed to:

Objective	Harness volunteers, drawn from all London's diverse groups, to target some of our most pressing community needs to reduce crime, improve quality of life, and increase youth opportunities
How we will achieve the objective	<p>Roll-out the Mayor's programme to promote volunteering, 'Team London', across London and reflect London's population. This will target the most disadvantaged and include:</p> <ul style="list-style-type: none"> • Volunteering programmes aimed at improving social and community cohesion as well as literacy, reducing crime and improving quality of life • Rewarding and recognising volunteers • Harnessing the volunteering interest in the Olympics from all of London's communities • Increasing support for volunteering in London

Achievements in 2012/13

The Mayor of London's Team London volunteering programme is making volunteering easier to do and easier to find out about for all Londoners.

- Over £1.5 million (and rising) of funding was secured to deliver the volunteering legacy for London.
- 20,000 volunteers provided 250,000 volunteer hours supporting key Mayoral priorities of skills, youth engagement and safer cities in Phase 1 of Team London, which ended in June 2012. The GLA have grant funded projects across the capital from 'Capital Cleanup' - a programme to help Londoners green and clean the city to 'Connecting Older People'.
- A survey was carried out after the London 2012 Olympic and Paralympic Games that found that 47 per cent of Londoners were more interested in volunteering due to the Games, 91 per cent thought volunteering plays an important role in bringing communities together and improving quality of life and 86 per cent thought it plays an important role in helping people develop skills for work.
- The Team London website was launched in early 2013 providing thousands of opportunities for volunteers, including the 8,000 Team London Ambassadors. Team London Ambassadors were mobilized again during Christmas and New Year's Eve 2012 and recruitment to the 2013 summer Visitor Welcome programme was completed. In the months following the Games, volunteers delivered or committed to support major events including New Year's Eve, the National Football League's annual American football match at Wembley and Remembrance Sunday.

- In January 2013 a Team London Young Ambassadors pilot was launched in 12 schools. It aims to harness the spirit of volunteering from the Games and to make volunteering accessible for all school children, whilst linking them up with their local community and thus improving community cohesion, whilst gaining vital employability skills in the process.

The Mayor of London's London Sustainable Development Commission (LSDC), through its work programme and initiatives, continued to help improve quality of life for all in London through its various projects and initiatives.

- Individual experts from the economic, social, environmental and London governance sectors gave their time voluntarily to be Commissioners.
- A group of 7 Londoners voluntarily undertook projects through the LSDC's London Leaders programme that showcased sustainability in action, supported them to go further, increased their impact and inspired others to come forward. The London Leaders provided 611 volunteer days between them in 2012/2013, with a further 70 volunteers involved in their projects on average each quarter. Projects included
 - a study on techniques such as social games and fun activities ('gamification') to promote green messages and help change people's everyday behaviour
 - a new online skills sharing hub to promote ethical fashion
 - a mobile app for reporting environmental quality issues to the relevant local authority
 - pop-up play shops on high streets, to educate children and provide access to nature.

2.3 Sport

What we committed to:

Objective	Deliver a grass-roots sporting legacy for Londoners from the 2012 Olympic and Paralympic Games by securing a sustained increase in participation in sport and physical activity amongst all groups of Londoners and using sport to assist in tackling social problems, including a lack of community cohesion.
How we will achieve the objective	Supporting projects specifically designed to get young women into regular physical exercise.
	Where mainstream sports provision is not suitable, ensuring that the Mayor's Sports Legacy Fund caters for those most severely disabled young people.
	Ensuring every organisation that receives Mayoral funding is required to formally adopt the Inclusive and Active Strategy and a condition of funding is full implementation
	Lobbying local authorities and other major providers to adopt the Inclusive and Active Strategy and begin making a cultural shift in attitudes towards disabled people participating in sport.

Achievements in 2012/13

The facilities for undertaking sport have improved, the opportunities to take it up and teach it have increased and encouragement to do so has led to greater participation in sport and physical activity amongst a broad section of London's communities.

- The Mayor's Sports Legacy Programme has continued to make an invaluable contribution to the growth and development of the grassroots sports sector in London, with £40 million being invested in it - £15.5 million from the Mayor and £25 million match funding - to deliver the four strategic goals of 'A Sporting Future for London'.
- Phase 1 of the Mayor's Sports Legacy Programme Participation Fund invested £3.5m in 32 projects designed to provide Londoners with opportunities to play more sport, more often. Each project was expected to engage a minimum of 10 per cent previously inactive participants (people who do no sport or physical activity at all), a higher proportion of which are women, older people, disabled people, and people from some BAME communities. A number of projects specifically focused on targeting and engaging women and girls, and disabled participants. The projects engaged approximately 19 per cent of previously inactive participants.
- All funded participation projects, without exception, were required to adopt Inclusive and Active 2 (I&A2)⁵, develop an action plan, and commit to work with Interactive⁶ over the course of the project's implementation. This was monitored by the GLA at quarterly performance

⁵ The Mayor's strategy for increasing participation in sport among disabled people in London

⁶ An organization working to integrate disability equality into sport

management meetings and was a non-negotiable condition of funding. 15 local authorities had adopted I&A2 by the end of March 2013.

- The GLA hosted the inaugural Local Authority Disability Sports Forum (led and coordinated by Interactive) which brought together local authority practitioners to share best practice and identify opportunities for collaborative working in order to establish a better coordinated and more effective approach to the delivery of sports provision for disabled people across London.
- The Mayor's Skills Fund successfully completed in February 2013. It provided subsidised training to Londoners to enhance their skills, enabling them to support and personally contribute to the grassroots sport sector in London. Individuals were trained across a number of disciplines and sports, mainly as coaches, officials, and in club management. In total 13,289 people were trained, taking part in 18,560 training opportunities across all 33 London boroughs.
- The Mayor has made a commitment to invest a further £7 million to continue the Legacy Programme for another three years.

Measures of success

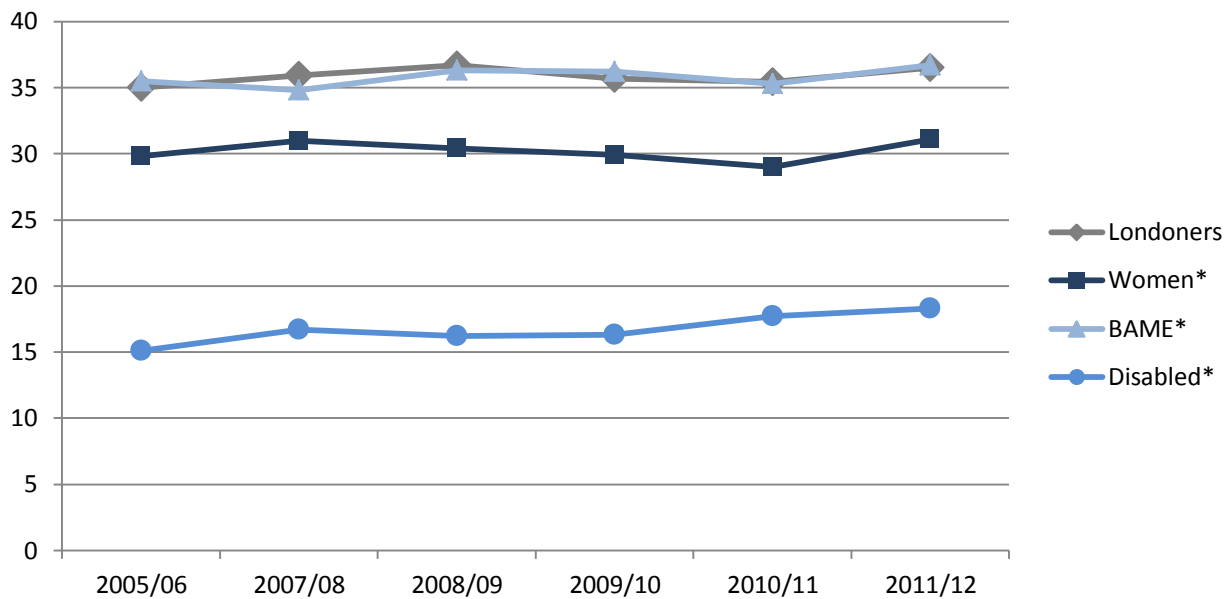
Outcome sought/measure	Outcomes achieved	Direction of change
Percentage of Skills Fund programme beneficiaries who are female, from BAME communities or and disabled people	27 per cent of the Skills Fund programme beneficiaries were from BAME backgrounds, 27 per cent were female, and 3.5 per cent declared they are disabled.	
Increased participation rates in sport amongst people of protected groups	See chart 1. Nationally participation among females had increased from 29.8% in 2005/06 to 31.1% in 2011/12, amongst people from BAME communities from 33.2% to 35.5% and amongst those with a limiting disability from 15.1% to 18.3%.	

Statistics and trends

In the year ending October 2012 36.5 per cent of adult Londoners (aged 16 and over) reported they took part in at least one session of moderate intensity sport or physical activity once a week during the previous 28 days, compared with 35 per cent in the year to October 2006.

Figures for the participation rates in sport amongst specific groups are only available at a national level. Nationally participation among females aged 16 and over reporting taking part in at least one session of moderate intensity sport or physical activity once a week during the previous 28 days increased from 29.8 per cent in the year ending October 2006 to 31.1 per cent in the year to October 2012, amongst males from 38.9 per cent to 41.1 per cent, amongst people from BAME communities from 33.2 per cent to 35.5 per cent and amongst those with a limiting disability from 15.1 per cent to 18.3 per cent.

Chart 1 Participation in sport, 2005 to 2012, (%)^{7,8}



* National figures. London figures not available

Source: Active People Surveys

⁷ Have undertaken at least 4 sessions of at least moderate intensity sport for at least 30 minutes in the previous 28 days

⁸ People aged 16 and over

2.4 Health

What we committed to:

Objective 1	Ensure that the work overseen by the shadow London Health Improvement Board is aware of its impact on variations in health across London.
How we will achieve objective 1	Refresh the Mayor's Health Inequalities Strategy, integrating it into the work of the shadow London Health Improvement Board.
	All work streams of the shadow London Health Improvement Board, once decided upon, will undertake Equality Impact Assessments.
Objective 2	Continue to tackle the differences in the health of Londoners through the work laid out in the Mayor's Health Inequalities Strategy
How we will achieve objective 2	Reviewing the delivery of the plan of the Health Inequalities Strategy to take into account the reforms to the Health Service and public health, and the challenging financial climate.
	Work with the functions of the GLA to ensure that its work does not increase differences in health and, where possible, works to reduce the differences.
	Work with partners across London to ensure that work that happens does not increase differences in health and, where possible, works to reduce the differences.

Achievements in 2012/13

In recent years the gap between the boroughs with the highest and lowest life expectancy has decreased for both men and women. Although life expectancy figures will be influenced by factors such as population movement within the city, gentrification of poorer areas, and migration into and out of London, some of London's most deprived boroughs have seen a more rapid increase in recent years than some of the boroughs with the highest levels of life expectancy. However inequalities in life expectancy between the most and least deprived areas within boroughs continue, in many cases, to be greater than the gaps between boroughs.

- Under the Mayor's chairmanship, the shadow London Health Improvement Board funded a number of projects and achieved innovative work on the city's major health issues of obesity, cancer, alcohol misuse and data transparency.

For the year of its existence in 2012/13 health inequalities impact assessments (HIIA) were undertaken on the tobacco work of the cancer prevention workstream and of the Healthy Schools programme, in the child obesity workstream. Both HIIs used the protected characteristics of the Equality Act as a framework and gave recommendations about how the programmes could proceed in ways to further equality.

- The proposed refresh of the London Health Inequalities Strategy was held over until the new health structures were in place across London. Work has begun to refresh the delivery plan in consultation with a range of partners. The Plan will be launched in 2014.

- During 2012/13 the GLA commissioned the Institute of Health Equity to provide bespoke support to London boroughs on tackling health inequalities locally. This offer was taken up by 18 boroughs.
- In November 2012 the GLA hosted an event to build understanding amongst local employment and health practitioners on how best to support people with health problems back into sustainable employment.
- The Mayor of London's Healthy Workplace Charter was launched and awards presented to employers participating in the pilot project.
- A second phase of the Well London Programme started in nine of London's most deprived neighbourhoods with Big Lottery funding of £0.5 million. A locally commissioned model was introduced which built on the learning from phase 1 and integrated Well London more directly into local health and well-being strategies. The scale and ambition of Well London generated a great deal of interest and evidence of its influence included
 - additional investment and support from local authorities who incorporated other priorities such as employment into the local programmes
 - increased interest in its asset-based community development approach during a period of reduced resources and organisational change for public health
 - interest from Denmark in the creativity and arts theme and approach to using volunteers.
- Getting more people into regular physical exercise plays a key part in addressing health inequalities. The previous section on Sport reports on what has been achieved.
- The GLA, with partners, hosted Fit Cities – Fit World 2013, an international conference which brought together architects, planners and public health professionals to consider how health and health inequalities could be improved through the built environment and public realm.
- A number of activities were undertaken to support the launch of the first National HIV Testing Week and the Know Your Status campaign, amongst them a World AIDS Day reception; a public exhibition of HIV red ribbon artwork; expert roundtables on HIV prevention and Hepatitis C and presentations on HIV to staff with an opportunity for confidential HIV testing.
- London has over 8,000 registered fast food restaurants. The National Obesity Observatory has shown that concentration of fast food outlets is higher in areas of deprivation. These areas also happen to suffer from higher levels of health inequalities and non-communicable diseases such as obesity and type II diabetes. The Mayor's London Food Board launched the Takeaways Toolkit to provide London's local authorities with the information to address the public health impacts of fast food and to protect the health of their most vulnerable residents.

Measures of success

Outcome sought	Trends	Direction of change
Increase in average life expectancy in London and reduction in the gap between the areas with the lowest and highest life expectancy.	The average life expectancy in London has continued to increase and is higher than the England average. For males it increased in London from 75.1 years in 2000-02 to 79.3 in 2009-11. For females, life expectancy in London increased from 80.8 to 83.6 over the same period. (See charts 10 and 11 in the Appendix)	
	The gap between the boroughs with the highest and lowest life expectancy for males decreased over this period from 6.1 years to 5.0 years. (See charts 10 and 11 in the Appendix)	
	The gap between the boroughs with the highest and lowest life expectancy for females decreased from 5.1 years to 4.5 years. (See charts 10 and 11 in the Appendix)	

2.5 Employment, pay and skills

What we committed to:

Objective	Work to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.
How we will achieve the objective	Work with London's employers to maximise the number, variety and quality of jobs needed to provide work opportunities for Londoners, and to meet the needs of London's growing and developing economy.
	Work to close the employment rate gap between London and the national level by 2020 and maintain the London employment rate at or above the national level subsequently.
	Work to ensure that all young people in London have appropriate opportunities to gain the knowledge, skills and confidence to succeed in London's labour market.
	Help people to secure and retain a job, working with partners to significantly improve training and employability support, with a particular focus on neighbourhoods with high concentrations of worklessness.
	Work with other partners to meet the aspirations of Londoners to acquire relevant skills and qualifications to progress in their careers.

Achievements in 2012/13

At a time of difficult economic circumstances, the Mayor continued to make progress on reducing inequalities in employment, pay and skills, although the picture is mixed.

The employment rate gap between London and England continued to close. The employment gap between different groups of Londoners also decreased. The gap between men's and women's employment rates decreased from 15.7 percentage points in 2009 to 14.2 percentage points in 2012 and 2013. The gap in employment rates between all Black, Asian and minority ethnic groups and all white groups continued to narrow from 15.2 percentage points in 2010 to 14.0 percentage points in 2013. There was a large (7 percentage points) increase in the employment rate of women with children and lone parents (9 percentage points) in London in 2012, continuing an increasing trend since 2007.

The pay gap between different groups of Londoners decreased. The gap between men's and women's median hourly earnings decreased to 11.3 per cent in 2012. The earnings gap between all BAME groups and all white groups in London decreased to 24.4 per cent in 2012, after increasing to 26.2 per cent the year before. The earnings gap between disabled and non-disabled London workers decreased from 14.9 per cent in 2010 to a figure close to its pre-recession figure of 9.0 per cent in 2012.

However the employment rate gap of some groups, such as disabled people, lone parents and some ethnic groups, especially women from these groups, and young people, as well as the ethnic pay gap, remain stubbornly high.

The overall proportion of Londoners of working age with no qualifications continued to fall, from 14.3 per cent in 2004 to 8.4 per cent (8.6% of men, compared with 8.3% of women), in 2012. The proportion of people with no qualifications decreased for all ethnic groups, with the biggest improvements amongst Bangladeshi and Pakistani groups. The proportion of disabled Londoners of working age with no qualifications fell from 29.7 per cent in 2004 to 18.1 per cent in 2012.

The number of apprenticeships started in London has increased markedly in the last few years, reaching 47,230 in 2011/12, compared with just over 11,000 in 2006/07. In 2011/12 nearly 55 per cent of apprenticeship starts in London were women, a higher proportion than the England average and nearly 44 per cent were from BAME groups.

In delivering these achievements, the Mayor works closely with key partners who share these aims, including the London Enterprise Panel, delivery partners for the European Social Fund, the National Apprenticeships Service on the London Apprenticeship Campaign, and the Living Wage Foundation on the London Living Wage.

London Enterprise Panel

- The LEP is the local enterprise partnership for London. Chaired by Mayor, it is the body through which the Mayoralty and the GLA group works with London's business and the boroughs to take a strategic view of the regeneration, employment and skills agenda for London. In 2012/13 it worked on how to maximise the number, variety and quality of jobs needed to provide work opportunities for Londoners, and to meet the needs of London's growing and developing economy during the development of its Jobs and Growth Plan. This was published in May 2013. Employers were engaged in the development of the Plan at a series of consultation events held in January and February 2013.
- A target for closing the employment rate gap was developed for inclusion in the LEP's Jobs and Growth Plan. The LEP Skills and Employment working group will be responsible for monitoring progress against this target.

European Social Fund

- The Mayor has strategic oversight of the 2007-13 London European Social Fund (ESF) Programme. This includes tailored interventions to address worklessness through supporting access to sustainable employment opportunities across London. By the end of February 2013, the London 2007-13 ESF Programme had supported 52,000 workless Londoners into jobs.

Apprenticeships

- By the end of 2012 the Mayor had helped create 100,000 apprenticeship places and had set a target to create 250,000 new places over this Mayoral term. He wrote to around 100 businesses seeking their support for the London Apprenticeship Campaign and has established a partnership with London Citizens, which will help with the delivery of more apprenticeships. He also launched a new Oystercard discount scheme that is expected to benefit 40,000 apprentices living and working in the capital, with each receiving a 30 per cent discount on the cost of an adult Travelcard.
- The GLA group has played its part with over 1,400 apprentices starting at the group and at its suppliers in the year 2012/13.

- The GLA has worked closely with the Skills Funding Agency (SFA) and Department for Work and Pensions (DWP) with the design of their programmes, to make sure they address the needs of Londoners, by helping them to develop the skills and gain the qualifications they need to progress in their careers. For example
 - the LEP and SFA co-designed the Skills Support for the Workforce ESF Programme commissioned by the SFA. GLA officers have been fully engaged with the governance of this programme.
 - the GLA worked closely with DWP in the design, governance and delivery of the Day One Support for Young People Trailblazer, which aims to give all young people access to unpaid work placements immediately after they sign on for Jobseekers Allowance.

Regeneration

- The Mayor launched a Regeneration Fund backed by £50 million from City Hall and £20 million from Government in response to the August 2011 riots. With match funding, the total amount being invested is just under £100 million. The Fund is being used to strengthen local economies and bringing jobs to areas affected.
- The funding has been committed to projects in eight of the worst affected boroughs. The projects were selected on the basis of the impact of the unrest on the area and their potential to create jobs and stimulate and secure economic growth well into the future. About £50 million was ring-fenced for Tottenham and Croydon.
- In July 2012 the Mayor opened 639b Tottenham High Road. This temporary building provided volunteering, employment and training opportunities to local residents, whilst a new £3 million enterprise centre was being developed in Tottenham to replace the one which was burnt out during the riots. This centre will help existing businesses to thrive and support the creation of new businesses.
- In December 2012 the Mayor launched the findings of the Tottenham Taskforce report 'It Took Another Riot'. The Mayor is working closely with relevant parties to embed the report's recommendations within the regeneration strategy for Tottenham.
- In January 2013 the Mayor announced plans to transform Croydon's Whitgift and Centrale shopping centres. The agreement with the developers represents an additional investment of £1 billion in the area and the potential for 5,000 new jobs, alongside the Mayor's £23 million investment in high streets, public realm, infrastructure and business support.

London Living Wage

- The Mayor increased the London Living Wage to £8.55 per hour which was expected to put a further £4.5 million into the pockets of low paid Londoners
- In addition he encouraged more employers to pay it and took part in the first Living Wage week in November 2012. Nearly 200 major London employers had signed up at the end of March 2013. The Mayor is thus well on the way to achieving the manifesto commitment of 250 employers paying the London Living wage by the end of the Mayoral term.

Measures of success

Outcome sought/ measure	Trends	Direction of change
Reduction in the employment gap between different groups of Londoners:	Gender: The gap between men's and women's employment rates increased to 15.7 percentage points in 2009, then decreased to 14.2 percentage points in 2012 and remained so in 2013 (see chart 2).	
	Ethnicity: The gap in employment rates between all Black, Asian and minority ethnic groups and all white groups continued to narrow from 15.2 percentage points in 2010 to 14.0 percentage points in 2013 (see chart 3) however there is considerable variation between groups, especially for women (see chart 14 in the appendix).	
	Disability: The employment rate gap for disabled people has remained stubbornly high, but has narrowed from 30.7% in 2008 to 25.7% in 2013 (see chart 4).	
	Parenthood: (see charts 5 and 6). The employment rate of women with children in London continued to be low (62% in London in 2012), compared with women without children (73%) and men with children (89%). It also continued to be much lower than the employment rate of women with children in the rest of the UK (70%). There was a large (7 percentage points) increase in the employment rate of women with children and lone parents (9 percentage points) in London in 2012, continuing an increasing trend since 2007.	
Reduction in the pay gap between different groups of Londoners and their comparators	Gender: The gap between men's and women's median hourly earnings continued its slow decrease and stood at 11.3% in 2012 (see chart 7).	
	Ethnicity: The gap in median pay between all BAME groups and all white groups in London remained stubbornly high, but decreased to 24.4% in 2012, after increasing to 26.2% the year before (see chart 8). However there is considerable variation between groups.	
	Disability: Between 2010 and 2012 the gap in median hourly earnings between disabled and non-disabled London workers decreased from 14.9% to a figure close to its pre-recession figure of 9.0% (see chart 9).	

Outcome sought/ measure	Trends	Direction of change
Reduction in the proportion of Londoners with no qualifications (aged 16 to 64)	The overall proportion of Londoners of working age with no qualifications has continued to fall, from 14.3% in 2004 to 8.4% in 2012 (see chart 16 in the appendix).	
	The proportions of men and women with no qualifications and the gender gap have all decreased over time: 8.6% of men, compared with 8.3% of women, in 2012 (see chart 17 in the appendix).	
	The proportion of people with no qualifications has decreased for all ethnic groups , with the biggest improvements amongst Bangladeshi and Pakistani groups (see chart 19 in the appendix). The total proportion of white people with no qualifications stood at 7.1% in 2012, compared with a total of 10.5% for BAME groups.	
	There has been a continuing decrease in the proportion of disabled Londoners of working age with no qualifications, from 29.7% in 2004 to 18.1% in 2012. However, disabled people are nearly three times as likely as non-disabled people to have no qualifications (see chart 18 in the appendix).	
Increase in the numbers of apprenticeships	<p>The number of apprenticeships started in London has been increasing markedly in the last few years, reaching 47,230 in 2011/12, compared with 41,400 in 2010/11 and just over 11,000 in 2006/07.</p> <p>London's share of the national total increased year on year from 6.4% in 2005/06 to 9.2% in 2011/12.</p>	
Increase in the proportion of apprenticeships taken up by BAME groups, women and disabled people.	London figures were published for the first time in 2011/12. Nearly 55% of apprenticeship starts in London were for women, a higher proportion than the England average (53%). Nearly 44% were from BAME groups. 6% were disabled people.	
Increase in the number of employers who have adopted the London Living Wage.	Nearly 200 major London employers had signed up to pay the London Living Wage at the end of March 2013, compared with over 100 by the end of March 2012.	

Statistics and trends

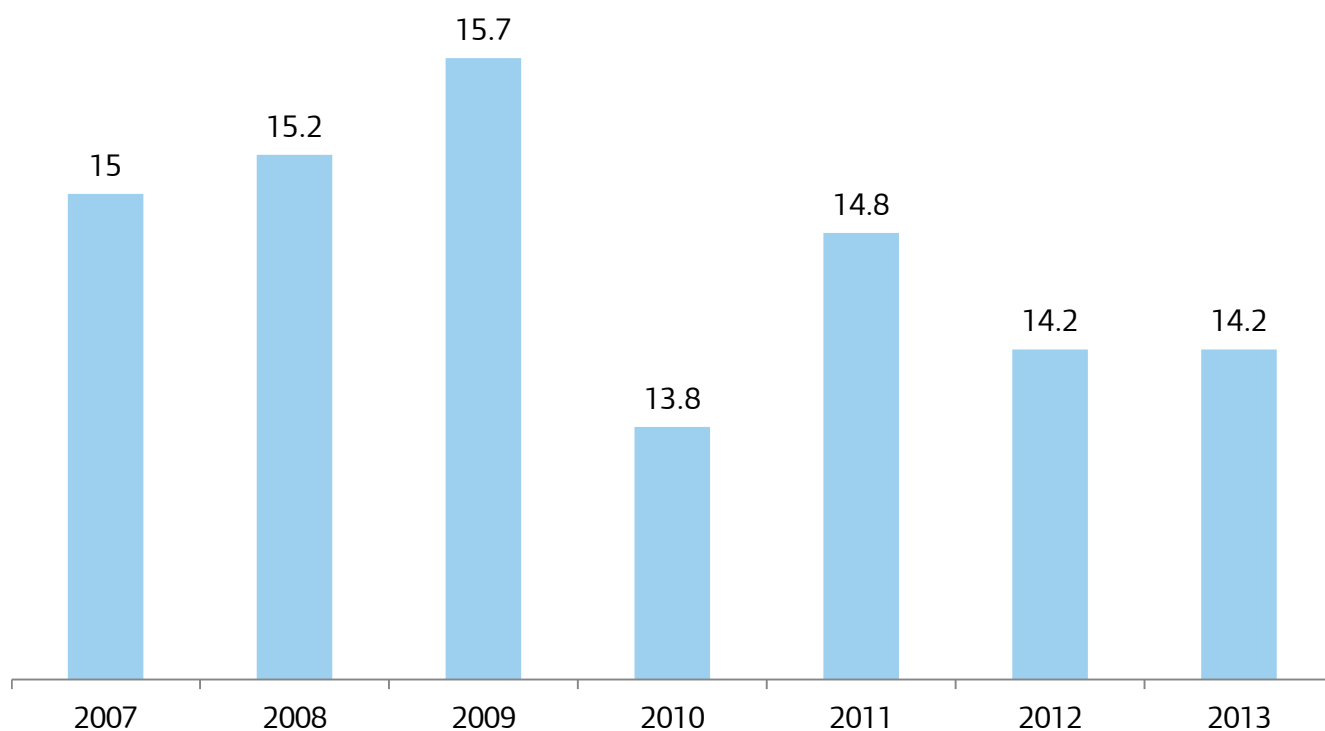
Employment

The overall employment rate in London increased to 69.5 per cent in 2012/13 after having remained at around 68 per cent of the population aged 16 to 64 over the previous three years. The employment rate gap between London and England as a whole decreased every year from 4.7 percentage points in 2004/15 to 1.6 percentage points in 2012/13.

The employment gap between different groups of Londoners decreased, however the employment rates of some groups, such as disabled people, lone parents, people from some ethnic groups, particularly women, as well as young people, remained particularly low and are cause for concern.

The overall trend in the employment rate of women is for a slight increase since 2007 (see chart 12 in the appendix), leading to a slight narrowing in the **gender employment gap** (see chart 2).

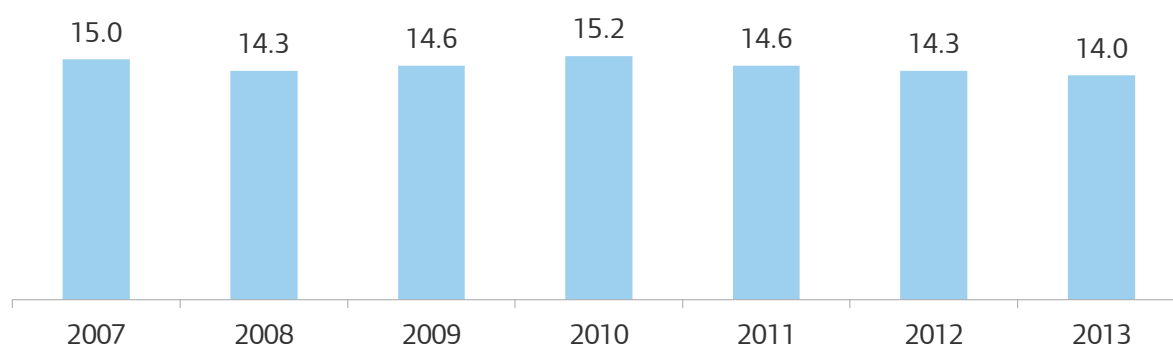
Chart 2 Employment gap between men's and women's employment rates, London, for 16 to 64 year olds, 2007 to 2013



Source: Annual Population Survey

For the year ending 2013, the employment rate increased for all **ethnic groups** (see chart 13) in the appendix). The employment gap between all white groups and all BAME groups continued to close slowly.

Chart 3 Gap in employment rates (%) between all white groups and all BAME groups, London, 2007 to 2012



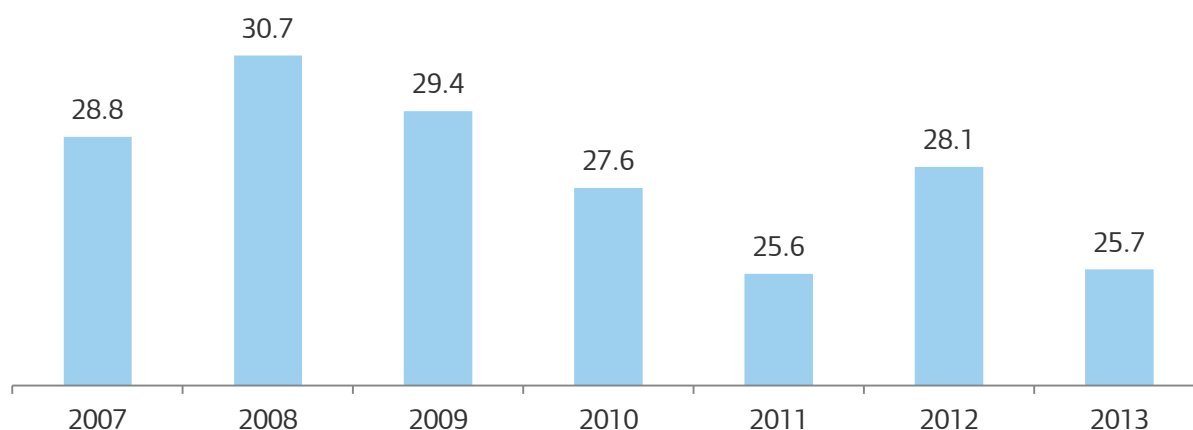
Source: Annual Population Survey

The broad groups mask large differences between different ethnic groups. Londoners of Indian origin have an employment rate most similar to White British people (71.2 per cent and 74.8 per cent respectively). The lowest rates are for people of Bangladeshi origin (53.0 per cent). Much of the difference is accounted for by the much lower rates of employment for Bangladeshi women.

The employment rates of women from different ethnic groups vary much more than men's. Figures for 2012, excluding students, in Chart 14 (see appendix) show that men's employment rates range between 55 per cent for mixed white and black African men, 79 per cent for white British and Indian men, and 85 per cent for other white men. For women, the range in employment rates is between 27 per cent for Bangladeshi women, 28 per cent for Arab women and 68 per cent for White Irish and White British women.

The employment rate of **disabled people** in London was 48.3 per cent in the year to March 2013, compared with 74.0 per cent for non-disabled people (see Chart 15 in the appendix). The gap has closed to 25.7 percentage points, compared with 30.7 in 2008.

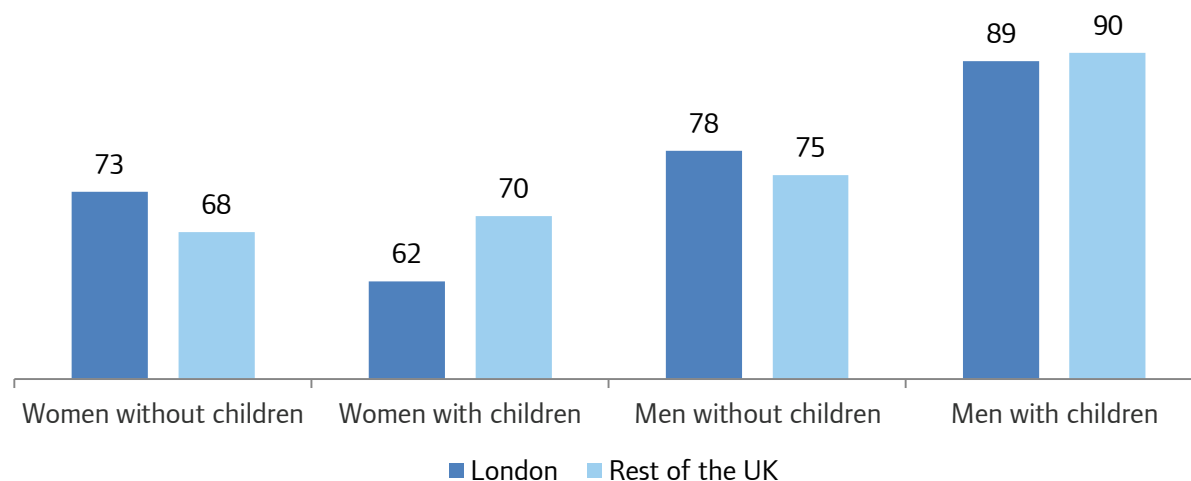
Chart 4 Gap between employment rates of disabled and non-disabled people in London aged 16 to 64, 2007 to 2013



Source: Annual Population Survey

Parenthood makes a large difference to the employment rates of women and there is a bigger impact in London than in the rest of the UK. In 2012, the employment rate for women without dependent children was higher in London (73 per cent) than in the rest of the UK (68 per cent), while for women with children, the rate was much lower in London – 62 per cent, compared with 70 per cent in the rest of the UK. There is a similar, but far less marked, pattern for men in London as compared with the rest of the UK.

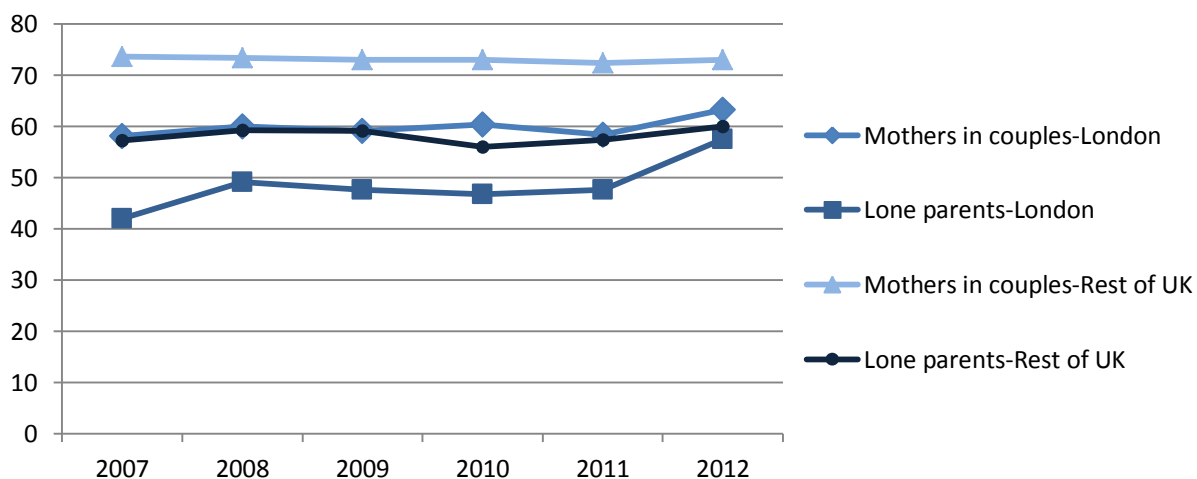
Chart 5 Employment rates of women and men (%), by whether or not they have dependent children, London and the rest of the UK, 2012



Source: Annual Population Survey

There was a large (9 percentage points) increase in the employment rate of lone parents in London in 2012, continuing an increasing trend since 2007 (see Chart 6). Employment rates of lone parents, the great majority of whom are women, are lower than those of women in couples with dependent children. The gap between London and the rest of the UK reduced from 15 percentage points in 2007 to just three percentage points in 2012.

Chart 6 Employment rates of mothers with children and lone parents in London and the rest of the UK, 2007 to 2012 (%)



Source: Labour Force Survey (includes full-time students)

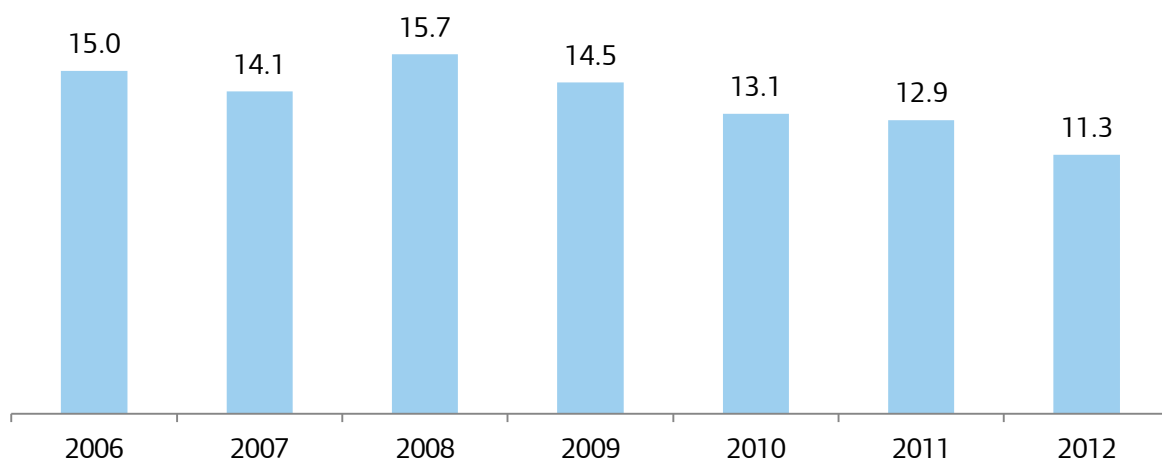
There has been less change in the employment rate of mothers in couples over these six years, with there being a 5 percentage point increase. The gap between London and the rest of the UK stood at 10 percentage points in 2012, having narrowed since 2007, when the difference was 16 percentage points.

Pay

The pay gap between different groups of Londoners has decreased, however the ethnic pay gap remains particularly high.

The **gender pay gap** in London continued its very slow decrease, after a peak in 2008. In 2012, median gross earnings for men working full-time stood at £15.43 per hour, compared with £13.68 for women working full-time. Women's earnings increased more than men's, so the gap narrowed from 12.9 per cent in 2011 to 11.3 per cent in 2012.

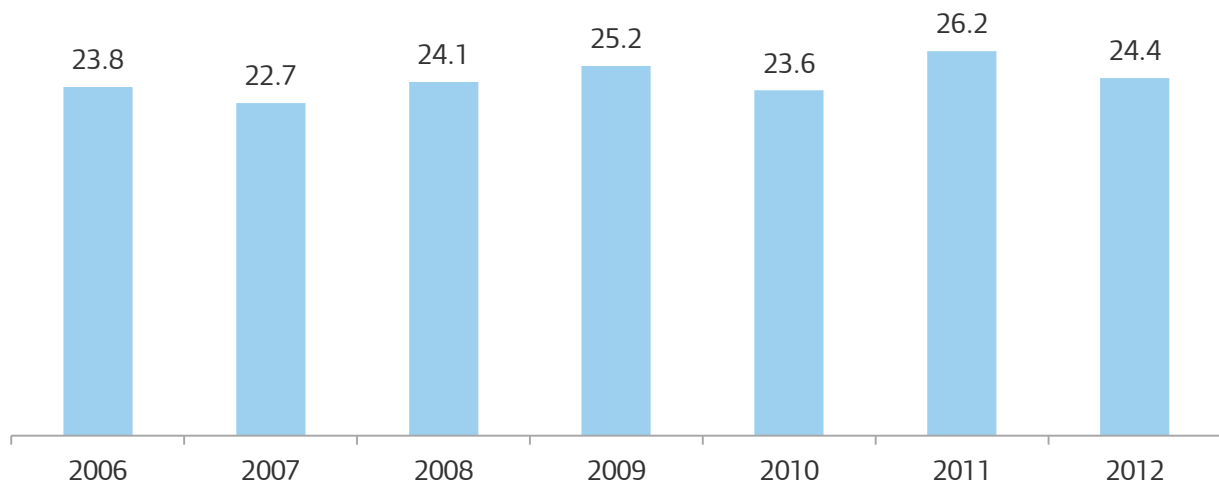
Chart 7 Gender pay gap, London, 2006 to 2012 (%)



Source: Annual Survey of Hours and Earnings

The **ethnic pay gap** has remained stubbornly high. Median gross earnings in London were £15.28 per hour in 2012 for all white groups and £11.55 for all BAME groups.

Chart 8 Gap in median earnings between all white groups and all BAME groups, London, 2006 to 2011 (%)

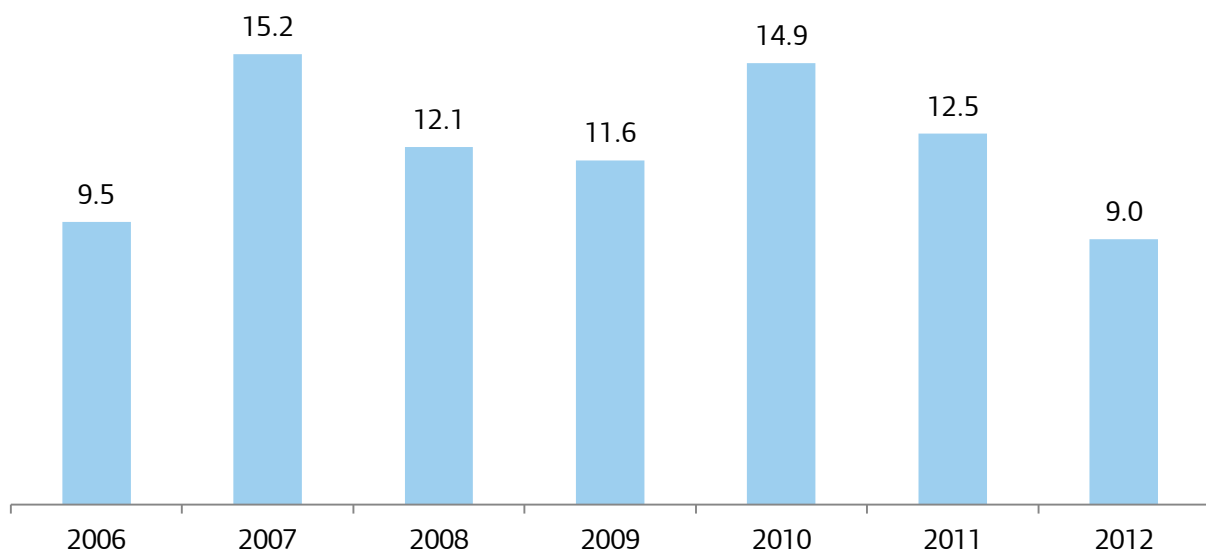


Source: Annual Population Survey

Disabled pay gap

The gap in median earnings between disabled people and non-disabled people decreased again in 2012 to 9.0 per cent - a level close to what it was before the recession, from 14.9 per cent in 2010. In 2012, median earnings for disabled people in London were £13.00 per hour, compared with £14.28 for non-disabled people. This is for those working full-time. It needs to be borne in mind that disabled people are more likely than non-disabled people to be working part-time or not working at all.

Chart 9 Gap in median earnings between disabled people and non-disabled people in London, 2006 to 2012 (%)



Source: Annual Population Survey

2.6 Education and youth

What we committed to:

Objective	Work to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.
How we will achieve the objective	Help to ensure that all children in London get a good start in life and encourage partners to work towards the government's target to end child poverty being achieved in London by 2020.

Achievements in 2012/3

The educational attainment of London's pupils continued to increase for all groups of Londoners; from just over 46 per cent of London's pupils in maintained schools achieving 5 or more GCSEs graded A* to C, including English and Maths in 2005/06 to nearly 63 per cent achieving this in 2011/12. However the educational attainment gap between boys and girls remains, with girls continuing to outperform boys.

Results have continued to improve overall for all ethnic groups (see chart 21 in the appendix). While Black pupils continue to achieve the lowest level, their achievement has increased faster than other groups over time from 35 per cent of London's Black pupils in maintained schools achieving 5 or more GCSEs graded A* to C, including English and Maths, in 2005/06 to 57 per cent achieving this in 2011/12. Whilst the attainment gap between pupils eligible for free school meals and those that are not, has continued to decrease, the gap between pupils with and without special educational needs has widened.

The percentage of 16-18 year olds known to London local authorities as being NEET has decreased over the years, from 7.5 per cent in 2006 to 4.7 per cent at the end of 2012.

The child poverty rate in London has continued to decline and is now at its lowest level for 16 years. However, it is still high and London continues to be the region with the highest rate of child poverty in the UK. Children in certain ethnic groups, those with lone parents (mostly women) and in households with at least one disabled adult are more likely to be living in poverty.

The Mayor has no direct powers with regard to education and poverty reduction, but uses his influence to maximum effect.

- The Mayor's Education Inquiry was concluded in September 2012. It provided a thorough analysis of education in London and made a series of recommendations to build on London's success and help all children achieve their potential. This was developed into the Education Delivery Plan for London and work began on a number of programmes including
 - the London Schools Excellence Fund, which aims to increase pupil attainment through improving teacher subject knowledge.
 - the London Schools Gold Club, which recognises schools that have succeeded against the odds in improving pupils' aspirations and achievements and encourages them to share this practice and their experience with other London schools. This includes recognition for schools who achieve good outcomes for pupils in receipt of free school meals.

- The London Curriculum, which supports teachers to implement the new national curriculum through lesson plans and resources to help children learn through engaging with their city.
- 1,282 young people benefited from the GLA funded Mayor's Academies programme during 2012/13. The programme aims to raise ambitions and increase opportunities for young people to move into a learning or job outcome, after the age of 16, and reduce numbers who end up not in education employment or training (NEET). The programme saw
 - an increase in the number of young people entering top universities
 - from establishing strong links with businesses, an improvement in the number of young people aspiring to enter careers such as engineering
 - more young people entering apprenticeships.
- The Mayor committed £1.3m to the YOU Matter programme to increase the numbers of young people aged 10 to 19 who are able to benefit from uniformed groups such as St John's Ambulance, Girlguiding and the police cadets, enabling them to develop resilience and responsibility. In 2012/13 the uniformed groups provided 7,209 new opportunities for young people to join local groups and take part in the activities provided.
- The Mayors Leadership Club programme was launched in 2012 with the Mayor committing £1.6 million over 3 academic years to create over 25 'Leadership Clubs' in schools that aim to improve the academic attainment and behaviour of pupils aged 10-14 years old. The programme's activities range from Saturday school schemes using creativity to boost confidence, to structured youth activities and bespoke group and one to one interventions. All the clubs focus on literacy and numeracy to help children excel in their lessons. In 2012/13 the Clubs worked with over 400 pupils from 11 schools across London.
- In September 2012 the GLA launched its European Social Fund (ESF) youth programme; investing up to £10 million to support young Londoners aged 14 to 25 into employment, education or training opportunities. Up to £3.5m is to be spent to support young people in custody and the remaining funding is to spent on five projects providing tailored support, including mentoring, to 2,500 young Londoners who are excluded from school, have learning difficulties or disabilities, are NEET or are at risk of becoming NEET.
- The Mayor's Mentoring Programme aims to provide mentoring for 1,000 young black boys (10-16 years - in targeted London boroughs) who are at risk of offending, committing anti-social behaviour or from disengaging with education, employment and training. Through positive mentoring support these young boys will be able to get their lives back on track, make the right decisions for themselves and reach their full potential. At the end of March 2013 274 young boys were being mentored, with 490 boys referred to the programme and 443 mentors trained and vetted. Significantly more progress has been made on this project since, with many more boys being mentored (nearly 700 by September 2013).
- The Mayor's Near Peer Mentoring programme ran a pilot project to boost the achievement and aspirations of young people in care, who traditionally achieve poorer educational outcomes and are therefore more likely to end up in poverty than other groups. Children in

care ('mentees') received the support of a volunteer who had also been in care ('mentors') and had gone on to university.

- Project Oracle acts as a warehouse of knowledge, to share understanding of what really works in youth and education programmes in London. Throughout 2012/13 over 150 youth-focused organisations registered with it, in an effort to improve their evaluation skills and capacity, and ultimately the projects they deliver for young Londoners. In addition, Project Oracle is developing a "Standards of Evidence" framework which will support delivery of prevention and diversionary programmes. The project's core funders; the GLA, MOPAC and the Economic and Social Research Council are intending to fund the project for an additional three years.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in the gap in achievement of 5 GCSEs graded A* to C, including English and Maths, by groups of pupils as compared with average or comparator group.	Gender: In 2011/12, 67% of girls in London's maintained schools achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 58% of boys. Results have continued to improve overall, but the gap between boys and girls has been between 7 and 9 percentage points since 2005/06. It widened from 7 percentage points in 2010/11 to 9 in 2011/12 (see chart 20 in the appendix).	
	Ethnic group: Achievement is highest among Chinese pupils – in 2011/12, 83% gained 5+ GCSEs graded A* to C, including English and Maths, followed by 70% of Asian pupils (in one group), 63% of mixed groups and 62% of white pupils. Results have continued to improve overall for all ethnic groups. While Black pupils achieved the lowest level at 57% in 2011/12, their achievement has increased faster than other groups over time (see chart 21 in the appendix).	
	Special educational needs (SEN): In 2011/12, 35% of London pupils with SEN, but without a statement and 11% of those with a statement achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 73% of those with no identified SEN. While attainment has improved, the gap between pupils with and without SEN has widened (see chart 22 in the appendix).	
	Free school meals. In 2011/12, 49% of London pupils eligible for free school meals achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 66% of pupils not eligible for free school meals. The gap has continued to decrease and is much less marked than the England average.	

Outcome sought	Trends	Direction of change
Reduction in the percentage of NEETs.	The percentage of 16-18 year olds known to London local authorities as being NEET, from data collected by the Connexions service, decreased from 7.5% in 2006 to 5.3% in 2009, since when data has been collected by the local authorities' Client Caseload Information System. The decrease continued from 5.0% in November 2010 to January 2011 to 4.7% in November 2012 to January 2013. (See chart 23 in the appendix)	
Reduction in the proportion of children living in poverty	The child poverty rate in London has continued to decline and is now at its lowest level for 16 years. However, at 36% after housing costs in 2009/12 (three year average) it is still high and remains considerably higher than the UK average of 28%. ³ On this measure London continues to be the region with the highest rate of child poverty. (See chart 24 in the appendix).	
	Children in certain ethnic groups, those with lone parents (mostly women) and in households with at least one disabled adult are more likely to be living in poverty. The highest rates in London in 2009/12 were for children in Bangladeshi (64%) and Pakistani (62%) households. These proportions have increased slightly, whereas the rate in Black African/Caribbean/ Black Other households has declined to 45%. 52% of children with a lone parent lived in poverty and 46% of children in households with at least one disabled adult, compared with 34% of children in households with no disabled members. These proportions have decreased slightly.	

2.7 Housing

What we committed to:

Objective 1	Increase the supply of affordable housing, particularly family-sized homes
How we will achieve objective 1	By meeting the London Plan target of 13,200 affordable completions every year. By ensuring that 36 per cent of new Affordable Rent homes allocated funding in 2011-15 are family sized (excluding supported housing).
Objective 2	Raise the standard of homes and neighbourhoods
How we will achieve objective 2	By ensuring that all new homes are built to the Mayor's housing design standards, including all meeting Lifetime Homes standards ¹ and 10 per cent being wheelchair accessible. By the Mayor taking responsibility for Decent Homes funding and working with boroughs to ensure they are delivering value for money in delivering Decent Homes.
Objective 3	Enhance choice and mobility
How we will achieve objective 3	By meeting the London Plan target of 13,200 affordable completions ever year. By delivering over 17,000 First Steps homes between 2011 and 2015. By increasing opportunities for London's social tenants to move over borough boundaries (Pan-London Mobility scheme) and out of the capital (Seaside and Country Homes Scheme).
Objective 4	Tackle housing need
How we will achieve objective 4	By ensuring that by 2016 the level of severe overcrowding in social rented housing is halved to 7,000. Where the homelessness duty is discharged into the private rented sector, by encouraging landlords to offer tenancies that are for a longer period than the statutory minimum and encouraging boroughs to use only those landlords with a recognised accreditation (no data is or will be collected on this, so there is no measure attached). By ensuring nobody will live on the streets of London and nobody arriving on the streets will sleep out for a second night.

Achievements in 2012/13

More affordable homes, family-sized homes, wheelchair accessible homes and homes that meet Lifetime Homes standards have been built. More low income Londoners have received help with buying their own home. More people have been helped to move within or out of London. The percentage of non-decent homes in London has decreased.

There has been a fall in the number of severely overcrowded homes in the social rented sector, although the number of households accepted as statutorily homeless has gone up and the proportion of these who are people from BAME communities has also risen slightly.

Whilst the number of people seen sleeping out in London has increased, the improved outreach and related services have also resulted in an increase in the proportion of rough sleepers only being seen once.

Increasing the supply of affordable housing, particularly family-sized homes

- 10,092 affordable homes were started, more than double compared to the previous year. In addition, a total of 8,114 affordable homes were completed exceeding the affordable housing completion targets for 2012/13.
- The Mayor obtained an additional £3 billion of funding for the period up to 2014/15, working to deliver 55,000 affordable homes by 2015.
- Through the Mayor's Housing Covenant – Homes for Working Londoners funding of approximately £39 million was allocated to deliver an additional 1,325 homes that are flexible to the individual financial circumstances of working Londoners, supporting affordable and sustainable home ownership. Further schemes as part of this programme will be announced in 2013/14.
- Following the London 2012 Olympic and Paralympic Games, the Athletes' Village is being transformed into a new neighbourhood – the East Village, which will provide 703 intermediate First Steps homes and 68 social lettings for social tenants from across the capital. The family-sized homes will be advertised on the Housing Moves website.

Enhancing choice and mobility

- The completed affordable homes for low cost home ownership were made available through the Mayor's First Steps scheme to help those on low and modest incomes get a foot on the property ladder.
- By March 2013 13,886 First Steps completions had been delivered since 2011, making good progress towards delivering over 17,000 First Steps homes by 2015 and meeting the Mayor's election pledge to expand First Steps.
- The Mayor made available £100 million to stimulate the supply of intermediate housing. This will help an initial 10,000 Londoners get on and up the housing ladder and establish a ten-year revolving fund to help many more.
- The Mayor announced, that in the first phase, 12 organisations will share £39 million to build 300 new flexible tenure homes across London, designed to meet the financial circumstances of individual purchasers.
- The Mayor also streamlined the customer experience in the intermediate market, meaning that there will not just be more homes, but also more options into home ownership.
- The Mayor has guaranteed the future of 'Seaside and Country Homes' – a mobility scheme for older social tenants – by devolving the responsibility for and administration of the scheme from central Government and by securing funding and support from all 33 London boroughs. Around 200 moves were made during 2012/13.

Raising the standard of homes and neighbourhoods

- In 2012/13 nearly 39,500 lifetime homes and just over 4,500 wheelchair accessible homes were granted planning permission.
- The Mayor is addressing the quality of existing homes by working with boroughs to improve London's 109,000 sub-standard council homes, drawing on a greater than 50 per cent share of the national Decent Homes budget in the current spending round.

Tackling housing need

- The London Overcrowding Board, comprising of the Mayor, London's boroughs and others, has overseen a fall in both overcrowding and severe overcrowding. The Board is tackling overcrowding in London by such activities as promoting the delivery of more larger homes, increasing housing mobility – which can help to free up larger homes that are 'under-occupied' – and bringing empty homes back into use.
- In September 2012 the Mayor launched a new Housing Covenant, the centrepiece of which was proposals for a new London Rental Standard. The standard received widespread support from tenants, London boroughs and the industry. It will build on and accelerate existing efforts by the Mayor to increase the number of accredited landlords, which more than doubled to over 13,000 between the start of the Mayor's first term and March 2013.
- The Mayor is funding a range of pan-London rough sleeping services with a four year budget of £33.8 million devolved from the government. Following the introduction of the Mayor's innovative 'No Second Night Out' (NSNO) project, three quarters of new rough sleepers were prevented from sleeping rough for more than one night in 2012/13 – compared with six out to ten in 2010/11.
- Alongside No Second Night Out the Mayor provided services for rough sleepers including outreach, emergency accommodation and support to sustain former rough sleepers in their own homes and transition to independence – investing £9 million across the year. The Mayor is also using his Homelessness Change programme, funding the delivery of hundreds more bed spaces through to March 2015.
- A new service for more entrenched rough sleepers No Living on the Street (NLOS), has been commissioned. NLOS draws on the lessons of NSNO and the former rolling shelters and provides an assessment hub, linked to short term accommodation.
- The Mayor is also responsible for a £5 million Social Impact Bond (SIB) for rough sleeping, which started in November 2012. SIBs are a new and innovative way of attracting funding from social investors for public services. This project, which runs for three years, will improve outcomes for a cohort of about 800 people who frequently move in and out of rough sleeping.
- One bed properties in East Village are being let to former rough sleepers.

Measures of success

Outcome sought/ measure	Trends	Direction of change
Increase in the amount of affordable housing	From 2000, the number of affordable housing completions in London funded by the GLA tended to increase year on year until 2012/13, when it fell from a high of 16,173 completions in 2011/12 to 8,114. This was due to the low number of starts in 2011/12, due to the changeover between the previous government's affordable homes programme and the new government's programme.	
Decrease in the number of non-decent homes	The number of non-decent homes in London has fallen year on year from 1.18 million in 2006/07, around 37% of the total housing in London, to around 700,000 (around 22% of the total) in 2011/12. Within London, rates of non-decency are highest in private rented and council rented homes, and lowest (by far) in housing association homes.	
Number of First Steps completions	There were 3,359 First Steps completions in 2012/13, bringing the total of First Steps completions in London to 27,465 since April 2008.	
Pan-London mobility schemes in place	Housing Moves, London's first pan-London mobility scheme since the 1980s was launched in May 2012.	
Number of moves through Seaside and Country Homes	Although there were slightly fewer moves in 2012/13 (205) than in 2011/12 (218), the overall trend is for a slight increase year on year.	
Decrease in the number of severely overcrowded homes in the social rented sector.	An estimated 12.7% of social renting households in London were overcrowded in 2011/12, a fall from 14.5% in the previous year; including 1.6% which were severely overcrowded, similarly a fall from 2.2% in the previous year (see chart 25 in the appendix).	
Increase in the number of family size homes completed.	The supply of new homes with three or more bedrooms in London, as a proportion of total supply has risen from just 12% in 2008/09 to 23% in 2011/12. The proportion of family sized homes rose from 11% in 2008/09 to 22% in 2011/12 in the private sector, while for homes built by housing associations the proportion of family sized homes rose from 13 to 26%.	

Outcome sought/ measure	Trends	Direction of change
Decrease in the numbers sleeping rough and in the % sleeping out for more than one night.	The number of people seen sleeping out in London has increased year on year from 2,807 people in 2005/06 to 6,437 in 2012/13. Enhanced levels of outreach services as part of 'No Second Night Out' means that people sleeping rough, and in particular people new to the streets, were more likely to be contacted. The proportion seen only once increased to 75% from 70%.	
Decrease in the levels of homeless acceptances	The number of households accepted as statutorily homeless in London has gone up since 2009/10, after a previously decreasing trend. 15,445 households were accepted in London in 2012/13. This is still well below the peak of 30,080 in 2003/04. Homeless acceptances in London increased to almost 29 per cent of the national total (see chart 26 in the appendix).	
	A disproportionate number of London's homeless households are from Black, Asian and minority ethnic communities, stubbornly continuing to make up around three quarters of all homeless acceptances. It stood at 75% in 2012/13.	

2.8 Community engagement

What we committed to:

Objective 1	Engage with London's diverse communities to effectively inform, develop and deliver Mayoral strategies, priorities and programmes
How we will achieve objective 1	<p>Develop and deliver a programme of engagement, projects and activities to communicate and implement Mayoral priorities.</p> <p>Identify partnership opportunities with other organisations and community groups in communicating and delivering Mayoral priorities.</p> <ul style="list-style-type: none"> • Hold a series of community receptions • Hold a series of Community Conversations focusing on serious youth violence • Hold an Interfaith conference • Host the Older People's Assembly • Hold Community Briefings for 2012 Games • Develop an educational/citizenship programme • Develop a social action/volunteering programme • Build inter-community and inter-generational relations and bring communities together. • Make City Hall accessible to more London communities including addressing barriers that might hinder the full participation of communities <p>Complete a calendar of engagement with London's many different communities that brings different Londoners together to build strong inter-community relations and fosters mutual understanding.</p>
Objective 2	Use traditional forms of social research and innovative digital engagement and social media monitoring to establish how Londoners see the world around them and respond to policy proposals.
How we will achieve objective 2	<p>Complete quarterly telephone polls of Londoners to monitor and generate intelligence and weight results by gender, age, ethnicity, tenure, working status and area of London lived in.</p> <p>Monitor social media and the Mayor's correspondence to provide real time public opinion data to inform policy debate.</p> <p>Provide robust and trustworthy demographic, social and economic data on London's population to inform policy development.</p>

Achievements in 2012/13

Engagement

Throughout 2012/13 the Mayor continued to engage with communities across London, to find out about and respond to their views and the issues that concerned them.

- The GLA's Cross Community Engagement Forum provided an opportunity for the Mayor to consult and glean opinions from community groups on key mayoral strategies and

programmes. For example, a meeting attended by a diverse group of key community leaders and involving Deputy Mayor Kit Malthouse, explored Mayoral programmes on jobs and apprenticeships. Another, attended by Deputy Mayor Rick Blakeway, explored housing.

- Meetings were held with individual community (key stakeholder) groups to hear more about their aspirations and concerns. Engagement with newer communities – particularly those from EU Accession countries provided an opportunity to engage with the growing, newer communities in London.
- Community Receptions were held which brought together a diverse, cross section of Londoners from certain boroughs, as well as facilitating community cohesion and celebrating diversity.
- Various faith and cultural festivals were held to celebrate London's religious and cultural diversity. These included Vaisakhi, Diwali, Chanukah, Pride and the disability arts festival, Liberty.
- Regular engagement meetings were held with carers organisations; organisations of and for disabled and Deaf Londoners; faith organisations; trans organisations; and lesbian, gay and bisexual organisations. They engaged with key Mayoral activities such as the draft Police & Crime Plan.
- The London Strategic Migration Partnership (LSMP) engaged with organisations which monitor and respond to the impact on London of migration policy.⁴ The LSMP is advised by the Migrant and Refugee Advisory Panel, whose members are drawn from migrant, refugee and asylum seeker communities. Members advised on, for example, English language learning for migrants.
- Engagement with older people and older people's organisations was carried out through the London Older People's Strategies Group, the Mayor's Older People's Advisory Forum and the annual Older People's Assembly. The voice of young people was captured through the Mayor's 'Lynk Up Crew' of young advisors (a cross-section of London children between the ages of 7 and 15) and the team of over 40 Peer Outreach Workers (15 to 25 year-olds).

Working with community groups and others to deliver Mayoral priorities

- The Mayor marked International Women's Day by working in partnership with Work Your Way and London Mums to hold a conference entitled 'Nurturing female entrepreneurship through the power of collaboration'.
- Age UK London delivered the Mayor's Team London Building Stronger Neighbourhoods volunteering programme. 800 young volunteers from diverse backgrounds helped 1,450 older people across 26 London boroughs become more confident with using computers and accessing services on-line, whilst fostering better inter-generational relations and neighbourhood cohesion.
- The GLA worked with a range of key disability stakeholder groups and other partners to deliver the Mayor's Shopmobility project. The GLA purchased reconditioned mobility scooters

used during the London 2012 Games and distributed these free of charge to mobility schemes in operation across London.

- The Mayor's Know Your Rights campaign was delivered in working partnerships with a range of older people's organisations and advice providers including Age UK, local borough pensioner forums, Citizens Advice, debt advice charities including Toynbee Hall and StepChange Debt Charity, and local libraries across London.
- The London Strategic Migration Partnership delivered a number of initiatives with community groups and others, such as holding a workshop with the Refugee Council on managing the transition from grant-dependency to income-generation.

Using digital media to establish how Londoners see the world around them and respond to policy proposals

- Quarterly telephone polls were carried out between April 2012 and March 2013. The sample was representative of the adult London population by gender, age, tenure, working status, ethnicity and area of London lived in. The results were reported to the relevant policy team and contact in the Mayor's Office.
- Listen and Learn contributed social media research towards the evaluation of the impact of the London 2012 Games. Information on perceptions of the impact of the Games on London was reported by demographic breakdown as above.
- The London Datastore received over 292 thousand visits in 2012/13, 62 per cent more visits than in the previous year.
- Demographic, social and economic data on London's population was published on Datastore (<http://data.london.gov.uk/datastore>) throughout the year.
- The 'London Dashboard' was launched and provides monthly updates on progress against some of the Mayor's pledges.
- Talk London, an online community open to everyone as a place to discuss London's big issues, was also launched and provided insight into policy areas, such as volunteering, housing, air quality, cycling and community.
- Marketing and events research was carried out on campaigns and events sponsored by or supported by the Mayor such as the following.
 - Croydon and Enfield Bowel Cancer Campaigns (NHS)
 - Gigs Big Busk
 - Apprenticeships
 - Team London.

2.9 Responsible procurement

What we committed to:

Objective	Support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA Diversity Works for London and Responsible Procurement programmes
How we will achieve the objective	Use our procurement tools and influence to spread equality through business by championing equality in our own supply chains, encouraging more businesses to sign up to Diversity Works for London, and improving access to public sector contracts for small and diverse businesses.

Achievements in 2012/13

The development of more diverse markets, workforces and suppliers was supported through the GLA Diversity Works for London and Responsible Procurement programmes. This objective is now being taken forward through the implementation plan for the London Enterprise Panel, and through work with the GLA's supply chain and regeneration contracts.

- The Diversity Works for London programme, the Mayor's programme that encourages and supports businesses to realise the benefits of London's diversity, is being aligned to the work of the London Enterprise Panel's Small and Medium sized Enterprises working group. A new set of measures is being developed to reflect this work.
- Businesses registered with CompeteFor – a free service that enables businesses to compete for contract opportunities, such as those linked to the London 2012 Games and other major public and private sector buying organisations. The diversity of these organisations is detailed in the table below.

Measures of success

Outcome sought/measures	Trends	Direction of change
Increase in the number of businesses signed up to the Diversity Works for London programme	5,833 businesses were registered with the Diversity Works for London programme at the end of March 2013, compared with 5,210 at the end of March 2012 and 4,500 at the end of March 2011.	
Diverse London businesses registered with CompeteFor	<p>In February 2013, nearly 48,500 London based businesses had registered on CompeteFor, compared with about 46,000 the previous year.</p> <p>At the end of March 2013 nearly 18% of the registered London based businesses declared themselves to be BAME-owned, 20% were women owned, 1.7% were owned by disabled people and 2% were LGBT owned. These proportions were similar to the year before.</p>	

2.10 Workforce

What we committed to:

Objective	Achieve a workforce across the GLA group ⁹ which reflects London's diversity in all occupations and at all levels
How we will achieve the objective	Introduce placements where necessary to provide an opportunity for work experience in a political environment.
	Ongoing work on apprenticeship and pre apprenticeship programmes.
	Put in place development programmes for particular groups not represented at senior levels (i.e. Springboard).
	Ongoing work on the mentoring programme
	Monitor and analyse the data that we record to identify where we need to take mitigating action.
	Complete and publish Equality Impact Assessments (EQIAs) for restructures and workforce changes to ensure we mitigate any disproportionate and negative impacts.
	Analyse staff survey outcomes and take action where necessary to reverse any perceptions of the workplace from a particular equality group.

GLA achievements in 2012/13

The GLA's workforce expanded considerably in 2012/13 as a result of absorbing the staffing and responsibilities of the London Development Agency and the Homes and Communities Agency in London.

The diversity of GLA's staff across the board has remained fairly stable over recent years. The proportion of women in the workforce continues to reflect that of London's adult population. The proportion of staff from BAME communities and disabled people has remained stable, but is below that of London's economically active population.

- An Equalities Taskforce has been established to review workforce equalities issues, share good practice and champion new initiatives. The taskforce includes senior level representation from all directorates within the GLA.
- Following the staff survey in September 2011, a range of programmes have been implemented to address key areas identified by the survey - including career development and internal progression, performance, visible leadership and wellbeing.
- The GLA launched the Career Pathways programme in November 2012 which consists of a range of workshops on topics such as effective applications, interview skills, networking,

⁹ The GLA group are the GLA, London Fire and Emergency Planning Authority, London Legacy Development Corporation (LLDC), Mayor's Office for Police and Crime (MOPAC), Metropolitan Police Service (MPS) and Transport for London (TfL).

The rest of the GLA group report separately on the diversity of their workforces.

personal impact and more. Around 200 staff participated in the workshops (38 per cent were BAME staff, 14 per cent disabled and 65 per cent were women).

- The Equalities taskforce looked at offering development opportunities to help BAME staff develop their careers and are considering offering priority places on open talent development programmes or running programmes targeting specific groups.
- A review of the careers page on London.gov was carried out to ensure that information is both appealing and accessible to a diverse range of applicants. The webpages will continue to be developed to include staff pieces promoting the variety of opportunities available and to provide insight into 'working at the GLA' from a diverse range of employee roles and backgrounds.
- The GLA continued to take active steps to attract disabled applicants by operating a Guaranteed Interview Scheme for disabled applicants. The HR team cross-checks all applications and short-listing decisions to ensure that candidates who meet the minimum requirements for the role and who have declared a disability are offered an interview.
- The GLA has further developed the apprenticeship programme and offered 16 apprenticeship places in 2013. The GLA is committed to the future employability of apprentices beyond their apprenticeship identifying opportunities to study for a higher level apprenticeship which will support apprentices to secure longer term opportunities within the GLA.
- The Equalities taskforce agreed to launch an internship programme in 2013 encouraging applications from BAME groups. The aim of the programme is to address under-representation from these groups and to raise awareness of the GLA as a place of work amongst young people. Internships will be paid at London's Living Wage for periods of three to six months.

Measures of success

Outcome sought	Trends	Direction of change
GLA workforce reflects London's diversity at all levels.	The proportion of women employed at the GLA has remained fairly stable since 2009 and is currently at 51% compared to 44% of economically active Londoners ¹⁰ who are women. The proportion of women amongst senior staff ¹¹ has also remained stable since 2009 and is currently 36%.	
	The proportion of BAME staff has remained reasonably stable since 2009 and is currently 24% compared to 36% of economically active Londoners who are from BAME communities. The proportion of BAME staff in senior positions is currently 12%.	
	The proportion of disabled people amongst all staff has remained at around 6% since 2009. The proportion of senior staff is currently five per cent.	

¹⁰ Source: Annual Population Survey 2012

¹¹ Those earning £60,000 and over

2.11 Transport accessibility

What we committed to:

Objective	Ensure that the transport system is accessible for the whole journey from the start to the end by overcoming the barriers that exist for some users and maintain concessionary fares for children, pensioners and jobseekers
How we will achieve the objective	<p>The Mayor, through TfL, and working with partners and other stakeholders, will seek to increase accessibility for all Londoners by promoting measures to improve:</p> <ul style="list-style-type: none"> • The physical accessibility of the transport system, including streets, bus stops, stations and vehicles • Information provision, staff service and the travelling environment. <p>The Mayor will continue to support the Freedom Pass.</p> <p>The Mayor will keep and improve Dial-a-Ride services.</p>

Achievements in 2012/13

The preparations for the London 2012 Olympic and Paralympic Games led to huge improvements to the accessibility of London's transport network. More disabled people travelled to more events at more venues and locations than on any previous occasion. It also provided the impetus to deliver a legacy of accessible transport in the city. In addition, the Mayor maintained the Dial-a-Ride services for older and disabled passengers who cannot use public transport. He also introduced the 60+ Concessionary Travel scheme, addressing the increasing age of qualification for a London Council's Freedom Pass, and restoring the entitlement for Londoners over 60 to free travel on Transport for London services 24 hours a day and seven days a week.

Key highlights included:

- In April 2012 TfL published Understanding the Travel Needs of London's Diverse Communities.
- The Mayor launched Your Accessible Transport Network,⁵ his commitment to making it even easier for people to travel around London.
- TfL launched its access Twitter feed, TfL@Access for news and information about accessibility on London's transport network.
- The Mayor's 60+ Concessionary Travel Scheme opened, making free travel available on TfL services for all Londoners when they reach 60 (as opposed to the later State Pension Age).
- 1.35 million Dial-a-Ride trips were delivered in 2012/13 and the satisfaction rating of customers reached a high of 93 per cent. Renewal of the fleet continued so that, by the end of March 2013, 70 per cent of the vehicles were low floor minibuses.
- The target of making 70 per cent of bus stops accessible by 1 April 2013 was delivered two months early.

- The Real Time app was launched, enabling anyone with a smart phone to receive Countdown (live bus arrival times) information.
- The first Wheelchair Priority Area campaign ran, clarifying how the wheelchair space on buses should be used.
- New Bus for London, featuring a step-free gangway on the lower deck from the front to the back, a large wheelchair bay directly opposite the ramped centre door, audio and visual next stop announcements fitted with a T-Loop system - for passengers with hearing aids, was rolled out on routes 38 and 24.
- Nearly 40 per cent of all stations were made step-free across London's rail-based public transport network (including National Rail, Underground, Overground, Docklands Light Railway (DLR) and Tramlink), up from around 30 per cent in 2008. This included 175 stations on the TfL network, with all DLR and nearly half of London Overground stations step-free.
- All the new Victoria and Metropolitan Line trains were delivered, with features such as low floors, audio/visual information systems and wheelchair spaces.
- Raised platforms were installed at all Victoria Line stations to give level access to the wheelchair spaces on the trains. At Green Park Station the Jubilee and Piccadilly line platforms also received raised platforms.
- Manual Boarding Ramps were provided at 16 Underground stations.
- The bus services held their first meeting with disability groups from across London, allowing TfL to explain what is happening throughout the year and the groups to ask questions of the people delivering transport improvements.

Measures of success

Outcome sought/measure	Trends	Direction of change
Concessionary fares available for children, pensioners and jobseekers	Concessionary fares for children and those seeking work continued. The Mayor introduced the 60+ Concessionary Travel Scheme, making free travel available on TfL services for all Londoners when they reach 60.	
Number of step-free underground stations and number of accessible overground stations.	<p>The number of step-free underground stations has increased from 48 in 2007/08 to 66, just under a quarter, by April 2013.</p> <p>As the London Overground network has grown the number of accessible stations has increased from 19 out of 55 (35%) in 2007/08 to 34 out of 78 (44%) in 2011/12 and 39 out of 83 (47%) in 2012/13.</p>	

2.12 Transport and road safety

What we committed to:

Objective 1	Improve safety and security on the transport system, reduce the crime rate on London Underground and London buses, and reduce the proportion of Londoners who have significant concerns about crime and anti-social behaviour on public transport such that it deters them from using it, and in the pedestrian environment
How we will achieve objective 1	<p>Increase confidence in the safety and security of travelling in, and moving around, London.</p> <p>To reduce crime and anti-social behaviour on the transport network we will:</p> <ul style="list-style-type: none"> • Provide high visibility enforcement at transport hubs, • Integrate transport policing at priority hubs, • Target repeat sexual offenders, • Provide dedicated resource to catch and convict offenders who assault transport staff, • Tackle bogus cabs, • Continue to improve the safety of night time travel. <p>To increase confidence in the safety and security of travelling in London with a particular focus on women, younger people, and older people we will:</p> <ul style="list-style-type: none"> • Provide reassurance to front line staff and passengers through policing, CCTV, lighting, signage and well trained staff. • Tackle fear of crime by listening and responding to local concerns about crime and anti-social behaviour. • Engage with younger people to reduce fear among vulnerable young people. • Reassure older people travelling by providing high visibility policing. <p>To improve cyclists' safety and security we will:</p> <ul style="list-style-type: none"> • Support the implementation of the Mayor's Cycle Security and Cycle Safety Action Plan • Reduce the volume of thefts in hotspots and increase detections of prolific cycle thieves • Raise awareness amongst cyclists and other road users of how to reduce the risk of collisions • Offer training to cyclists • Tackle irresponsible and antisocial road use. <p>To contribute to the step change in the walking experience through removing crime and the fear of crime as a barrier to walking we will:</p> <ul style="list-style-type: none"> • Enhance joint working between safer transport and safer neighbourhood teams to ensure Londoners are provided with reassurance along their whole journey • Work with local authorities and schools to place a greater emphasis on safe walking and safe cycling in school travel plans

Objective 2	Reduce the number of people killed and seriously injured on London's roads
How we will achieve objective 2	<ul style="list-style-type: none"> • Work with London boroughs to monitor road safety schemes • Improve reporting for near misses and antisocial driving • Publish a new road safety plan • Undertake enforcement operations • Trial new intelligent speed adaptation technology

Achievements in 2012/13

Transport crime is at its lowest level in over nine years and the percentages of groups of Londoners deterred from using public transport because of concerns about crime and anti-social behaviour has decreased. For all Londoners', concerns about crime and anti-social behaviour on public transport has decreased by 4 percentage points between January 2012 and January 2013.

Road safety figures for London covering January to December 2012 showed that the total number of road casualties fell by around two per cent. Fatalities fell 16 per cent to 134, the second lowest since records began. The total number of people killed or seriously injured during 2012 was 17 per cent below the 2005-09 average, showing that London continues to see a strong long-term reduction in casualties.

Reducing crime

- TfL funded local transport policing teams (Safer Transport Teams in the Metropolitan Police Service and Neighbourhood Teams in the British Transport Police) which actively engaged with the travelling public including younger and older people and other groups who feel particularly vulnerable when travelling, to identify, understand and respond to local concerns.
- TfL and its police partners worked together to improve the safety and security of travelling in London to provide reassurance along the whole journey and to improve confidence to travel. Dedicated Hub Teams were deployed at priority transport hubs.
- Quarterly monitoring surveys were carried out. These identified that whilst the majority of Londoners feel safe when travelling in the City and despite improvements, antisocial behaviour (ASB) remains a cause for concern. TfL will focus on addressing this.
- Project Guardian – a partnership project – tackled sexual offences on the transport system. The Safer Travel at Night initiative tackled the risks posed by bogus cabs and improved the safety of travelling at night. The 'Safer Travel for All' reassurance operations focused on particular groups at different times throughout the year.
- TfL and the TfL funded Safer Transport Command ran a cycle theft reduction project which saw a 10 per cent reduction in cycle theft over the year.

Improving road safety

- TfL supported boroughs in rolling out more 20 mph speed limits and is investigating where 20 mph can be implemented on London's main roads, such as the experimental limit at the Waterloo IMAX cinema roundabout.

- The Vision for Cycling in London, published in March 2013, sets out plans to invest over £900m in cycling in the Capital, providing more and safer routes for cyclists. Regular engagement, education and enforcement operations were undertaken to improve cycle safety.
- TfL have been developing a Motorcycle Safety Action Plan, Pedestrian Safety Action Plan and a renewed Cycle Safety Action Plan which will contain activities and commitments to improve the safety of these vulnerable road users.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in crime rate on LU/DLR	In 2012/13, the crime rate for London Underground and Docklands Light Railway was 9.6 crimes per million passenger journeys, down from 18.4 in 2005/6 when crime was at its highest level on the network (a 46% improvement). The volume of crime has fallen by 32% (6,080 fewer offences) over this period. The rate of crime is at its lowest level in over nine years.	
Reduction in crime rate on buses.	In 2012/13, the rate of crime for the bus network was just 8.6 crimes per million passenger journeys – less than half of what it was in 2005/6 when levels of crime on the bus network peaked and the rate was 21.6 (a 60% improvement). The volume of bus-related crime also fell by almost 50 per cent over this time (19,022 fewer offences). The rate of crime is at its lowest level in over nine years.	
Reduction in % of women, younger people and older people who are deterred from using public transport because of concerns about crime and anti-social behaviour.	<p>The percentages of women, older people, young people and people from BAME communities who said their concern over crime and anti-social behaviour affected the frequency with which they use public transport a lot went down in 2012/13 compared with 2011/12, continuing a trend of small decreases over time.</p> <p>In January 2013 34% of women, 27% of young people aged 16-24, 25% of people aged 65 and over, and 37% of BAME people said their frequency of use of public transport was affected a lot by such concerns, compared with 39% of women, 34% of young people, 29% of older people and 44% of BAME people in January 2012.</p>	
Reduction in the numbers of killed and seriously injured people involved in road traffic collisions.	The number of fatal casualties in 2012 fell by 16% (159 to 134), to the second lowest level since recent records began, while killed or seriously injured (KSI) casualties increased by 8% in 2012 (2,805 to 3,018) compared to 2011. The number of child KSI casualties was down by 18% in 2012 compared with the 2005-09 baseline.	

Outcome sought	Trends	Direction of change
Reduction in the number of pedal cyclists killed or seriously injured.	The number of pedal cyclist fatalities fell from 16 in 2011, to 14 (-13%) in 2012. The number of pedal cyclists killed or seriously injured (KSI) increased by 18% in 2012, compared to 2011, and pedal cyclist KSI casualties were up 60% against the 2005-09 baseline in 2012. Cycling on London's major roads increased by 176% between 2000/01 and 2012/13.	

2.13 Crime - Safety

What we committed to:

Objective	The GLA and GLA group will continue to work cooperatively with partners to ensure that hate crime is reported and that people feel safe whenever and wherever they are in London
How we will achieve the objective	Monitor perceptions of safety, fluctuations in hate crime reporting and sanctions detections rates, and overall satisfaction levels of victims of crime.

Achievements in 2012/13

Around a third of Londoners have reported being worried about crime in their area since 2008/09. Asian Londoners were the most worried and continued to be so. Women continued to be more worried than men. Whilst the detection rate for hate crimes has increased a great deal since the turn of the century, the short term trend is for a decrease. There has been no difference in the level of overall satisfaction with the service being provided by the MPS from victims of racially motivated crime or lesbians, gay men and bisexual people over time.

- The Mayor consulted extensively on his draft Police and Crime Plan throughout January and into early March 2013. This included specific engagement with groups that were identified as significantly under-represented (e.g. LGBT and migrant and refugee communities) as well as public consultation events in all 32 London boroughs. As a result of the consultation and the issues identified, the Mayor has made a commitment, through MOPAC, to develop a hate crime reduction strategy.
- The Mayor made a commitment in the Police and Crime Plan to increasing confidence in the MPS amongst all communities by 20 per cent and has ensured that hate crime data is published on the GLA website.
- The Mayor continued to engage with under-represented groups through regular stakeholder meetings. He has expressed his continued commitment to tackling hate crime and has signed up to the Mencap pledge to stand by people with a learning disability to end hate crime.
- The Mayor commissioned an independent review of victims' and witness services in London, led by Baroness Newlove, the Victims' Commissioner, which will also consider the experience and needs of hate crime victims.
- The MPS has introduced a new local policing model, which will ensure service delivery is consistent, flexible and responsive to the needs of all Londoners. The model also ensures the continued existence of the specialist borough community safety units, which deal specifically with all forms of hate crime.
- The MPS has continued to promote the online reporting tool that allows victims and witnesses to report hate crime in confidence through a secure link to the Police National Network, (part of the True Vision website). The reporting tool has been made directly accessible from the home page of the MPS website.

- The MPS continued to target suspected dangerous and prolific offenders of hate crime and domestic violence under the banner of Operation Athena. This included raids and arrests, high visibility policing patrols in crime hot spots and the MPS working with partners to deliver locally based outreach work, victim focused workshops and multi-agency drop in centres.

Measures of success

Outcome sought	Trends	Direction of change
Decrease in the percentage of people who are worried about crime in their area.	<p>Around a third of Londoners have been fairly or very worried about crime in their area since 2008/09. In 2012/13, 33.3% of Londoners were fairly or very worried about crime in their area.</p> <p>Women have been more worried than Londoners as a whole and even more so than men (by between 6 and 8 percentage points). 36.2% of women were worried in 2012/13.</p> <p>The gap between the percentage of disabled people and non-disabled people and disabled people and Londoners has more or less closed to parity. 31.8% of disabled people were worried in 2012/13.</p> <p>Londoners of Bangladeshi, Pakistani and Indian origin have continued to be the most worried since 2008/09. Londoners of Bangladeshi (46.9%), Pakistani (44.6%) and Indian (44.1%) origin were the most worried in 2012/13.</p>	
Increase in the detection rate ⁶ following reports of homophobic, racist and faith hate crimes.	<p>In 2012/2013 there was an increase of 6.1% in all recorded hate crime from 10,200 to 11,893 when compared to the previous year. The disaggregated figures provided a more mixed picture with increases in some categories of recorded hate crime and decreases in others.</p> <p>From 1999/2000 to 2012/13, the detection rate for race hate crime increased from 15.1% to 45.3% and the detection rate for homophobic hate crime increased from 14.7% to 48.2%. However the short term trend indicates a decrease in the detection rate for all hate crimes. (See Chart 27 in the Appendix)</p>	
Increase in satisfaction levels of victims of racial and homophobic crime in relation to MPS overall service.	<p>The overall satisfaction rate of racially motivated crime victims with the service being provided by the MPS in 2012/13 was 75 per cent. It has been around this level since 2005/06 and has parity with other crime types.</p> <p>There is no data on homophobic crime victim satisfaction levels. Since 2005/06 there has been no significant difference in terms of overall satisfaction when comparing LGB respondents with heterosexual respondents.</p>	

2.14 Crime - young people

What we committed to:

Objective	Reduce serious youth violence in London.
How we will achieve the objective	Project Daedalus- Reduce offending with a smarter approach to custody and enhanced resettlement
	Project Brodie - Raise attainment and reduce the risk of offending by keeping young people in education. Three strands:
	1) Safer Learning: To improve outcomes for learners, families, communities, schools and colleges by a coordinated partnership approach at pan London level, matched with local level intervention to help keep learners safe. <ul style="list-style-type: none"> ▪ We want all young people to be achieving the best they can in their studies. ▪ We want to promote the positive contribution young people make in their schools/colleges and communities. ▪ We want to minimise the risk of harm to young people. ▪ Reviews and evaluation. ▪ Development of the Safer Learning Framework web resource.
	2) Parent Advocacy in Pupil Referral Unit Pathfinder: 5 pilots (Barking and Dagenham, Ealing, Hillingdon, Lewisham and Sutton).
	3) Study on court enforcement measures.
	Project Titan- Build character, self-respect and responsibility.
	Project Oracle- Understanding and sharing what really works.

Achievements in 2012/13

A range of activity continued in 2012/13 on the Mayor's plan to tackle youth crime and violence, launched in Time for Action in November 2008. There has been a significant drop in youth violence and youth homicides in recent years. The early indications are that the interventions to reduce the youth reoffending rate are working.

- [Project Daedalus](#) established an enhanced 'resettlement' unit (known as the Heron Unit) within Feltham Young Offenders Institution for young offenders ready to make positive changes during their sentences. The evaluation of the project was published in November 2012 and showed the programme led to reduced reoffending and represented excellent value for money, with considerable financial savings to the criminal justice system.⁷
- Due to Project Daedalus's success, the Mayor is investing up to £3.5 million of European Social Fund match funding towards providing resettlement brokers to help turn around offenders from London over the next three years.

- Under [Project Brodie](#), all the members of the GLA group signed up to the Safer Learners framework and it was taken up by five schools and Pupil Referral Units. Direct local level intervention sessions were held at Westminster Kingsway College and at St Matthews Church of England school. A specialist event for young people and educators was held in City Hall in partnership with MPS. The court enforcement measures report was completed.
- An aim to help improve outcomes for some of London's most troubled young people - by working with local authorities and [Pupil Referral Unit](#) Headteachers to deliver a leadership programme that focuses on improving student achievement and helps them succeed in education, employment or training - was included in the Mayor's Education Programme.
- The [VOYAGE programme](#) (Voice of Youth and Genuine Empowerment) is part of Project Titan and run by the Metropolitan Black Police Association to improve BAME young people's impression of the police and to build positive leadership skills amongst those who may be at risk of offending. 1,942 young people completed Voyage programmes in 2012/13, which was the second year of a three year £1.6 million expansion programme funded by the GLA and MOPAC.
- The Mayor, who is chair of the London Crime Reduction Board, launched the Board's [Anti-Gangs Strategy](#) in December 2012.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in youth violence in London	There were 15 homicide victims aged under 20 in London in 2012/13, a huge reduction from 41 in 2011/12. Serious youth violence had been hovering at around just under 7,000 reported incidents a year, but dropped significantly to just under 5,000 incidents (4,976) in 2012/13. Non-serious youth violence decreased steadily from 13,843 in 2008/09 to 9,057 in 2012/13.	
Reduction in youth re-offending rate in London	Project Daedalus's (Heron unit) re-offending rate was 53% – 37 young people out of 70, who left custody from the end of October 2009 to the end of September 2010 and re-offended in the first 12 months following discharge. For the same period the national rate was 70% and Feltham Young Offenders Institute was 72% (although Heron unit has a much smaller cohort than Feltham YOI).	

2.15 Violence against women and girls

What we committed to:

Objective	Show leadership in ending violence against women by developing, evaluating and improving interventions that will be a beacon for other cities and countries.
How we will achieve the objective	Develop a range of measures to reduce the prevalence of violence against women over time with a strong emphasis on cultural change.
	Improve the safety, wellbeing and freedom of women and children through access to better services that meet the needs of London's diverse communities.
	Support measures that reduce the long-term consequences of violence for women who experience it, improve their life chances and support them in rebuilding their lives.
	Work with partners to ensure that the criminal justice system provides protection to women who need it.

Achievements in 2012/13

The detection rate for domestic violence offences increased significantly from 2005 to 2009, and has stayed at just under a half since. The detection rates for rape and sexual offences have remained persistently low. The Mayor's Office for Police and Crime (MOPAC) and previously the Metropolitan Police Authority, has been implementing the Mayor's Violence Against Women and Girls (VAWG) strategy - The Way Forward since 2010.

During 2012/13 MOPAC

- published guidance for local authorities on how to implement a violence against women and girls (VAWG) strategy locally to assist in the transition from a focus only on domestic violence (DV). Several boroughs have already put a VAWG strategy in place and most of the others are in the process of developing one
- actively funded a number of Independent Domestic Violence Advocates in London through the London Crime Prevention Fund in order to maintain and improve the safety and wellbeing of women at risk of DV
- started to develop a pan London service for women experiencing DV
- created a Harmful Practices Taskforce and held its first meeting in March 2013. The taskforce's working group is developing a programme of activity to tackle the four main kinds of harmful practice; forced marriage, female genital mutilation, 'honour' based violence, and faith based abuse, with a specific focus on improving the opportunities of women and children from diverse communities and facilitating access to services.
- continued to commission the four Rape Crisis Centres in London and ensured there is funding for sustaining and building on existing services for the duration of this Mayoral term.

- administered over £18 million pounds worth of crime prevention funding within which VAWG was identified as a core programme area. Many of these programmes will run for four year and MOPAC will oversee and monitor their progress.
- worked with partners, in particular through
 - the VAWG Panel, VAWG Coordinators and VAWG reference groups, to take forward actions generated from regular meetings.
 - the Rape and Criminal Justice Service subgroup, which aims to improve the experience of women going through the criminal justice system. The group will identify learning from specialist domestic violence courts to develop thinking around the approach in dealing with rape and sexual violence cases. This will be part of a larger piece of work looking to improve how women experiencing VAWG are transitioned through the criminal justice system.

Measures of success

Outcome sought	Trends	Direction of change
Increase in the detection rate following reports of domestic violence.	The detection rate ⁸ for domestic violence offences increased significantly from 27.7% in 2005/06 to 46.6% in 2008/09 and has remained around this figure since. In 2012/13 it stood at 45.2%. (See Chart 28 in the appendix)	
Increase in the detection rate following reports of rape and other sexual offences.	The detection rates for rape and sexual offences have remained persistently low. The rate for rape was around a third between 2005/06 and 2008/09. After it dropped significantly in 2010/11 and 2011/12 there was a large improvement in the detection rate in 2012/13 (to 20.8%). The rate for sexual offences has hovered around a quarter since 2005/06 and stood at 25.3% in 2012/13. (See Chart 28 in the appendix)	

3 OUR DIVERSITY PRINCIPLES

The Mayor's main arrangements for ensuring there is due regard to the equality of opportunity in all his activities are set in his Equal Life Chances for All equalities framework, revised in February 2012. This set out specific and measurable objectives which the Greater London Authority was required to publish under the Equality Act 2010. These and progress made against them is given in Section 2.

The revised framework also set out the GLA's diversity principles. These are as follows:

- use the process of mainstreaming – which is where the principle of equality is integrated into everything the organisation does and the work that everyone does on behalf of the organisation.
 - adopt an evidence and needs based approach where we seek quantitative and qualitative evidence and undertake research into inequality and disadvantage experienced within London.
 - assess the impact of our strategies, policies and programmes as we develop them and consider what actions, if any, may be appropriate to improve upon any identified adverse impacts on specific groups.
 - monitor the impact on equality as we implement our strategies, policies and programmes.
 - be open and transparent and publish all information regarding our progress on achieving equal life chances.
 - work in partnership with the range of local, pan-London, and national organisations to create new and better actions.
 - make consultation and engagement with diverse stakeholders in London a cornerstone of developing new equality actions.
 - promote best practice.
-

4 CONCLUSION

This report shows how the opportunity of hosting the Olympic and Paralympic Games in London enabled London to make some big step changes towards achieving equality. Large improvements were made in the accessibility of public transport and some of London's top tourist destinations. Better information was provided, which enhanced the experience of disabled visitors to London. People's attitudes to disabled people changed positively.

The momentum towards achieving our equality objectives has continued in the work on the legacy of the Games. The Paralympics are being built on to address disabled people's issues. Work on transforming Queen Elizabeth Olympic Park is offering job and housing opportunities to a previously disadvantaged area of London.

Across London more affordable houses and family-sized homes have been built and there has been a decrease in the proportion of so-called 'non-decent' homes.

The issues of homelessness and the low employment rate of certain groups, such as disabled people and people from some ethnic groups, especially women from these groups, as well as young people, continue to be challenges.

Whilst the employment of women with children in London remains low, their employment rate continues to increase and particularly so in 2012. There has also been a large increase in the number of apprenticeships, which has helped improve the prospects of young Londoners.

Generally there has been a reduction in crime, including on public transport. Youth violence has decreased.

Whilst good progress has been made, inequality continues to impact sections of London's population. The Mayor does not under-estimate the scale of the challenge ahead and is confident that, with the support of all Londoners, real sustainable life changes for all can continue to be brought about, particularly for the most vulnerable. The Mayor is determined that improved life chances become a reality for all Londoners.

5 HOW THE LONDON ASSEMBLY PROMOTED EQUALITY OF OPPORTUNITY IN 2012/13

The London Assembly is elected to hold the Mayor to account and investigate issues that matter to Londoners. An important part of its work is making sure that the Mayor's policies do not unfairly disadvantage particular groups. Much of its work is carried out by Committees and below are some examples of how the Committees' work has considered equalities issues in 2012/13.

Securing a 2012 Legacy

Last summer, London's transport system successfully met the challenge of the 2012 Olympic and Paralympic Games, moving thousands of athletes, spectators and officials around the capital at the same time as Londoners went about their usual business. The Transport Committee carried out an investigation to explore how the transport legacy could be maintained after the Games and how the improved accessibility, which helped to ensure that all Londoners were able to enjoy London's "summer like no other," could be maintained.

The Committee found that the 2012 Games galvanised Transport for London (TfL) into improving access to public transport and it supported calls for this work to continue. The Committee sought clarity from the Mayor and TfL on the how they will deliver an accessible transport legacy. It also supported calls from Baroness Grey-Thompson, former British Paralympian and TfL Board member, for TfL's Journey Planner to automatically 'recognise' users' accessibility requirements (avoiding them having to enter them each time) or the provision of a bespoke accessibility Journey Planner.

The final report can be accessed at: <http://www.london.gov.uk/mayor-assembly/london-assembly/publications/london-2012-and-transport-legacy>

Tackling food poverty

The Economy Committee, through rapporteur Fiona Twycross AM, held an investigation into food poverty in London on behalf of the Health and Environment Committee. Food poverty is the inability to access or afford healthy food and the investigation found that thousands of Londoners are at risk of food poverty. Although food poverty can affect people of all ages, the investigation found concerning evidence about food poverty's impact on school-age children and older people. The investigation found that food poverty is likely to increase as the economic downturn persists and inflation continues to depress living standards.

The review identified a gap in knowledge about the extent of food poverty affecting older people in London. A survey of older people's organisations in partnership with Age UK London was run to find out more. Responses were received from organisations which in total had contact with 41,000 older people in London. It also examined how food poverty affected black, Asian and minority ethnic (BAME) communities through a face-to-face consultation with individuals and their representative groups in partnership with the Dalgarno Trust. The Committee's report set out a number of barriers faced by these and other specific groups.

The investigation considered what the Mayor and other key partners could do to support people suffering food poverty in London and to address the risk factors of food poverty. The Committee's report recommended that the Mayor actively champions making London a Zero Hunger City. It also made recommendations to improve local responses through borough Health and Wellbeing Boards

and school governing bodies. The report can be accessed at:

<http://www.london.gov.uk/sites/default/files/A%20Zero%20Hunger%20City.doc.pdf>

Supporting victims of crime

The Police and Crime Committee carried out an investigation of the services available to victims of crime. Victim satisfaction with the Metropolitan Police Service (MPS) is the lowest in the country, and the further victims get into the criminal justice system, the less satisfied they become.

The Committee found that some groups of victims do not always get the service they deserve from the MPS and other statutory services. Some victims' needs were not handled well by the police: the Committee heard examples of MPS officers failing to meet victims' access or language support needs in an appropriate or timely way. Support organisations told the Committee that prevailing police culture affects officers' response to certain victims. For example, those with mental health problems and people from BAME communities, particularly young men, can feel that the police see them as more likely to be a perpetrator than a victim. This view seemed to be supported by an MPS employee survey which found that almost three in ten employees think that some victims are more deserving of a good service than others.

In response to the investigation, the MPS recognised the need to improve how it responds to victims and has agreed to develop a new training course for all neighbourhood police officers to be rolled out in 2013. The Committee recommended that the new course should ensure officers have the tools they need to identify and meet victims' individual needs, and address officers' preconceptions of certain groups of victims. The London Criminal Justice Partnership has also accepted the Committee's recommendation to set up a task group to transform victims' journeys through the criminal justice system.

The Committee's report can be accessed at: www.london.gov.uk/mayor-assembly/london-assembly/publications/duty-care-improving-support-victims-crime

The Mayor's Police and Crime Plan

In January, the Mayor's Office for Policing and Crime (MOPAC) published the country's first Police and Crime Plan, which set out the Mayor's vision for policing and crime reduction in London. As part of its investigation, the Committee explored what needs to be done to improve community confidence, particularly among groups that traditionally report lower levels of confidence. It met representatives of groups that work with people with disabilities and BAME communities and sought the views of young people.

The Committee was concerned that not enough was being done to improve the service to all Londoners. To help build confidence, the Committee recommended that the MPS needed to do more to equip its officers to deal with different needs of communities and individuals; that the final Plan should include far greater detail on the MPS's efforts to address community concerns around stop and search; and that the MPS should be clearer about its plans for increasing diversity of the force through its new recruitment round.

The Committee was also concerned that changes to the Police estate could impact negatively on public confidence. It suggested that the possible impact of police station closures on some groups had not been sufficiently thought through and recommended that MOPAC publish a formal impact assessment of each closure.

The Committee's response can be accessed at: <http://www.london.gov.uk/mayor-assembly/london-assembly/publications/police-and-crime-committee-response-draft-police-and-crime>

Accessible Accident and Emergency provision

In November 2012, the Health and Environment Committee looked at the likely impacts of proposals to re-organise Accident and Emergency (A&E) care across London. One of the Committee's main concerns was the impact on journey times for Londoners. The changes would have particular implications for those people who use public transport the most.

The Committee submitted a formal response to the consultation on the South London NHS Trust, raising its concerns and noting opposition to the proposed closure of Lewisham A&E. A further letter was sent to the Secretary of State for Health, Rt. Hon Jeremy Hunt reiterating the Member's concerns and opposition to the proposed closure.

The letters can be accessed at: www.london.gov.uk/mayor-assembly/london-assembly/publications/assembly-south-london-healthcare-nhs-trust-consultation

Affordable homes for Londoners

During 2012/13, the Housing and Regeneration Committee investigated a range of topics relating to affordable housing in London. With demand for homes substantially outstripping supply, not only purchase prices but also market rents in London are beyond the means of many ordinary people, particularly larger households such as families. So under-supply of affordable housing has the potential to threaten London's diversity. The Committee was therefore keen to assess the risks and opportunities which London's social landlords face in delivering houses under the new Affordable Homes Programme. They also began an investigation into London's council housing and its contribution to the supply of affordable homes.

Key conclusions so far from this programme of work are that although the new Affordable Rent funding regime for social housing could, in the right economic circumstances, deliver a greater number of homes than under the previous funding model, these homes will probably serve a different, higher-income market than traditional social housing because they are let at higher rents. Meanwhile, many of London's boroughs are embarking on new building programmes to develop small numbers of council homes at lower social rent levels. Work continues on the council housing investigation, but it seems that although the boroughs may make a valued contribution to housing especially lower-income families, their current funding arrangements prevent them from making a step-change in their building programmes. The fear then is that some lower-income tenants could be squeezed out of London's social housing and the Mayor will need to address this urgently.

Diverting young people from gangs

The Police and Crime Committee provided a response to the London Crime Reduction's Partnerships draft Anti-Gangs Strategy. It supported the current drive to reduce the growth of gangs in London but was concerned that a better balance needs to be struck between enforcement and prevention and diversion activities.

As a result of the success of the Trident Gang Crime Command, hundreds of younger people are being arrested and charged. The Committee was keen that this short-term gain should be turned into a long-term success with effective support programmes that can educate and support young people to avoid gang membership and the long-term personal and social costs that can result. It called on the final strategy to be much more robust in how it can improve prevention and diversion programmes.

The Committee's consultation response can be accessed at:

www.london.gov.uk/mayor-assembly/london-assembly/publications/response-consultation-london-crime-reduction-boards-draft

Standing up for Londoners

The Assembly meets regularly to consider the issues that matter to Londoners. It can use these meetings to draw attention to a particular issue and to call for further action from the Mayor. In the past year, the Assembly used motions to:

- Unanimously call on the Mayor to reinstate London's hate crime forum. (July 2012)
- Note its concern that about proposals to remove housing benefit from those under the age of 25 and call on the Mayor to lobby the Government for a better settlement for young Londoners. (July 2012)
- Recognise the long-standing record of many London Assembly Members to support equal rights for lesbian, gay, bisexual and transgender people and support the government's proposal to consult on how to enable same-sex couples to have a civil marriage. (September 2012)

Engaging London in its work

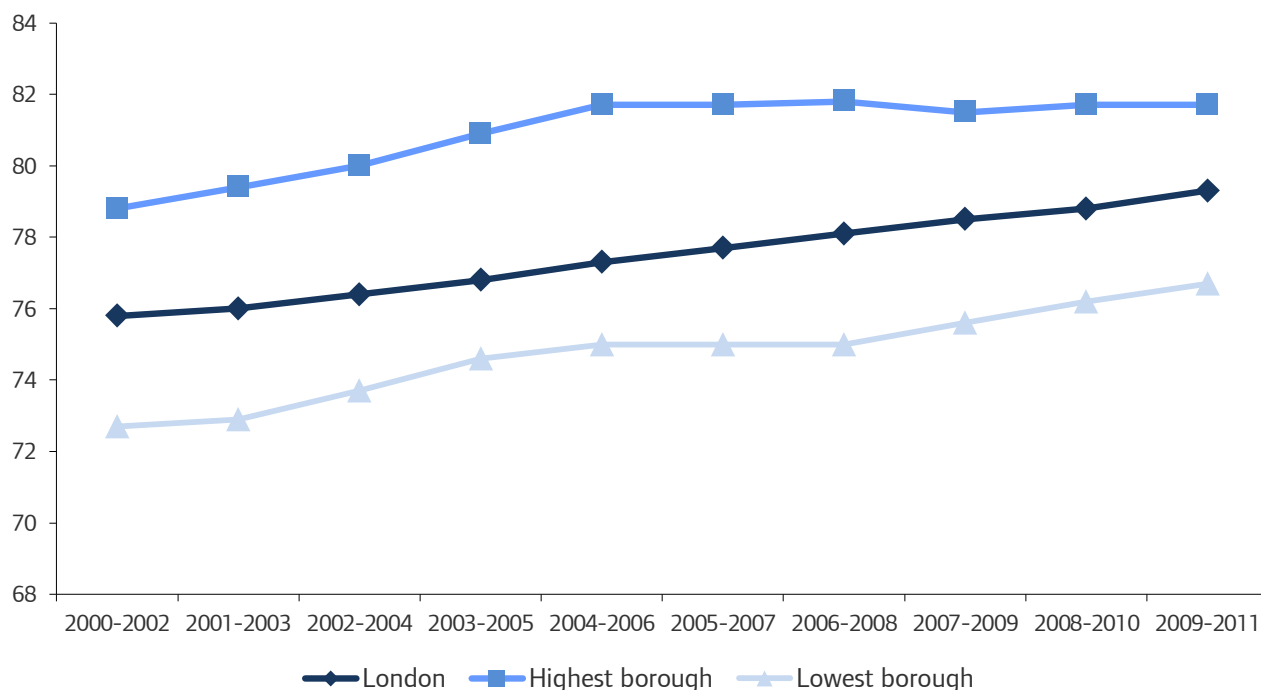
The Assembly organises events and meetings to enable Londoners to engage in the government of London. It also held events to recognise the important contribution made by a wide spectrum of Londoners to the well-being of their city and fellow citizens. In 2012-13 these included events to mark International Women's Day, and to celebrate the work of the Royal British Legion Women's Sections and the work they do to support older and disabled veterans and their families. It jointly hosts an annual Holocaust Memorial Ceremony in partnership with the Mayor, the Holocaust Memorial Day Trust and the Holocaust Education Trust.

The Assembly conducts a proactive programme of engagement with schools, colleges and universities in London. This includes briefings about the work of the Assembly, a programme of visits to City Hall for Mayor's Question Time and opportunities for individual apprenticeships and work experience placements.

APPENDIX: ADDITIONAL DATA CHARTS

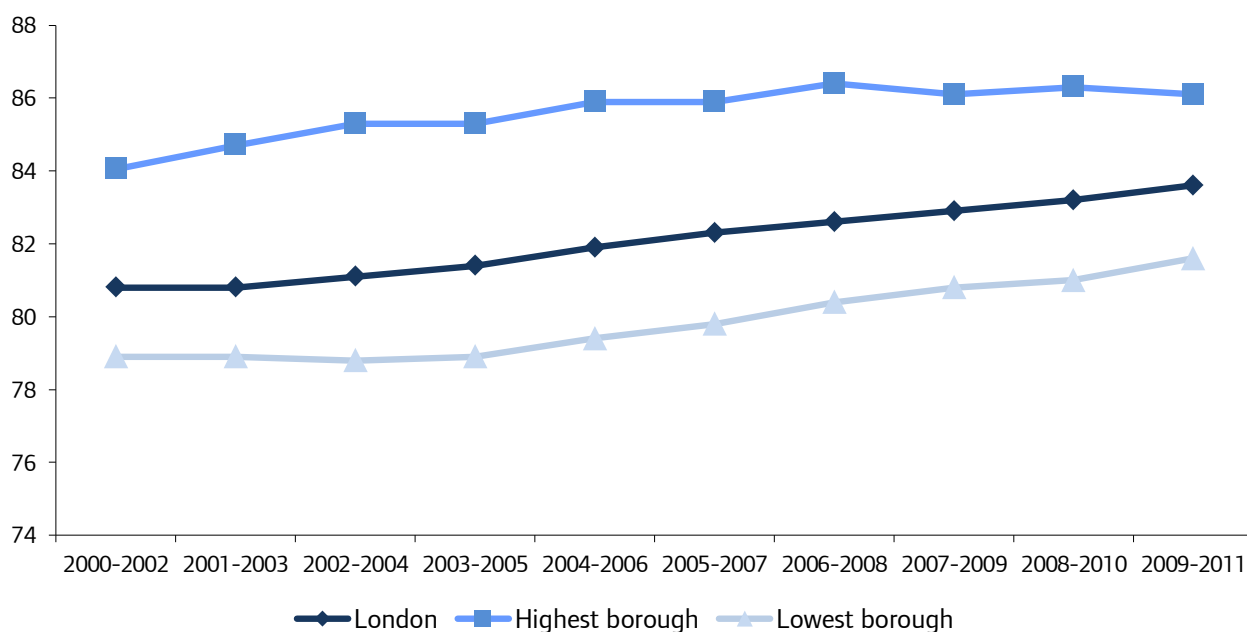
Health

Chart 10 Life expectancy, males, 2000 to 2011



Source: Office for National Statistics

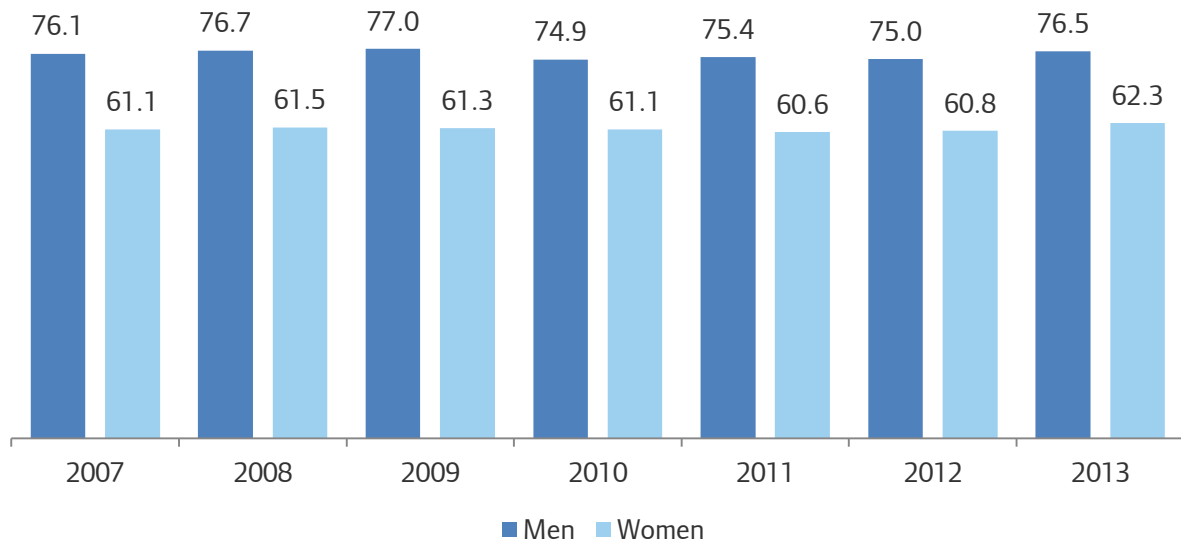
Chart 11 Life expectancy, females, 2000 to 2011



Source: Office for National Statistics

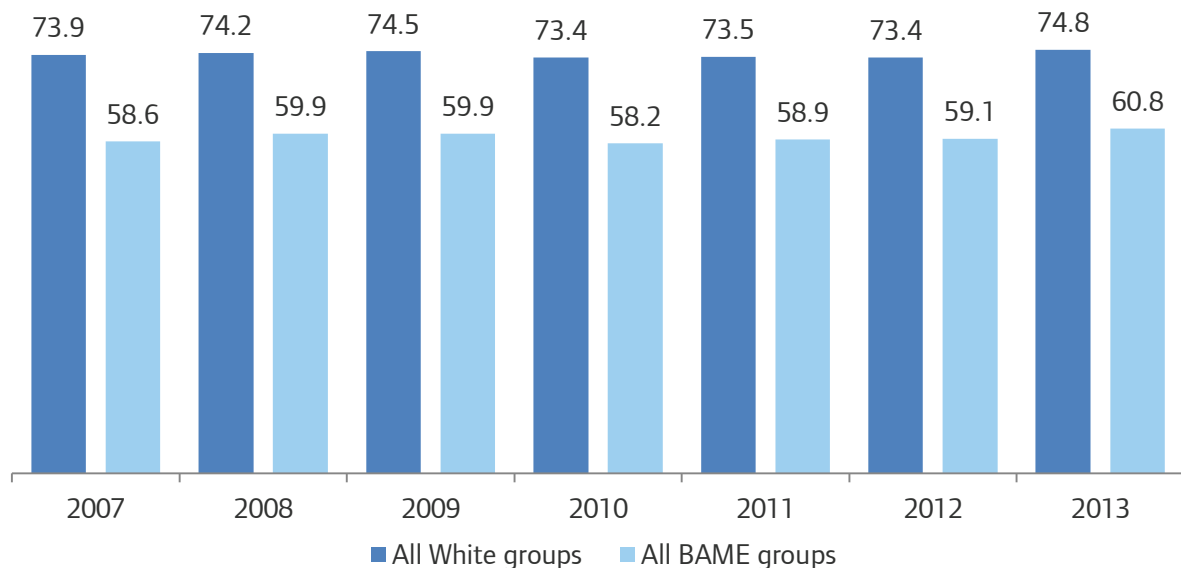
Employment

Chart 12 Employment rate of men and women aged 16 to 64 in London, 2007 to 2013 (%)



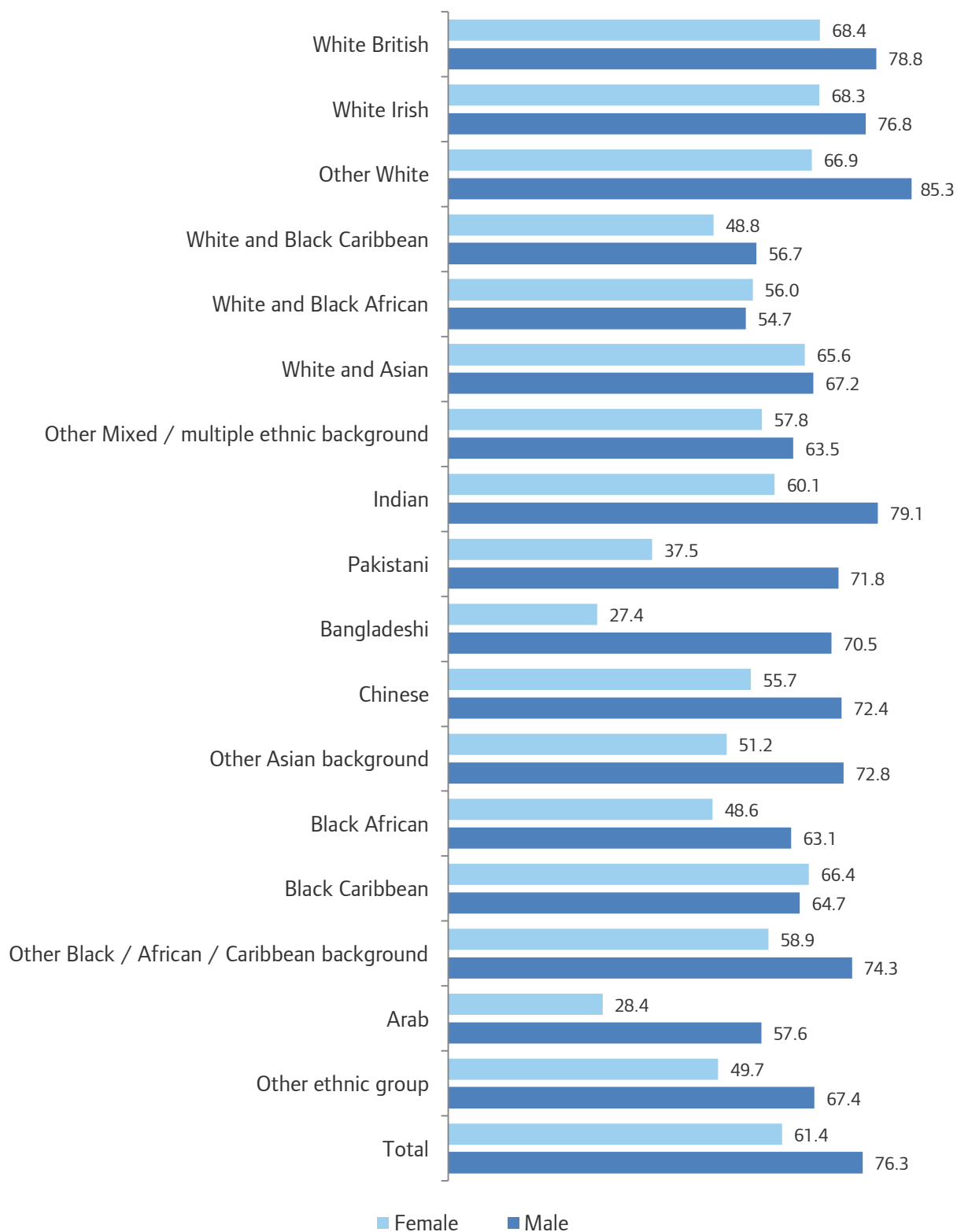
Source: Annual Population Survey, Office for National Statistics

Chart 13 Employment rate (%) of BAME and white groups in London, 2007 to 2013



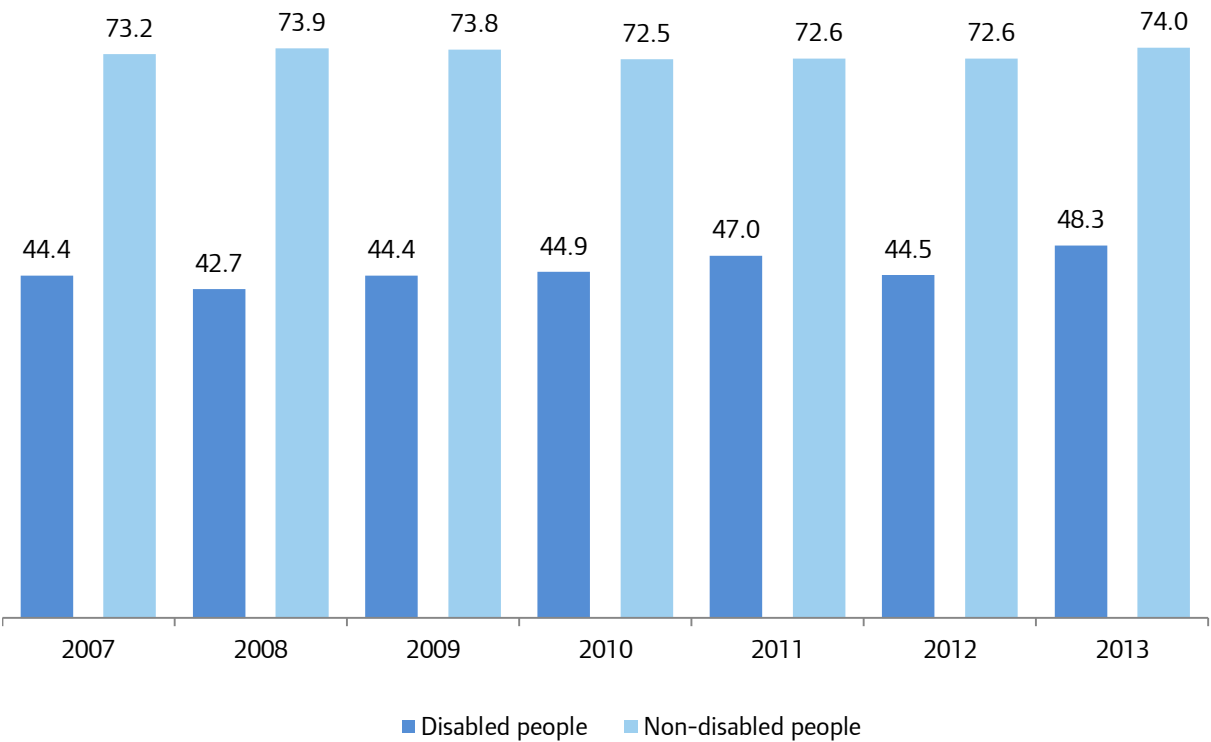
Source: Annual Population Survey, Office for National Statistics

Chart 14 Employment rate (%) of people aged 16 to 64 in London by detailed ethnic group and gender, excluding full-time students, 2012



Source: Annual Population Survey, Office for National Statistics

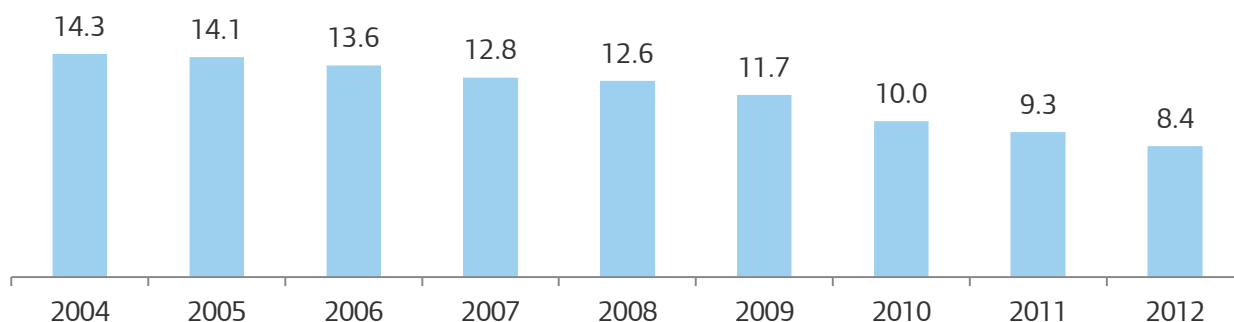
Chart 15 Employment rates of disabled and non-disabled people in London, 2007 to 2013 (%)



Source: Annual Population Survey, Office for National Statistics

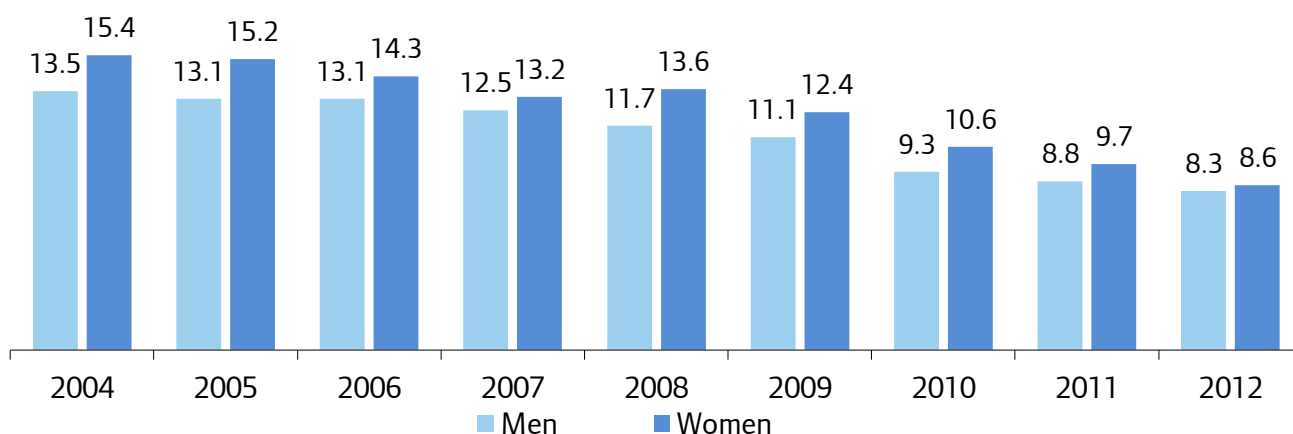
Skills

Chart 16 Proportion of Londoners of working age with no qualifications, 2004 to 2012



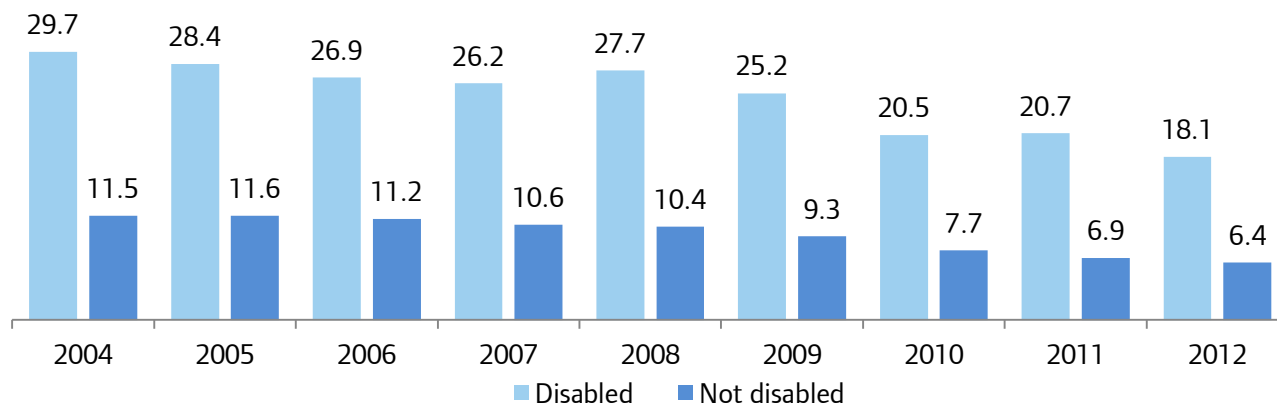
Source: Annual Population Survey, Office for National Statistics

Chart 17 Proportion of men and women of working age in London with no qualifications, 2004 to 2012



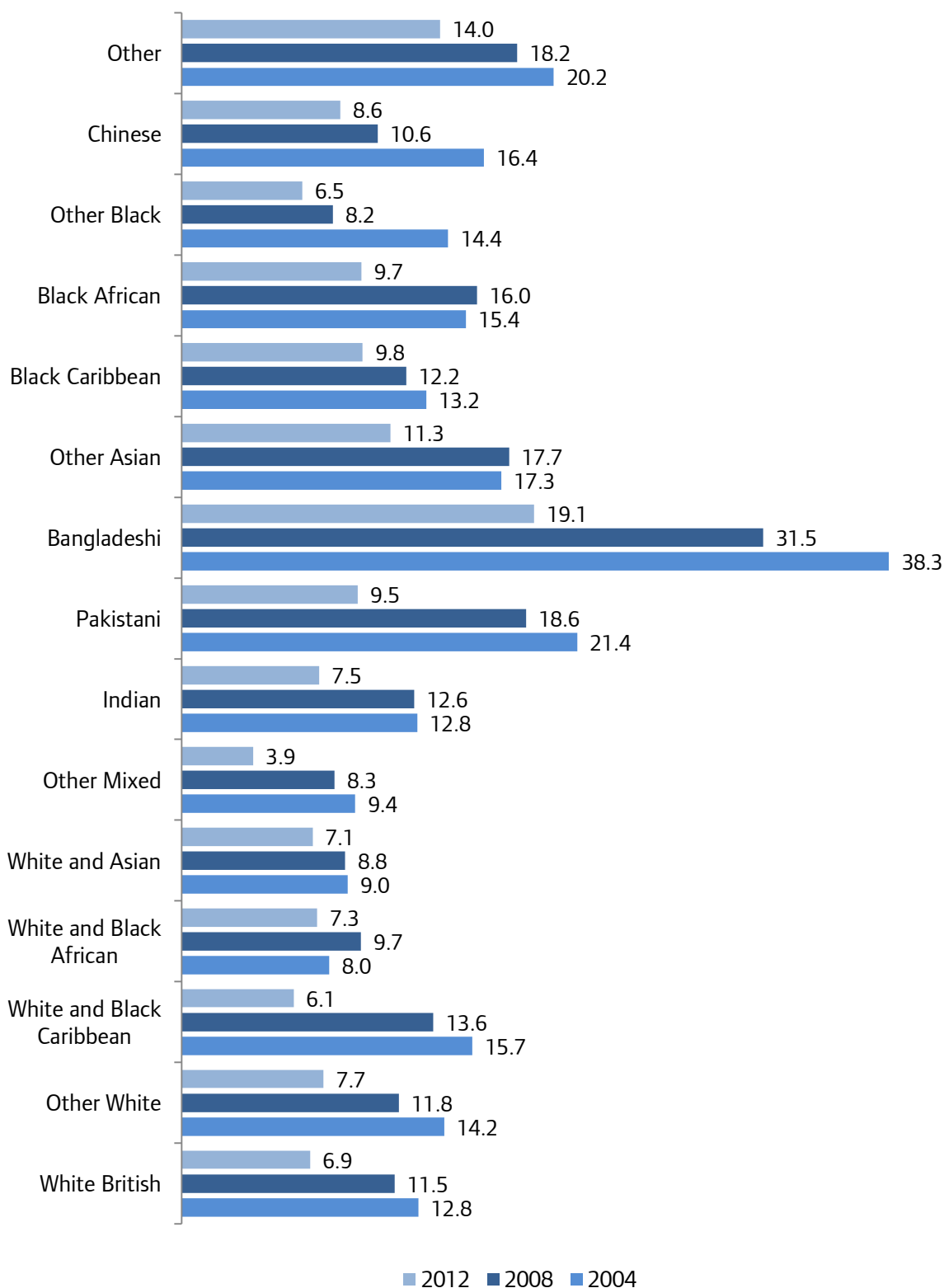
Source: Annual Population Survey, Office for National Statistics

Chart 18 Proportion of disabled and not disabled people of working age in London with no qualifications, 2004 to 2012



Source: Annual Population Survey, Office for National Statistics

Chart 19 Proportion of people of working age in London with no qualifications, by ethnic group, 2004, 2008 and 2012



Source: Annual Population Survey, Office for National Statistics

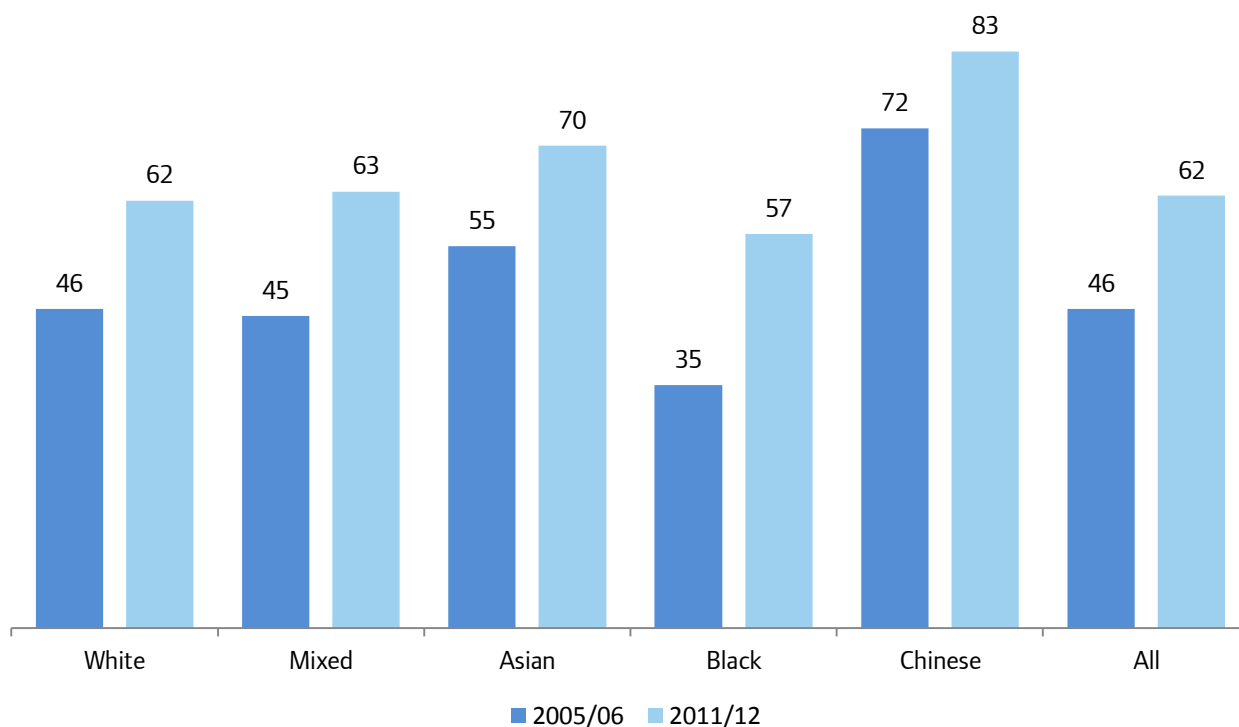
Education

Chart 20 Percentage of pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, including English and Maths by gender, 2005/06 to 2011/12



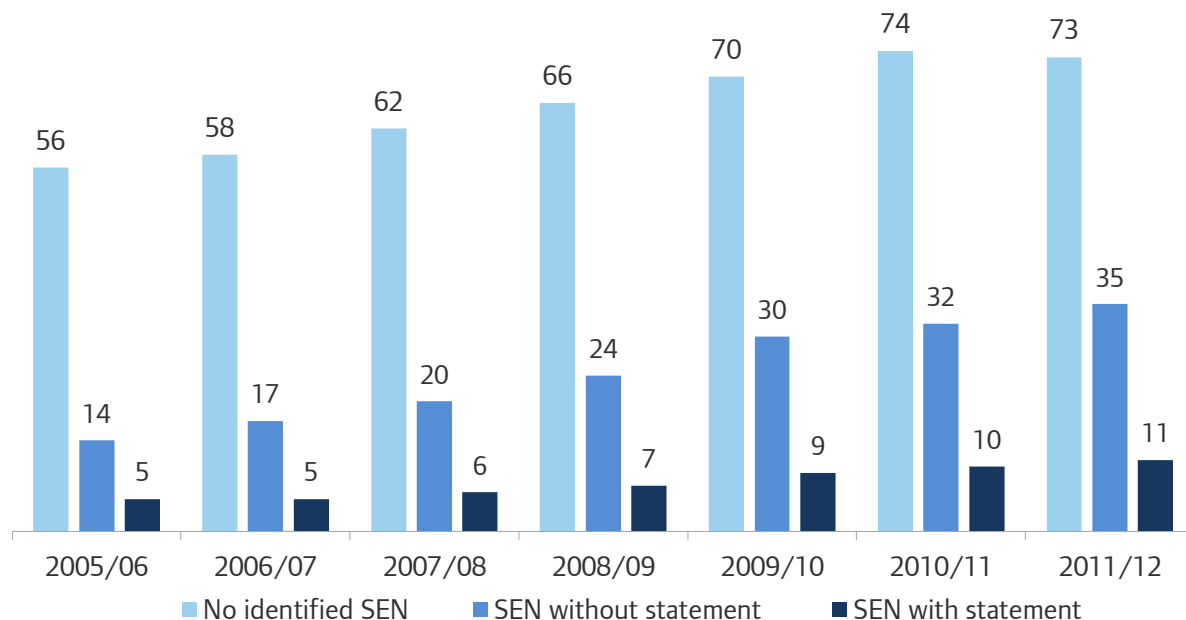
Source: Department for Education

Chart 21 Percentage of pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, including English and Maths by broad ethnic group, 2005/06 to 2011/12



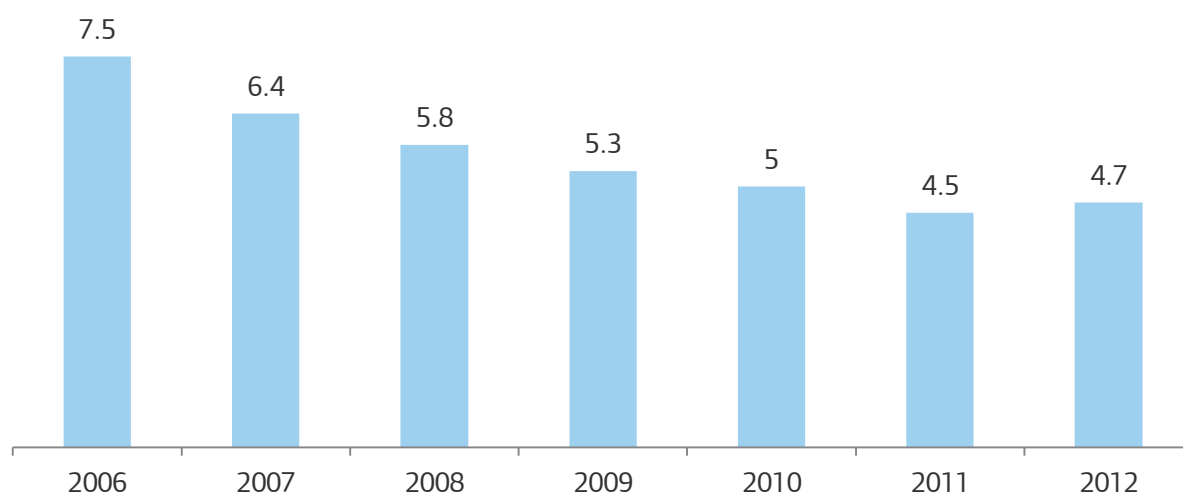
Source: Department for Education

Chart 22 Percentage of London pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, including English and Maths, by whether or not have any special educational needs (SEN), 2005/06 to 2011/12



Source: Department for Education

Chart 23 Percentage of 16-18 year olds known to London local authorities as being NEET

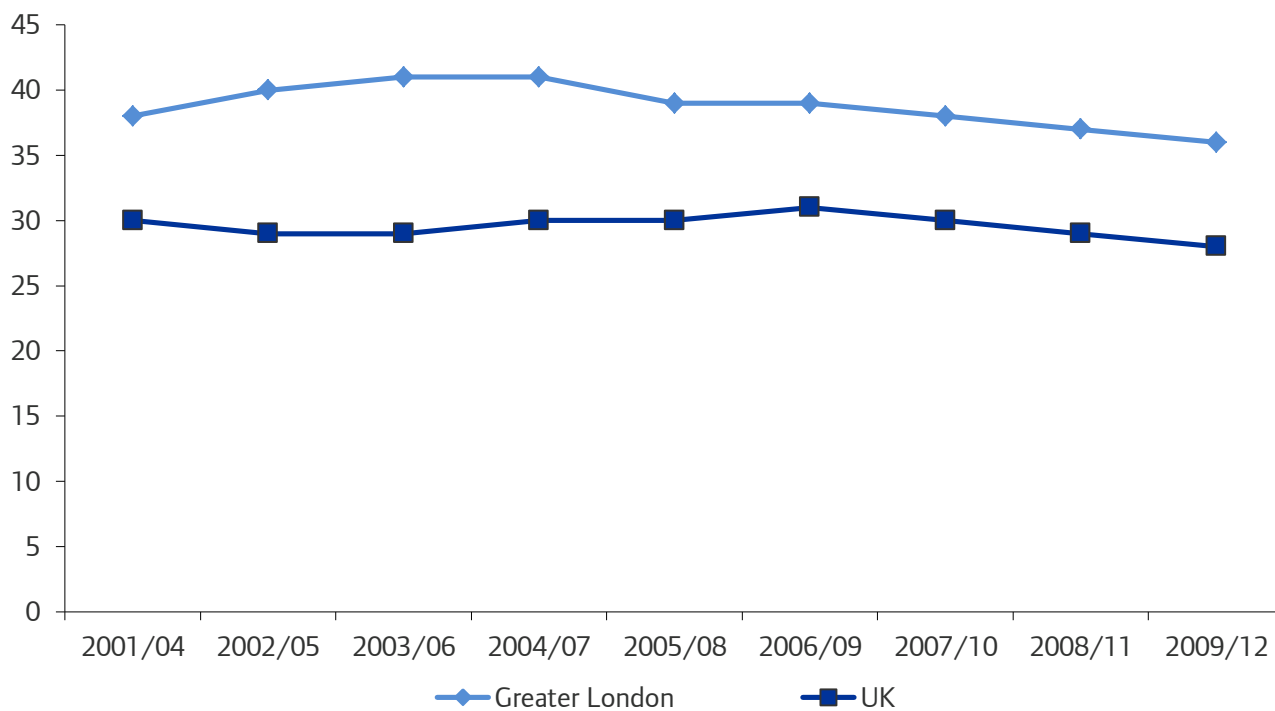


Source: Data collected by the Connexions service up to 2009

Data collected by the local authorities' Client Caseload Information System from 2009

Child Poverty

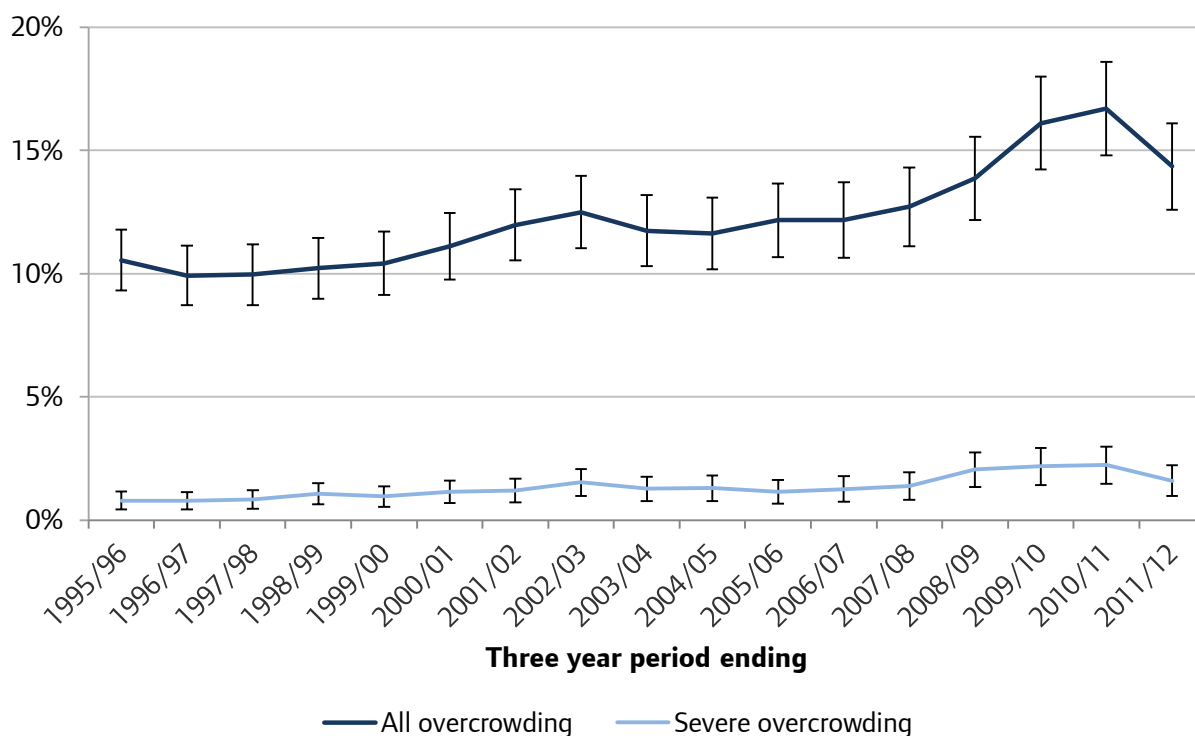
Chart 24 Proportion of children living in poverty, after housing costs, London and the UK, 2001 to 2012 (%)



Source: *Households Below Average Income, Department for Work and Pensions*

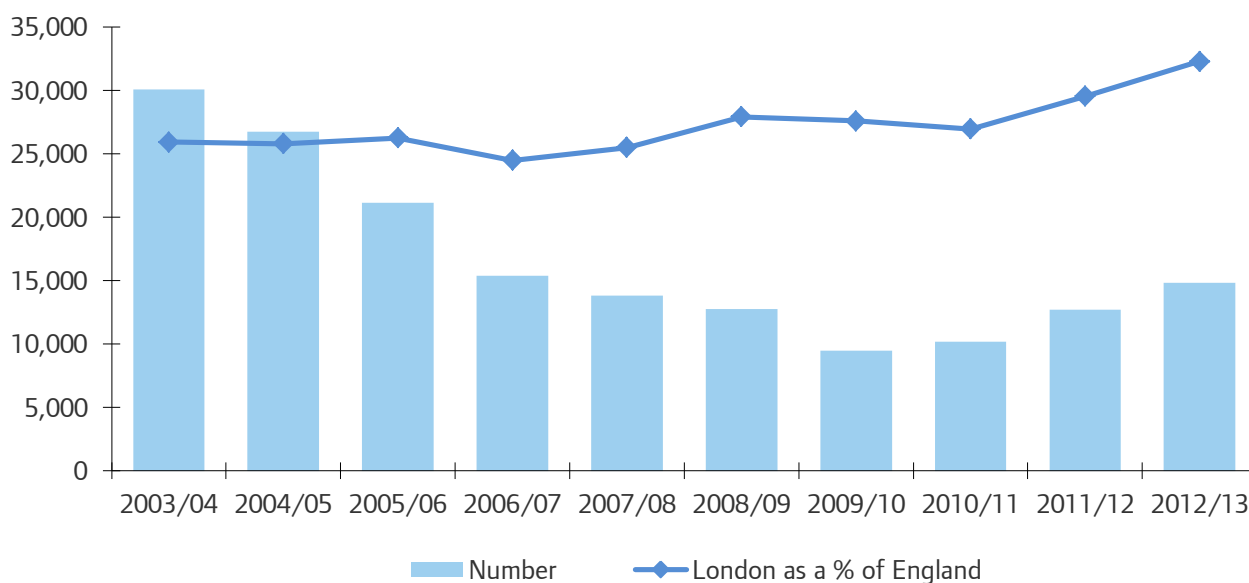
Housing

Chart 25 Social housing overcrowding rate in London, 1995/96 to 2011/12



Source Survey of English housing 1993/94 to 2007/08, English Housing Survey 2008/09 to 2011/12

Chart 26 Homeless households in priority need accepted by London boroughs, 2000/2001 to 2012/2013

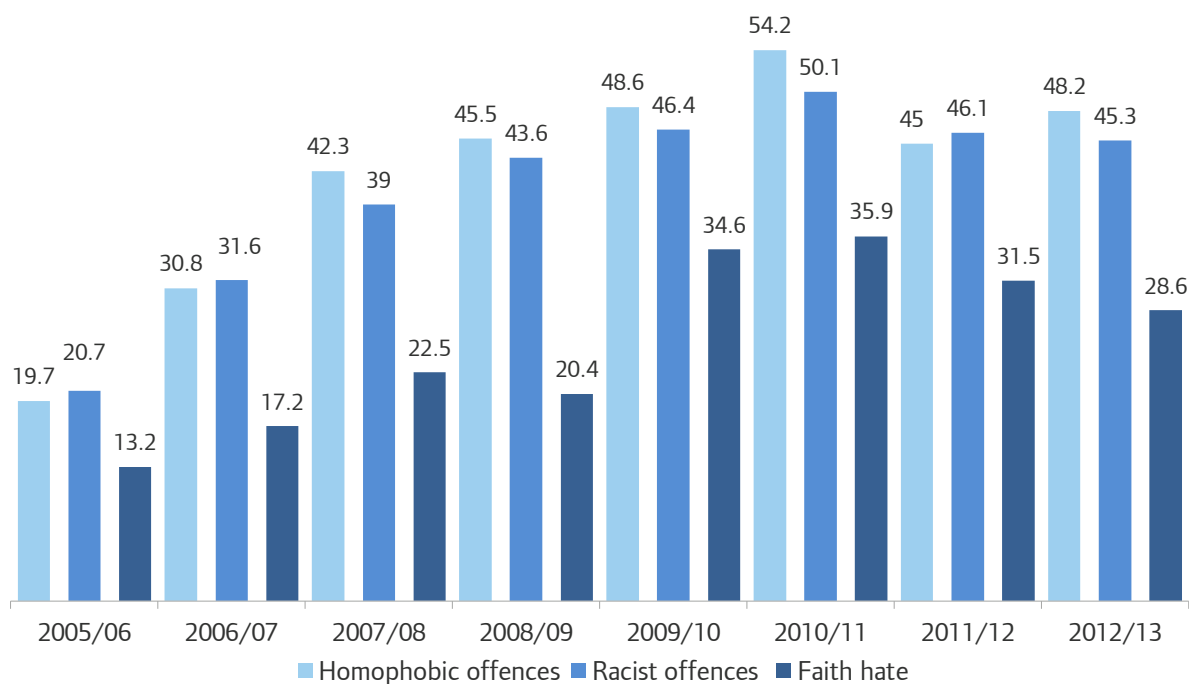


Source www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness

See the series of Housing in London reports for more data and charts

Crime - Safety

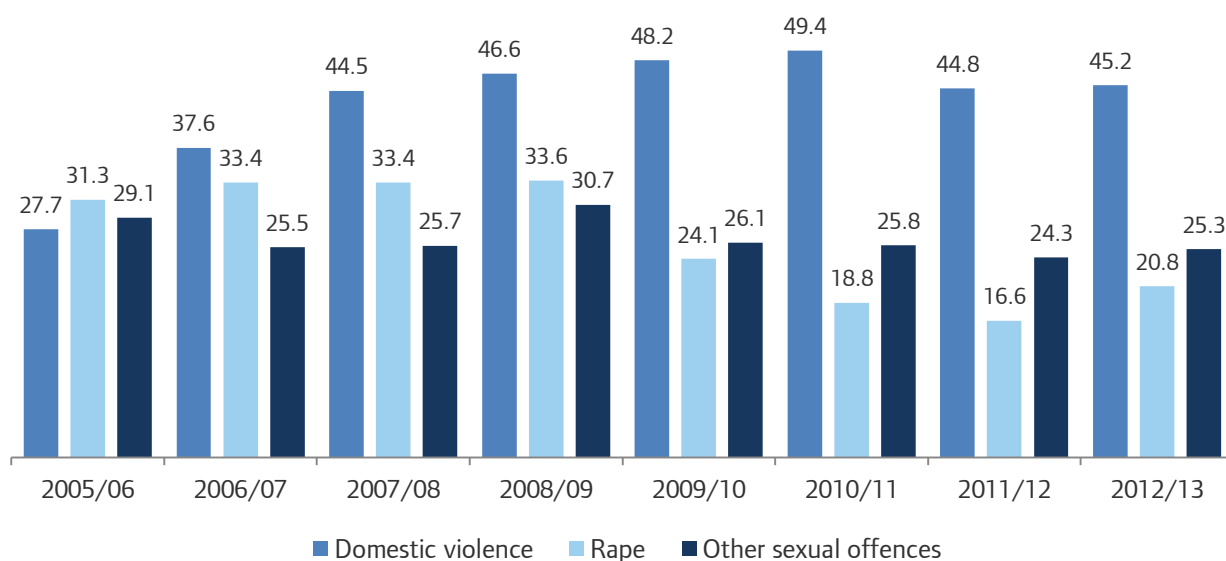
Chart 27 Sanction detection rates for homophobic, race and hate crimes, 2005/06 to 2012/13



Source Metropolitan Police Service

Violence against Women and Girls

Chart 28 Chart 2 Sanction detection rates for domestic violence and rape, London, 2005/06 to 2012/13



Source Metropolitan Police Service

REFERENCES AND NOTES

¹ Lifetime homes are ordinary homes incorporating design criteria that can be universally applied to new homes at minimal cost and which support the changing needs of individuals and families at different stages of life.

²

www.london.gov.uk/sites/default/files/Working%20Towards%20an%20Inclusive%20Games%202011-12%20Final_0.pdf

³ Under this definition a child is living in poverty if the household income is below 60% of the median, taking into account the size and make-up of the household.

⁴ <http://www.london.gov.uk/london-strategic-migration-partnership>

⁵ <http://www.tfl.gov.uk/assets/downloads/your-accessible-transport-network.pdf>

⁶ This refers to the sanction detection rate. A sanctioned detection occurs when '(1) a notifiable offence (crime) has been committed and recorded; (2) a suspect has been identified and is aware of the detection; (3) the CPS evidential test is satisfied; (4) the victim has been informed that the offence has been detected, and; (5) the suspect has been charged, reported for summons, or cautioned, been issued with a penalty notice for disorder or the offence has been taken into consideration when an offender is sentenced.'

⁷ www.london.gov.uk/priorities/policing-crime/mission-priorities/project-daedalus

⁸ See note 8

Other formats and languages

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Chinese

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Hindi

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

Vietnamese

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

Bengali

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

Greek

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

Urdu

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

Turkish

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

Arabic

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

Punjabi

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

Gujarati

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