

AGENDA

Meeting	GLA Oversight Committee
Date	Thursday 21 March 2013
Time	10.00 am
Place	Committee Room 5, City Hall, The Queen's Walk, London, SE1 2AA

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Members of the Committee

Len Duvall (Chair)
Jennette Arnold OBE (Deputy Chair)
Tony Arbour
Andrew Boff
Darren Johnson
Joanne McCartney
Steve O'Connell
Caroline Pidgeon MBE
Valerie Shawcross CBE

A meeting of the Committee has been called by the Chair of the Committee to deal with the business listed below. This meeting will be open to the public. There is access for disabled people, and induction loops are available.

Mark Roberts, Executive Director of Secretariat
Wednesday 13 March 2013

Further Information

If you have questions, would like further information about the meeting or require special facilities please contact: John Barry, Senior Committee Officer; Telephone: 020 7983 4425; Email: john.barry@london.gov.uk; Minicom: 020 7983 4458..

For media enquiries please contact Mark Demery, 020 7983 5769.

If you have any questions about individual reports please contact the report author whose details are at the end of each report.

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Certificate Number: FS 80233

**Agenda
GLA Oversight Committee
Thursday 21 March 2013**

1. Apologies for Absence and Chair's Announcements

To receive any apologies for absence and any announcements from the Chair.

2. Declarations of Interests (Pages 1 - 4)

The Committee is recommended to:

- (a) Note the list of Assembly Members' appointments, as set out in the tables at Agenda Item 2, as disclosable pecuniary interests;**
- (b) Note the declaration by any Member(s) of any disclosable pecuniary interests in specific items listed on the agenda and the necessary action taken by the Member(s) regarding withdrawal following such declaration(s); and**
- (c) Note the declaration by any Member(s) of any other interests deemed to be relevant (including any interests arising from gifts and hospitality received which are not at the time of the meeting reflected on the Authority's register of gifts and hospitality, and noting also the advice from the GLA's Monitoring Officer set out at Agenda Item 2) and any necessary action taken by the Member(s) following such declaration(s).**

3. Minutes (Pages 5 - 38)

The Committee is recommended to confirm the minutes of the meeting of the GLA Oversight Committee held on 26 February 2013 to be signed by the Chair as a correct record.

The appendix to the minutes set out on pages 13 to 37 is attached for Members and officers only but is available from the following area of the GLA's website:

<http://www.london.gov.uk/who-runs-london/the-london-assembly/committees/oversight>

4. Summary List of Actions (Pages 39 - 60)

Report of the Executive Director of Secretariat

Contact: John Barry; john.barry@london.gov.uk; 020 7983 4425

The Committee is recommended to note the completed and outstanding actions arising from previous meetings of the GLA Oversight Committee.

5. Action Taken Under Delegated Authority (Pages 61 - 68)

Report of the Executive Director of Secretariat

Contact: John Barry; john.barry@london.gov.uk; 020 7983 4425

The Committee is recommended to note the action taken by the Chair of the Committee under delegated authority.

6. Head of Paid Service Oral Update

The Head of Paid Service to provide any service updates not covered in the rest of the agenda.

7. Proposed Changes to the GLA Establishment (Pages 69 - 88)

Report of the Head of Paid Service

Contact: Juliette Carter; juliette.carter@london.gov.uk; 020 7983 4194

The Committee is recommended to respond to the Head of Paid Service consultation on the proposed changes to the establishment in the GLA.

8. State of London Debate (Pages 89 - 92)

Report of the Director of External Affairs

Contact: Dáire Basra; daira.basra@london.gov.uk; 020 7983 4033

The Committee is recommended to:

- (a) Note the proposals for the 2013 State of London Debate; and**
- (b) Provide any views, ideas or suggestions on further ways to improve State of London as a consultative event.**

9. Allocation of Assembly Budget 2013-14 (Pages 93 - 94)

Report of the Executive Director of Secretariat

Contact: Mark Roberts; mark.roberts@london.gov.uk; 020 7983 4428

The Committee is recommended to agree the overall proposed allocation of the Assembly budget for 2013-14 as set out in the report.

10. Proposed Minor Changes to the GLA's Standing Orders (Pages 95 - 110)

Report of the Executive Director of Secretariat

Contact: Ed Williams; ed.williams@london.gov.uk; 020 7983 4399

The Committee is recommended to:

- (a) Consider the proposed revisions to the GLA's Standing Orders attached as Appendix 1; and**
- (b) Subject to the decision in relation to recommendation 2.1, agree to grant delegated authority to the Chair of the Assembly to: (i) consult the Mayor of London about the proposed changes to the GLA's Standing Orders in advance of the London Assembly's Annual Meeting on 1 May 2013; and (ii) following consultation with the Mayor, to approve the final proposed revisions to the GLA's Standing Orders for consideration at the Annual Meeting of the Assembly.**

11. Work Programme for the GLA Oversight Committee 2012/13

(Pages 111 - 114)

Report of the Executive Director of Secretariat

Contact: John Barry; john.barry@london.gov.uk; 020 7983 4425

The Committee is recommended to note its work programme for 2012/13 and identify any additional issues it wishes to consider at future meetings.

12. Date of Next Meeting

The next meeting of the Committee is scheduled to be held on 24 April 2013 at 10am in Committee Room 5.

13. Any Other Business the Chair Considers Urgent

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Declaration of Interests**Recommendations:**

- (i) That the list of Assembly Members' appointments, as set out in the tables below be noted as disclosable pecuniary interests;
- (ii) That the declaration by any Member(s) of any disclosable pecuniary interests in specific items listed on the agenda and the necessary action taken by the Member(s) regarding withdrawal following such declaration(s) be noted; and
- (iii) That the declaration by any Member(s) of any other interests deemed to be relevant (including any interests arising from gifts and hospitality received which are not at the time of the meeting reflected on the Authority's register of gifts and hospitality, and noting also the advice from the GLA's Monitoring Officer set out at Agenda Item 2) and any necessary action taken by the Member(s) following such declaration(s) be noted.

Committee Members

Member	Interest
Len Duvall	
Jennette Arnold OBE	Committee of the Regions
Tony Arbour	Member, LFEPA; Member, LB Richmond
Andrew Boff	Congress of Local and Regional Authorities (Council of Europe)
Darren Johnson	Member, LFEPA; Member, LB Lewisham
Joanne McCartney	
Steve O'Connell	Member, LB Croydon; MOPAC Non-Executive Adviser for Neighbourhoods
Caroline Pidgeon MBE	
Valerie Shawcross CBE	

[Note: LB - London Borough; LFEPA - London Fire and Emergency Planning Authority; MOPAC – Mayor's Office for Policing and Crime. Substitute Members are listed at the end of the report.]

Paragraph 10 of the GLA's new Code of Conduct, which reflects the relevant provisions of the Localism Act 2011, provides that:

- where an Assembly Member has a Disclosable Pecuniary Interest in any matter to be considered or being considered or at
 - (i) a meeting of the Assembly and any of its committees or sub-committees; or
 - (ii) any formal meeting held by the Mayor in connection with the exercise of the Authority's functions
- they must disclose that interest to the meeting (or, if it is a sensitive interest, disclose the fact that they have a sensitive interest to the meeting); and
- must not (i) participate , or participate any further, in any discussion of the matter at the meeting; or (ii) participate in any vote, or further vote, taken on the matter at the meeting

UNLESS

- they have obtained a dispensation from the GLA's Monitoring Officer (in accordance with section 2 of the Procedure for registration and declarations of interests, gifts and hospitality – Appendix 5 to the Code).

Failure to comply with the above requirements, without reasonable excuse, is a criminal offence; as is knowingly or recklessly providing information about your interests that is false or misleading.

In addition, the Monitoring Officer has advised Assembly Members to continue to apply the test that was previously applied to help determine whether a pecuniary / prejudicial interest was arising - namely, that Members rely on a reasonable estimation of whether a member of the public, with knowledge of the relevant facts, could, with justification, regard the matter as so significant that it would be likely to prejudice the Member's judgement of the public interest.

Members should then exercise their judgement as to whether or not, in view of their interests and the interests of others close to them, they should participate in any given discussions and/or decisions business of within and by the GLA. It remains the responsibility of individual Members to make further declarations about their actual or apparent interests at formal meetings noting also that a Member's failure to disclose relevant interest(s) has become a potential criminal offence.

Members are also required, where considering a matter which relates to or is likely to affect a person from whom they have received a gift or hospitality with an estimated value of at least £25 within the previous three years or from the date of election to the London Assembly, whichever is the later, to disclose the existence and nature of that interest at any meeting of the Authority which they attend at which that business is considered.

The obligation to declare any gift or hospitality at a meeting is discharged, subject to the proviso set out below, by registering gifts and hospitality received on the Authority's on-line database. The on-line database may be viewed here: <http://www.london.gov.uk/gifts-and-hospitality-register>.

If any gift or hospitality received by a Member is not set out on the on-line database at the time of the meeting, and under consideration is a matter which relates to or is likely to affect a person from whom a Member has received a gift or hospitality with an estimated value of at least £25, Members are asked to disclose these at the meeting, either at the declarations of interest agenda item or when the interest becomes apparent.

It is for Members to decide, in light of the particular circumstances, whether their receipt of a gift or hospitality, could, on a reasonable estimation of a member of the public with knowledge of the relevant facts, with justification, be regarded as so significant that it would be likely to prejudice the Member's judgement of the public interest. Where receipt of a gift or hospitality could be so regarded, the Member must exercise their judgement as to whether or not, they should participate in any given discussions and/or decisions business of within and by the GLA.

Substitute Members

Member	Interest
Andrew Dismore	Member, LFEPA
Gareth Bacon	Member, LFEPA; Member, LB Bexley
John Biggs	London Finance Commission
Victoria Borwick	Member, Royal Borough of Kensington & Chelsea; Statutory Deputy Mayor
James Cleverly	Chairman of LFEPA; Chairman of the London Local Resilience Forum
Tom Copley	
Roger Evans	Member, LB Havering; Committee of the Regions; Trust for London (Trustee)
Nicky Gavron	
Jenny Jones	
Stephen Knight	Member, LFEPA; Member, LB Richmond
Kit Malthouse	Deputy Mayor for Business and Enterprise; Co-Chairman, London Enterprise Panel; Chair, Hydrogen London; Board Observer, London & Partners; Board Member, TheCityUK
Murad Qureshi	
Onkar Sahota	
Navin Shah	Member, LFEPA; Member, LB Harrow
Richard Tracey	Chairman of the London Waste and Recycling Board; Mayor's Ambassador for River Transport
Fiona Twycross	Member, LFEPA; Congress of Local and Regional Authorities (Council of Europe)

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MINUTES

Meeting: GLA Oversight Committee
Date: Tuesday 26 February 2013
Time: 10.00 am
Place: Committee Room 5, City Hall, The Queen's Walk, London, SE1 2AA

Copies of the minutes may be found at: <http://www.london.gov.uk/who-runs-london/the-london-assembly/committees/oversight>

Present:

Len Duvall (Chair)
Jennette Arnold OBE (Deputy Chair)
Andrew Boff
Tom Copley
Darren Johnson
Steve O'Connell
Caroline Pidgeon MBE
Valerie Shawcross CBE

1. Apologies for Absence and Chair's Announcements (Item 1)

- 1.1 An apology for absence was received from Joanne McCartney AM for whom Tom Copley AM attended as a substitute.

2. Declarations of Interests (Item 2)

2.1 **Resolved:**

- (a) **That the list of memberships of functional bodies and London Borough Councils, as set out in the table at Item 2, be noted as disclosable pecuniary interests; and**
- (b) **That gifts and hospitality received by Members, as set out in the Authority's gifts and hospitality register, be noted.**

3. Minutes (Item 3)

3.1 Resolved:

That the minutes of the meeting of the GLA Oversight Committee held on 29 January 2013 be signed by the Chair as a correct record.

4. Summary List of Actions (Item 4)

4.1 The Committee received the report of the Executive Director of Secretariat. The Head of Paid Service informed the Committee that his response to requests for further information from the Chair on the number of questions submitted under the Mayor's Question Time procedure and recharging costs for services provided to the Mayor's Office for Policing and Crime had been issued to the Assembly Secretariat and that this had been circulated to the Committee informally.

4.2 Resolved:

That the completed and outstanding actions arising from previous meetings of the GLA Oversight Committee be noted.

5. Action Taken Under Delegated Authority (Item 5)

5.1 The Committee received the report of the Executive Director of Secretariat providing details of the submission to the Communities and Local Government Committee's investigation into the operation of the GLA Act and the Assembly, issued by the Chair of the Assembly under delegated authority.

5.2 Resolved:

That the recent action taken by the Chair of the Assembly under delegated authority be noted.

6. The Mayor's Annual Equalities Report 2011/12 (Item 6)

6.1 The Committee received the report of the Executive Director of Secretariat as background to its discussion with the Deputy Mayor for Education and Culture, Munira Mirza, about the Mayor's Annual Equalities Report 2011/12.

6.2 During the course of the discussion, the Committee requested that the following additional information be provided:

- Regional data from the National Apprenticeship Service in terms of gender, race and disability for London;
- Data showing a breakdown of apprentices in the GLA Group in terms of gender, age, race and disability;
- Details of how the Mayor's pledge to create 20,000 part time jobs during the current term would be delivered;
- A copy of the response from Stonewall to the GLA's application for inclusion on the Stonewall Workplace Equality Index 2013 which explains the GLA's failure to meet the criteria. Also details of the GLA's policy changes that had led to Stonewall's judgement and how the policies differed from those of the previous administration;
- Details of whether the Mayor's Office for Policing and Crime (MOPAC) was aware of differences in the clear-up rates for different types of hate crime and if so, how that was being addressed;
- Details of what actions MOPAC had taken to address the issue of female genital mutilation in London;
- An explanation of why no data would be collected on the use by boroughs of landlords with a recognised accreditation in tackling severe overcrowding in social rented housing (Objective 4, paragraph 3.5, of the Mayor's Annual Equality Report); and
- Details of how the GLA had addressed the difference in life expectancies between people in different boroughs across London.

6.3 Further, it was suggested that consideration be given to the Metropolitan Police Service classifying crimes against sex workers as hate crimes. It was also suggested that in future considerations of the Mayor's Annual Equalities Report, the GLA's Senior Management Team be invited to attend specifically to identify how effective the mainstreaming of equalities had been.

6.4 A transcript of the discussion is attached as **Appendix 1**.

6.5 **Resolved:**

That, subject to the comments raised at the meeting and recorded above, the report and discussion be noted.

7. Head of Paid Service Oral Update (Item 7)

- 7.1. The Head of Paid Service updated the Committee on the latest structure for the organisation, including details of the Mayoral Team and the Senior Management Team. Whilst not finalised and still subject to consultation, the organisation structure reflected comments made by the Committee in relation to the remit and denomination of the Development, Enterprise and Environment Directorate and in relation to the size of the Team London, Volunteering, Charities and Sponsorship Unit which, it was confirmed, would be reduced from the original proposals by five posts (although Sponsorship would be retained with its existing posts inside a revamped London Engagement Unit).
- 7.2. The Executive Director of Secretariat clarified that the post of Head of Special Projects and Elections was 80% funded from the Elections budget and 20% from the Assembly budget. The 20% Assembly funding related to overview of London TravelWatch, business continuity and other projects. On questioning the management and reporting arrangements for the Deputy Mayor for Business and Enterprise, the Committee was advised that Kit Malthouse AM reported directly to the Mayor in his role as Deputy Mayor for Business and Enterprise. Members requested details of the remuneration for members of the Mayoral Team but were advised that the information was already available on the GLA website.
- 7.3. The Committee was informed that it would receive a final consultation paper on the remaining elements of the restructure at its next meeting.
- 7.4. Subject to the comments made in the meeting and recorded above, the oral update was noted.

8. Work Force Report (Item 8)

- 8.1 The Committee received the report of the Head of Paid Service.
- 8.2 In response to Members' concerns about the high numbers of staff sickness absence associated with stress, depression, anxiety, mental health and fatigue, the Head of Human Resources and Organisational Development commented that work had been undertaken to address the issue, including close work with line managers, the implementation of the wellbeing and healthy work place initiative, the employee assistance programme and occupational health.
- 8.3 Work had also been undertaken to seek to address the imbalance at a senior level in terms of female and black, Asian and minority ethnic (BAME) staff, including specific programmes such as the Women's Development Programme. The Chair suggested that whilst acknowledging the ongoing work of the Authority on workforce equalities issues (including the underrepresentation of BME staff in the Secretariat and some other parts of the GLA), it would be useful if the Chair and the Deputy Chair of the Assembly could lead, together with

other interested Assembly Members, some round table discussions on ways forward, potentially involving organisations such as the Runnymede Trust.

8.4 **Resolved:**

That the report be noted subject to the Executive Director of Secretariat and the Head of Paid Service discussing with the Chair and Deputy Chair of the Assembly proposals for taking forward round table talks on workforce equalities issues in the Secretariat and the wider GLA.

9. GLA Consultation on a Code of Practice in the Use of Statistics by the GLA (Item 9)

- 9.1 The Committee received the report of the Head of Paid Service. Also in attendance for this item was the Assistant Director of Intelligence.
- 9.2 The Committee was presented with the GLA's draft Code of Practice for the Use of Statistics, incorporating advice and suggestions arising from consultation with the UK Statistics Authority (UKSA) and Full Fact. Reflecting the fact that the GLA is not a generator of official statistics under the terms of the Statistics and Registrations Service Act 2007, the UKSA had confirmed that their Code does not apply directly to statistical work in the GLA. The draft GLA Code therefore adopted the key principles of the UKSA Code and incorporated them in a purpose made document.
- 9.3 The report set out the proposed timetable on the implementation of the code and details of how it would be enforced, monitored and reviewed. The Head of Paid Service also clarified that once in place, the code would apply to the Mayor's Office, the Assembly and staff working in the GLA (though not at this stage across the GLA group). The Committee questioned how the GLA could be satisfied of the validity of data it received from functional bodies if other parts of the GLA group had not agreed to abide by the code. In response, the Head of Paid Service explained that the individual data owners in the functional bodies adhered to their own practices to ensure that data is of a suitable standard, which is then checked by officers in the Intelligence Unit before being placed on the London DataStore.
- 9.4 Members also questioned the need for the Authority to produce its own code on the grounds that it might be more coherent and easier to monitor it if the GLA adopted the UKSA's code. Members suggested that the use of the UKSA's nationally recognised framework might also support the Assembly if it was expected to provide the London DataStore's statistics with an assurance of integrity through its scrutiny functions. However, the Head of Paid Service stressed that given the very specific governance and accountability arrangements for the GLA it would not be appropriate to adopt wholesale the UKSA's code. The Assistant Director of Intelligence further clarified that the GLA's proposed code was not intended to be exclusive of the UKSA's code but had been devised in conjunction with the UKSA and based entirely

on the relevant parts of the UKSA's code.

9.5 In relation to Members' request for a clear procedure for both the public and Assembly Members to raise queries in relation to information held on the London DataStore, the Head of Paid Service advised that whilst the Code already proposed a mechanism for considering any Assembly Members' concerns, namely the Assistant Director of Intelligence and the GLA's Governance Steering Group, he would give further thought to a suitable mechanism for members of the public. A GLA Complaints Procedure did, of course, already exist for the public.

9.6 The Head of Paid Service also clarified that the review of the code would specifically look at how the code operated in practice.

9.7 In discussion, the Committee requested the following:

- Copies of the communications between the Authority and the organisations that responded to the consultation;
- That consideration be given to establishing a mechanism by which the public and Assembly Members could question data if they felt it necessary to do so;
- That consideration be given to how the information on the London DataStore is presented to show the differing levels of official approval; and
- That, without altering the implementation timeframe for the code, a further report be presented to the Oversight Committee addressing in more detail the concerns that had been raised at the meeting.

9.8 **Resolved:**

- (a) That copies of the communications between the Authority and the organisations that responded to the consultation be provided to the Committee;**
- (b) That consideration be given to establishing a mechanism by which the public and Assembly Members could question data if they felt it necessary to do so;**
- (c) That consideration be given to how the information on the London DataStore is presented to show the differing levels of official approval; and**
- (d) That, without altering the implementation timeframe for the code, a further report be presented to the Oversight Committee addressing in more detail the concerns that had been raised at the meeting.**

10. London Assembly Annual Report (Item 10)

10.1 The Committee received the report of the Executive Director of Secretariat.

10.2 **Resolved:**

That authority to approve the publication of the London Assembly Annual Report 2012-13 be delegated to the Chair of the Assembly, in consultation with the Deputy Chair and party Group Leaders.

11. Assembly Requirements for Information to be Included in the Mayor's Annual Report for 2013-14 (Item 11)

11.1 The Committee received the report of the Executive Director of Secretariat.

11.2 **Resolved:**

That authority be delegated to the Chair of the GLA Oversight Committee, in consultation with the Deputy Chair and Group Leaders, to notify the Mayor under section 46(2)(d) of the Greater London Authority Act 1999 (as amended) of the information that the Assembly wishes his 2013/14 Annual Report to contain.

12. Secretariat Quarterly Monitoring, Quarter 3 2012/13 (Item 12)

12.1 The Committee received the report of the Executive Director of Secretariat.

12.2 **Resolved:**

That the core Secretariat quarterly monitoring report for the third quarter of 2012-13 (October to December 2012) be noted.

13. Work Programme for the GLA Oversight Committee 2012/13 (Item 13)

13.1 The Committee received the report of the Executive Director of Secretariat.

13.2 **Resolved:**

That the work programme for 2012/13 be noted.

14. Date of Next Meeting (Item 14)

14.1 The next meeting of the Committee would be held on 21 March 2013 at 10am in Committee Room 5.

15. Any Other Business the Chair Considers Urgent (Item 15)

15.1 There was no other business the Chair considered urgent.

16. Close of Meeting

16.1 The meeting finished at 12.17pm.

Chair

Date

Contact Officer: John Barry, Senior Committee Officer; Telephone: 020 7983 4425; Email: john.barry@london.gov.uk; Minicom: 020 7983 4458.

GLA Oversight Committee – 26 February 2013

Transcript of Item 6: The Mayor's Annual Equalities Report 2011-12

Len Duvall (Chair): Thank you. Moving on to item 6 which is our main item of business welcome to Munira Mirza, the Mayor's political adviser, covering this brief on the equalities report.

Jennette Arnold OBE (Deputy Chair): If we can start, Munira, with a specific area of questioning about the equalities impact assessments (EIA). Could you tell us your views about equality impact assessments so that from there we can know where we're going?

Munira Mirza (Deputy Mayor for Education and Culture): My views on ...?

Jennette Arnold OBE (Deputy Chair): Yes, on equalities impact assessments.

Munira Mirza (Deputy Mayor for Education and Culture): The Greater London Authority (GLA) does a form of assessment with each policy in the new strategy which takes into account the impact on particular groups which are stated in the law. It is obliged to do that. It is a statutory duty. I think that it makes sense for all policies and strategies devised by public bodies to take into account impacts on different groups but by law public bodies are not required explicitly to do equality impact assessments. The GLA chooses its own approach. Other public bodies will do things slightly differently. But the principle is one which all public bodies should voluntarily sign up to - if that does not sound like a contradiction - which is to look at the impact on all its constituents, and so the GLA complies with that.

Jennette Arnold OBE (Deputy Chair): OK. In a sense that is part of your role. If I was to say that we should have done an equalities impact assessment on something would I be right in addressing that question to you? Sometimes we need to be clear that we are asking the right question of the right person. Does that fall within your remit?

Munira Mirza (Deputy Mayor for Education and Culture): The team that comes into my group does that work, yes. I can try to help as much as possible to say whether it has been done or not.

Jennette Arnold OBE (Deputy Chair): If I then go specifically to the Mayor's Office of Policing and Crime (MOPAC). In this instance I am talking about the Mayor being MOPAC and he has delegated his responsibilities to his Deputy we know and there is now the MOPAC team or whatever word they use. Would you agree with me that MOPAC should provide EIAs on the proposed closure of police stations? Why I talk about police stations is in the evidence that has been given to the Assembly's Police and Crime Committee we have heard time and time again from a range of organisations that the significant equalities impact on the changes, particularly on police station closures -- they are saying that that will have on the population. Have you picked that up?

Munira Mirza (Deputy Mayor for Education and Culture): Who is saying that to you?

Jennette Arnold OBE (Deputy Chair): Organisations that have given evidence to the Police and Crime Committee.

Munira Mirza (Deputy Mayor for Education and Culture): OK. Just to clarify at the beginning MOPAC is responsible for doing its own equalities impact assessments so I can try to answer as best I can but that is not directly my responsibility. Obviously we would take an interest and we would ask questions of MOPAC.

My understanding is that MOPAC have done an EIA on the broader strategy and the whole public access project. They have also worked with boroughs on individual assessments on some of the proposals. This will help inform the final decision on how they allocate resources and boroughs will be developing proposals on specific locations so they are taking it into account.

Of course, like any public body, EIAs are one of the things that they have to take into account. The law obliges them to show due regard but it does not necessarily mean that the final decision will accord with what those organisations that you are speaking to think is the right course of action. The important thing is that they show due regard and they take it into account when they make their decisions.

If you want to go into more detail on the police station closures MOPAC are probably best placed to talk through why they have made the decisions that they have.

Jennette Arnold OBE (Deputy Chair): I think that the Mayor of London should be advised and should be fully au fait with the impact that a particular action of a particular functional body is going to have on Londoners.

Munira Mirza (Deputy Mayor for Education and Culture): That is what MOPAC has done.

Jennette Arnold OBE (Deputy Chair): Have you been in meetings where there have been these conversations between MOPAC and the Mayor?

Munira Mirza (Deputy Mayor for Education and Culture): No, because MOPAC presented that information separately --

Jennette Arnold OBE (Deputy Chair): How do you know if you have not been in meetings?

Munira Mirza (Deputy Mayor for Education and Culture): Because MOPAC has informed us that they have presented that information.

Jennette Arnold OBE (Deputy Chair): To the Mayor?

Munira Mirza (Deputy Mayor for Education and Culture): It has informed the Mayor of all its decision-making processes and why they have made the decisions that it has.

Jennette Arnold OBE (Deputy Chair): You are saying that if there are particular groups that the police station closures are going to have an impact on then the Mayor will be aware of that because he would have been advised by MOPAC?

Munira Mirza (Deputy Mayor for Education and Culture): Can I just check if our officials have talked directly to MOPAC at a different level? Terry [Day]?

Terry Day (Manager of Diversity and Social Policy): Stephen Greenhalgh [Deputy Mayor for Policing and Crime] has attended the Mayor's deaf and disabled people's stakeholder group to present the draft proposal to the Crime and Policing Plan. He has also attended the lesbian, gay, bisexual, and transgender community (LGBT) stakeholder group to do the same. I cannot remember because I was off last week but it was either last week, or he is going to this week, attend the older people's advisory -- it is a special meeting with older people's organisations. My team has organised those meetings. Some 70 LGBT organisations are members of that one. We have around 30 deaf and disabled people's organisations.

The significant discussion, I have to say, at the deaf and disabled people's one was around disability hate crime and the Metropolitan Police Service response on disability hate crime. In fact at the LGBT one it was the hate crime issue was the primary thing. At the deaf and disabled people's one the issue was raised in terms of potential closures meaning that there might be more limited access for people with some disabilities, perhaps mobility impairments. Stephen Greenhalgh assured the meeting that that actually had been thought about and was being thought about as the proposals were worked up.

Jennette Arnold OBE (Deputy Chair): Let me just get this right. You organised those meetings and he attended? Are you saying that you organised that from the Mayor's office?

Terry Day (Manager of Diversity and Social Policy): From the GLA. My team organises twice yearly meetings with deaf and disabled people's organisations.

Jennette Arnold OBE (Deputy Chair): Sorry, and you are accountable to Munira?

Terry Day (Manager of Diversity and Social Policy): Yes.

Jennette Arnold OBE (Deputy Chair): Right. You are at this meeting and these issues were brought up. Have you reported that back to Munira as the Mayor's adviser on equalities?

Terry Day (Manager of Diversity and Social Policy): In broad terms. The fundamental issue, 97% of the discussion was about, was disability hate crime. In fact I have got a meeting to follow up the issues on hate crime with the Metropolitan Police Service and MOPAC this week.

Jennette Arnold OBE (Deputy Chair): I am trying to join the dots together because I want to understand how the equalities team let us call it that for a moment - is engaged in these sessions. You hear and you pick up information from Londoners and, I would imagine, if it is working well - but I might be wrong - that you would then forward that on to Munira, who is the head of your unit, and this would then be a matter that would be reported to the Mayor.

Terry Day (Manager of Diversity and Social Policy): Not quite. The fundamental principle we operate by is mainstreaming of equality and so for those stakeholder meetings what my team seeks to do is bring the accountable Deputy Mayor - obviously for crime and police it is Stephen Greenhalgh which he has done - to hear directly. That is really our role; to broker that interaction between the relevant accountable Deputy Mayor and those organisations to ensure that they are being heard. Obviously in the instance of the Crime and Policing Plan we have also done that in close consultation with MOPAC officials themselves. Again it is trying to do more for less in the sense that if that meeting exists MOPAC can make use of that meeting as opposed to having to go to the expense of organising their own separate meeting with the deaf and disabled people's stakeholders.

Jennette Arnold OBE (Deputy Chair): Can I move on then. I cannot understand what influence, if any, your team or Munira has over MOPAC. Maybe none. Is that what you are saying? If anything is identified it is really nothing to do with you?

Munira Mirza (Deputy Mayor for Education and Culture): MOPAC are responsible for ensuring that their policies and decisions are taking into account the needs of all Londoners which will include protected groups as specified in legislation. They present that to the Mayor. I did not attend that meeting with the Mayor, or the meetings with the Mayor, where they have discussed the public access projects but I am satisfied that they have gone through the process along with considering all sorts of other information and decisions that they have. If I had a concern and I wanted to flag it up directly with the Mayor then I could so, in that sense, yes, I would have influence but so far I have not been concerned that we have not done the proper assessments.

Jennette Arnold OBE (Deputy Chair): Then for the information in this document all you did was ask them for case studies and what they had to say and it was then included?

Munira Mirza (Deputy Mayor for Education and Culture): There are specific measurable performance impacts that we asked them to monitor and to report back to us and that goes into this document.

Jennette Arnold OBE (Deputy Chair): No interrogation is made by you? You just accept what is given to you?

Munira Mirza (Deputy Mayor for Education and Culture): No, there will be situations where we will question the figures that come through and we will ask why progress has not been made in this area as much as it should. We do that with all the groups that provide information, in this document. The individual GLA bodies also are responsible for reporting other measurements of their own. We do not duplicate that in this document because it does not make sense to.

Jennette Arnold OBE (Deputy Chair): Can you quickly tell us what areas you were concerned about when MOPAC presented the information that you included? If you were, what was their response?

Munira Mirza (Deputy Mayor for Education and Culture): No. On MOPAC I did not have concerns. Not in the way that they are trying to progress their objectives, no.

Jennette Arnold OBE (Deputy Chair): So you are fully satisfied with how MOPAC is doing with their EIAs and all the equalities implications of their work?

Munira Mirza (Deputy Mayor for Education and Culture): Yes.

Jennette Arnold OBE (Deputy Chair): OK. We got that on record.

Jennette Arnold OBE (Deputy Chair): The other big area it seems to me - and again we have got a number of leading organisations raising concerns - is about the effect of the recession and public sector cuts on women in London. Can you direct us to this document to show us where you have picked up that theme and where you have identified concerns?

Munira Mirza (Deputy Mayor for Education and Culture): There are a number of different sections in the document that relate to employment, education, child poverty, pay and skills, and work force. Really the issue and the impact of the recession cuts across a number of these different themes. It is very hard for me to pick out any individual measures which are just about that. I can talk you through, if you like, the things that the GLA is doing to try to address some of the impacts of the recession, primarily in terms of the Mayor's priorities of jobs and growth. I do not know if that would be helpful to you.

Jennette Arnold OBE (Deputy Chair): If you could give me a sense that someone, hopefully you, you are having this discussion and you are saying this is an important area across the GLA group. What actions are being taken? When you talk about employment I see that an example is put in here about women in construction. I know this project well and I was a champion of this project. It is an old project. I do not really know what it is doing in here. I would have thought that, by now, what we should be showing in this document is where that model, with some support from the GLA, has now moved over to Crossrail. Are there conversations that anyone in your team is having in equalities and trying to push this issue to ensure that women can get jobs in these major projects from Transport for London (TfL) and elsewhere?

Munira Mirza (Deputy Mayor for Education and Culture): Just to remind Members that this report covers the dates between April 2011 and March 2012 so this project certainly fell within that timeframe and it makes sense to emphasise it.

With all due respect the recession and the economic impact on ordinary Londoners is foremost in the minds of every single person who works in the GLA. It is very clearly a priority for the Mayor.

Jennette Arnold OBE (Deputy Chair): What do you do as his equalities adviser? Can we go away from the generalisation. What discussions have you had in terms of your role can you share with us? Who are you talking with? Do you go out and speak with people responsible for equalities over at TfL or anywhere else?

Munira Mirza (Deputy Mayor for Education and Culture): The officials here and team here do meet regularly with different teams from across the GLA group. We, through this process of gathering information for this report, asked different groups within the GLA and beyond about how they are

dealing with some of these issues and how they are measuring up against the objectives. These objectives are agreed by directors of different departments.

What you see here in this report is the substance of those conversations; how are we pushing forward the jobs and growth agenda for the Mayor and ensuring that every single group in London is benefiting from that. In a sense this report is really explaining what it is that we do and I oversee the development and the production of this report and the publication of it. I read it through and I check it with officials and we go back and we ask questions. We present it to the Mayor and he looks at it.

Really one of the things that came up in previous Committee meetings about how do we mainstream this across the whole of the organisation. Rather than saying one individual is responsible for ensuring that black and minority ethnic (BME) groups or women are looked after, it is about saying every single department has to think about those objectives and has to report it back centrally.

Jennette Arnold OBE (Deputy Chair): We know about mainstreaming, Munira. I am trying to get a sense when you were looking through this and when you were working with your officers did you identify that there is an issue about the employment gap between people from white and BME groups?

Munira Mirza (Deputy Mayor for Education and Culture): Yes, we did.

Jennette Arnold OBE (Deputy Chair): If you did then have you made that a priority for some discussion or a meeting with somebody? I am trying to get a handle of what actions you plan to do about a number of issues that stand out of this report.

Munira Mirza (Deputy Mayor for Education and Culture): As an example, we know that over the longer term the employment gap between disabled Londoners and non-disabled Londoners is narrowing. There has been some variation across the years. We are looking, as part of our work on improving access for disabled people in London, at how the Diversity Works programme for London can better target businesses to encourage them to take on more disabled employees. We did some work on that in the summer during the Paralympic Games.

We are looking at planning an event later this year, probably around May, for employers to look at people with learning disabilities and how to employ them. That follows on from work we are doing through our European Social Funding where we are specifically targeting funding to help people with learning disabilities, particularly young people, to get into employment.

There are a number of different actions that come about from looking at that issue. It is quite helpfully presented in the report with a traffic light system. These things are always a bit crude but you can see that on the issue of disability employment it is amber. Not because we are not doing anything but because, for the last year that this report covers, it went down a little bit but, overall, the long term change is very positive. The gap between disabled and non-disabled Londoners is narrowing and is becoming more like the average across the country.

Jennette Arnold OBE (Deputy Chair): OK. That is good. I asked you about the gap between white and BME groups.

Munira Mirza (Deputy Mayor for Education and Culture): I can talk about that too. The gap, again long term, shows that it is narrowing. In the last year it has not narrowed; it has grown slightly.

Jennette Arnold OBE (Deputy Chair): It has widened.

Munira Mirza (Deputy Mayor for Education and Culture): But overall we think that the trajectory is that it is narrowing, which is a positive thing. We have a Diversity Works for London programme which is particularly targeting small and medium sized enterprises to try to employ more Londoners particularly looking at how they can create more part time jobs and encourage more young people into employment.

We also have the Mayor's campaign to encourage more businesses to take up the London Living Wage which we know has a real impact for BME groups who are in lower paid employment. There are a number of different actions that come from being aware of that gap between BME and non-BME Londoners.

Jennette Arnold OBE (Deputy Chair): The annual report only records data on the gender breakdown of apprenticeships. Why do we not have a BME breakdown? Is that because you have the Mayor's black boys project [the Mayor's Mentoring Programme] so that is adequate? Why is there not a breakdown? Disabled groups within the apprenticeship core: there is no data about that. I know of some really great young people who have disabilities who, once we sort out transport for them, which is improving, and they have got skills, they want to be there in the market. Why is there no monitoring of that?

Munira Mirza (Deputy Mayor for Education and Culture): We have asked this question a number of times from the National Apprenticeship Service (NAS) which we work with. There is a problem with accessing some of this data and it is partly to do with data privacy and what information they can release. We have put that question to them. We are trying to work out a solution so that we can capture that data because obviously, as you say, it is quite useful in order to measure progress for particular groups.

Terry Day (Manager of Diversity and Social Policy): We are extremely frustrated that we cannot get the data from the National Apprenticeship Service in terms of race or disability for London as a region. What I do know is that the national data for online applications for apprenticeships is 26% of all online applications to the National Apprenticeship Service apprenticeships are from BME groups and only 10% nationally of apprentices are from BME groups. This is obviously in itself of concern and needs investigating. I personally had the opportunity to raise that with the Minister for Employment, Mark Hoban MP, at a meeting only last week. We have been pushing very, very hard for the London data and NAS, so far, have not given it to us. We are absolutely not giving up on demanding that data.

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): Chair, I have been pursuing this independently myself. We have now got the data. I have had it from the NAS within the last few days and I do not see any reason why it should not be made available.

Based on a very quick analysis it looks like the data suggests that the BME representation on apprenticeships in London is extremely good but I want to analyse the figures a bit more.

Valerie Shawcross CBE (AM): Just a quick postscript to that. The apprentices who come to the GLA family itself - presumably it is easier to get more information about them anyway - can we see a breakdown of them by age as well as disability? Let's see how old the people are.

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): Certainly for the GLA. I do not know whether we have got all the group information.

Valerie Shawcross CBE (AM): It says in the report here there is a thousand in 2011-12.

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): Across the group.

Valerie Shawcross CBE (AM): So it must be possible.

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): TfL inevitably and I do not know whether --

Valerie Shawcross CBE (AM): That is why it is an issue because the gender profile in those organisations is not very good.

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): We can certainly try to access that, yes.

Len Duvall (Chair): Right let's go on to disability.

Caroline Pidgeon MBE (AM): Thank you. A couple of areas I wanted to pick up. Firstly, I wanted to look at the issue of transport. Obviously in the report -- I realise it is quite out of date because it is 2011-12 and I am sure there has been more progress with the number of initiatives and progress. Following last summer and the Olympic and Paralympic Games how are you taking forwards the accessibility legacy for transport?

Munira Mirza (Deputy Mayor for Education and Culture): Transport for London has announced a plan to try to take forward some of the real successes during the Games. We know from talking to deaf and disabled groups that there was a real sense that the infrastructure for transport was improved for London. They want to see that momentum continue.

Transport for London has published an accessibility plan which includes things like maintaining the manual ramps that were seen on the Tube stations during the Games, improving the signage, increasing the accessibility of all the bus stops up to 95%. We see that the Docklands Light Railway (DLR) stations are now wheelchair accessible. There has been a considerable improvement in terms of buses themselves in accessibility. Transport for London has taken forward obviously a huge amount of that work.

I also co-chair the Paralympic Legacy Advisory Group with the Minister for Disabled People, Esther McVey MP, which is an advisory group to the main Olympic and Paralympic Legacy Cabinet Committee. That group includes a number of disability groups' representatives. I am sure they will generate more ideas as well which we will then feed into the Cabinet Committee as well as into TfL.

Caroline Pidgeon MBE (AM): That is very encouraging but what about rail and Tube, because that is where the frustrations come? I realise that is a longer time to make those fully accessible. Manual ramps are good and we have suggested a further 17 stations that could easily have them which would make those stations fully accessible. But what about wider than that? If you want people with mobility issues using the Tube and the rail they need to be made fully accessible.

Munira Mirza (Deputy Mayor for Education and Culture): Tube and rail is included in what Transport for London covers. They are included in their accessible transport strategy so they do cover the Tube.

Caroline Pidgeon MBE (AM): Are you satisfied that enough is being done there or have you challenged TfL to look in other areas or for more stations to be made fully accessible?

Munira Mirza (Deputy Mayor for Education and Culture): That is partly why we are bringing transport up at this Paralympic Legacy Advisory Group, because obviously TfL have presented us with a plan but it is useful to continue talking to those disability groups about whether there are any additional things that could be done.

We also have, directly at the GLA, these regular meetings with the deaf and disabled stakeholders. It is part of conversation really with TfL. If other ideas come up then we can talk to TfL about how they can build on those. Obviously funding is a factor. It might be that they have to go back to Government to ask for additional support as part of their wider Olympic and Paralympic Legacy work.

Caroline Pidgeon MBE (AM): OK. Thank you for that. Moving on you talked - and Terry touched on earlier as well - about the consultation you are doing with deaf and disabled people in London. Can you tell us a bit more about the consultation process you have with those communities? What changes have come as a direct result of those conversations?

Munira Mirza (Deputy Mayor for Education and Culture): The deaf and disabled stakeholder groups meet biannually and we consult them on a range of different issues. As Terry has just said what we have tried to do with those groups is focus each meeting on a Mayoral agenda item and ensure that the right Deputy Mayor with that responsibility attends those meetings. It works slightly differently to the way that it did under Richard Barnes [former GLA Assembly Member and Deputy Mayor with responsibility for equalities] when he was leading on the policy area because he would attend and chair all those meetings. One of the decisions we made last year was that it probably helped to mainstream the issue into the GLA properly if the relevant policy adviser was there.

In that instance on hate crime towards deaf and disabled people Stephen Greenhalgh listened to the concerns, talked about what MOPAC were doing and we will come up with a set of actions and agreements on what could be done to improve that.

We could send you a list of specific things that have been discussed in those meetings and how they have been taken forward.

Caroline Pidgeon MBE (AM): It is not just what has been discussed but what has actually come about and changed as a result. Making a difference is key.

Munira Mirza (Deputy Mayor for Education and Culture): One good example would be the Mayor's strategy for including disabled people in sport - Inclusive and Active 2. This was something that was raised at that meeting which the Mayor took on board and has pursued as part of the entire 2012 Games sports legacy programme. All the groups which receive funding from that programme are required to sign up to Inclusive and Active 2. Inclusive and Active 2 is very much a partnership between Interactive, which is a voluntary organisation concerned with getting more disabled people into sport, and the Mayor. That was an idea, an initiative, that came from the third sector which the Mayor took on board and it came out of one of those meetings and it has been pursued. We are actually also hoping to see if that could be rolled out nationally through the Paralympic Legacy Advisory Group.

Caroline Pidgeon MBE (AM): Thank you for that. That is helpful. In terms of the work the Assembly does obviously we hear a lot of evidence from different groups. Recently the Police and Crime Committee, in our work on victims of crime, heard evidence from the disabled community and they were quite concerned actually about the stakeholder group that you have. One piece of evidence we had said they felt it was a bit tokenistic and they did not really feel that they were being listened to and actions coming from it as much as perhaps you have described today. Have you looked, for example, at our work highlighting concerns from disabled victims of crime and is that something you will be looking at in the future?

Munira Mirza (Deputy Mayor for Education and Culture): I am not sure when you would have had that conversation.

Caroline Pidgeon MBE (AM): Our report came out a month or so ago.

Munira Mirza (Deputy Mayor for Education and Culture): Sorry, I was talking about the group that you said felt they were --

Caroline Pidgeon MBE (AM): 28 September 2012 before our Committee.

Munira Mirza (Deputy Mayor for Education and Culture): OK. It might be that we are still in a transition phase. One of the reasons that we made this decision to have the relevant Deputy Mayor or policy adviser at the meeting was to ensure that there was a more direct connection between the concerns raised by the group and the person leading on the policy area. I am hoping that we address any issues or concerns about whether those groups are tokenistic. I can accept that there might be a perception in the past about that.

About the particular report that you have mentioned I have not personally read it but I am very happy to look into it further. We had that meeting which Stephen Greenhalgh attended. I am sure that MOPAC will have been sent a copy of the report and will have read it. I can enquire further about it.

Caroline Pidgeon MBE (AM): It might be wise for your team to be looking, particularly when we make recommendations that may be around equality issues, at those and taking that forward in your work plan as well.

Munira Mirza (Deputy Mayor for Education and Culture): I am sure we are doing. It is just that I personally might not have had a chance to read it since it has been published.

Caroline Pidgeon MBE (AM): OK. In terms of generic initiatives that are perhaps hoping to improve inclusion, whether it is London's Living Wage or apprenticeships, do you really feel that those generic initiatives are enough? Or do you think there should be some more targeted specific programmes that might help lower levels of skills and qualifications amongst disabled people?

Munira Mirza (Deputy Mayor for Education and Culture): The different groups with protected characteristics - using legalise jargon - have different issues and concerns. Within disability groups for disabled people we know that there are certain issues which could be addressed particularly through talking directly with businesses and reassuring them about what the legislation requires and what they are required to change their business to make them much more employer friendly for disabled groups. As I mentioned before some of the things that we have been doing is engaging with those groups through event seminars and through the Diversity Works for London programme.

In that sense there is a certain more targeted or focused engagement about that particular issue but in general the approach of this building and of the Mayor is to try to increase employability for Londoners and, through that, indirectly we will help these groups. But I recognise that in certain cases, particularly for disabled Londoners, a targeted approach might be appropriate in some way, and we have tried to do that.

Caroline Pidgeon MBE (AM): Do you want to give some examples of some targeted initiatives and which particular disability you have been trying to help people with in terms of mobility?

Munira Mirza (Deputy Mayor for Education and Culture): For example, during the Paralympics we held a very useful seminar with business groups talking to them about how their perceptions of what it is to employ disabled Londoners need to be updated. It was a very positive meeting. We want to do those again. Diversity Works for London run seminars of that kind.

We are holding this event, probably later in May, which relates to our European Social Funding. One of the strands of that work is to encourage more employers to take up people with learning disabilities and also to help those people with learning disabilities to upscale so they are in a position to apply for those types of jobs. Those are examples of some targeted initiatives.

Caroline Pidgeon MBE (AM): Specific work around people with learning disabilities you are doing at the moment. Will you be able to show how many people you have managed to get into work as a result of that?

Munira Mirza (Deputy Mayor for Education and Culture): Yes, through that funding. There are very clear outputs that we have with the groups that we have contracted with. The organisations who are delivering that piece of work. Yes.

Caroline Pidgeon MBE (AM): People with learning difficulties also came up in our report on victims of crime and we had evidence from that community so you might want to be looking at that as well as part of your work. Thank you.

Jennette Arnold OBE (Deputy Chair): Chair, could I ask Munira if she could get back to us regarding the Mayor's pledge to create 20,000 part time jobs during this term. I do not know where that falls or who it is but can I ask you to get back to the Committee about who is leading on this and what actions they plan to take. Can I refer them to the Child Action Poverty report regarding the difficulties that women who have lost their jobs have in re-entering the labour market? That seems to fit in with the Mayor's stated objective of ensuring that all Londoners are in employment, or that he is doing his best for them. We can have that back as a note.

Munira Mirza (Deputy Mayor for Education and Culture): We can get that information for you. It falls within the economics and business team which is under Kit Malthouse [Assembly Member and Deputy Mayor for Business and Enterprise] but certainly we can get that information because it is obviously something that we will look at as part of this report.

Darren Johnson (AM): We all know the benefits of mainstreaming - those are pretty obvious - but what are the risks as well?

Munira Mirza (Deputy Mayor for Education and Culture): The risks are that --

Jennette Arnold OBE (Deputy Chair): It does not get done.

Munira Mirza (Deputy Mayor for Education and Culture): I can answer the same question. The risks are that things do not get done and that they are not prioritised. I do not think that risk is happening now. I do not think we should be concerned about that because we do have a central system of trying to monitor these objectives which you can see in front of you as this report.

I think there are huge benefits to looking at these issues in the round and not to have them siloed. It is very easy to forget certain concerns or issues if they are just the responsibility of one person and if they are not written in or listed in to the other strategies that the GLA does. That would be a greater risk. That would be a serious problem because then it means that we are not looking at the needs of all Londoners.

Darren Johnson (AM): There has been some evidence from some organisations, whether it is equalities work or environmental sustainability or whatever, that mainstreaming can be a very powerful tool initially but there is a danger things can slip back and lose focus after an initial burst of activity. How do you guard against that?

Munira Mirza (Deputy Mayor for Education and Culture): The mechanisms that we have in place which are to bring together the directors of each department to set up --

Darren Johnson (AM): You feel that is a new initiative for this term compared to the previous term that will help guard against and help make it more mainstream?

Munira Mirza (Deputy Mayor for Education and Culture): The approach was developed in the previous term so there was an Equal Life Chances for All report and there were objectives set. Those are bedding in. Terry's [Day] team and others do training and work with different departments to ensure that they are following all the statutory duties. Probably in the coming term we will see the fruits of that work and the fruits of that mainstreaming.

Darren Johnson (AM): We have heard, in answer to your earlier questions from Caroline, about the changes to the team meetings and so on to ensure that things are dealt with at Mayoral adviser level and not simply through the equalities lead. What about at director level as well?

Munira Mirza (Deputy Mayor for Education and Culture): There is a directors' group that meets and that discusses these objectives and reports on progress so it is not just at the policy adviser level; it is also at the senior officials' level.

Darren Johnson (AM): Possibly this Committee is guilty of a silo approach as well on this in that we have always had the equalities adviser along to answer questions. Maybe we should be getting the senior directors along. I do not know, Jeff, if you would want to comment at the moment about how you take forward the mainstreaming agenda and ensure that it is a day to day reality and not simply something that is a vague aspiration and can be forgotten about?

Jeff Jacobs (Head of Paid Service and Executive Director, Communities & Intelligence): There is always room for improvement, I would say, amongst our own team. Seriously we pursue it. The fact that you heard me say earlier, "I have been pursuing the apprenticeship issue" probably gives you some indication of the fact that there are things that we quite deliberately individually and collectively as directors take up if we think we are not necessarily doing as much as we can and should do in particular areas.

My directors' meeting, which takes place weekly, does have this issue - I think I said last time we had a discussion about this - on its agenda on a reasonably regular basis. We have had Terry presenting directly to the directors' team particularly so that everybody has got the Equalities Act responsibilities very firmly in their mind. We have very recently had the second in command in legal in TfL coming over and reinforcing it again -getting a bit of further advice from her. We do have discussions without such people present about the need to pursue these.

If you would like directors to turn up here and try to give a more direct account of themselves at executive level then I am sure we would be happy to oblige.

Darren Johnson (AM): Thanks for that, Jeff, because that could be useful in future years. Whether it is about having those conversations about who said what to MOPAC and so on. If we actually have the relevant directors here so that we mainstream the scrutiny as well as seeing how the actual mainstreaming approach is tested.

Munira Mirza (Deputy Mayor for Education and Culture): That is a very good idea, I will look into that.

Darren Johnson (AM): Thank you.

Munira Mirza (Deputy Mayor for Education and Culture): If you have specific concerns about the groups that you are meeting with, or organisations who are reporting issues, then it does make sense to talk directly to the people who are responsible.

Andrew Boff (AM): Of all the cities on earth we should have our diversities policies mainstreamed and I agree with the line. Is there a danger, however, in that mainstreaming process that you actually lose expertise as a result of there not being a specialist department on this or a specialist arm?

Munira Mirza (Deputy Mayor for Education and Culture): I can talk with reference to the example of the GLA. We have over the last few years tried to mainstream the department and the expertise across the organisation but we have retained a core staff as well who are specialist in an area. For instance, in Terry's team, there are people who have very good experience and knowledge and understanding of migrant communities and the specific issues that they face - jobs which we know is a big issue for London certainly compared to the rest of the UK. Where it makes sense to have specialist expertise we are trying to retain that and make sure that we build on it and we retain conversations with those representative groups. I chair the London Strategic Migration Partnership Board.

Going back to this point about London being the most diverse city on earth when you have 30% to 40% of Londoners born abroad you stop seeing them as just a minority group that needs to be dealt with in one department and one silo. You are talking about jobs and growth and the economy affecting a significant part of the population so the team that is responsible for ensuring there are more part time jobs and ensuring that apprenticeships go to the right people etc needs to be mindful of the population, the demographic, that they are dealing with. We are trying to do that here at the GLA. Rather than having an expert who turns up at meetings and says, "Have you thought about this group?" actually the team that is leading on it needs to be aware of the demographic. I would say that, here at the GLA, they are.

Andrew Boff (AM): We are very, very conscious of ensuring that the GLA, for example, looks like the city it is trying to represent - which I think is always the test of whether or not you are doing well. Are we in danger of losing some of those cultural nuances in different groups? For example, if you want the Nigerian community to know something in London you do not send out a press release because there are very few Nigerian newspapers. What you do is you have to get it on the telly. That is just one thing I know about the Nigerian community. There are a thousand others of those different pieces of knowledge about how we engage with communities in London. Are we in danger of losing that if we mainstream too much? As I say, I am a great supporter of mainstreaming but there is a danger, if you lose those cores of knowledge and you disperse it too greatly, you end up losing that and you become less engaging with Londoners.

Munira Mirza (Deputy Mayor for Education and Culture): The question of engagement and communication is an important one and it is not confined simply to minority groups as the ones that

are marked out. How do you ensure that you engage with those communities that are not ethnic minorities in the sense of black, Asian or Chinese - which were the traditional ethnic groups - but perhaps have --

Andrew Boff (AM): The same applies to disability groups.

Munira Mirza (Deputy Mayor for Education and Culture): There is an important question there for our marketing and communication team about how we present what the GLA is doing and the sorts of opportunities that we can offer to groups. Maybe one of the things you do in this new vamped scrutiny process is that you invite Will Walden [Director of Communications & External Affairs] who is the head of that department to come in and talk about it. I know that they have had quite a lot of discussions about the use of the internet and which groups would not be able to access that.

I am not sure whether in the past it was done particularly well either. I think there was an assumption that certain representative groups came in, community leaders, and they would somehow communicate to their community what the GLA was doing. I am not sure they always had the access that was --

Andrew Boff (AM): I do not wish to talk about what has gone on before because that is not my intent but I did get an impression before that there was a set profile of what diversity was and actually there were some groups that were not included in that group of what we assumed to be the diverse nature of London. There were people left on that list because they satisfied themselves with a few usual suspects. If I am wrong I am wrong and somebody can tell me I am wrong. That is just the impression I got.

Munira Mirza (Deputy Mayor for Education and Culture): Yes. It is changing all the time so we know that there are, for instance, eastern European groups coming through. They do not have as well established community representatives. We do meet with them. Our communities team meets with these different groups in an ad hoc way. In fact one of the things we are looking at is whether, as well as having the regular meeting with those representative groups, we have meetings which are based on a particular issue. For instance, education which is another area I look at, and we invite different organisations and groups to come to those meetings to talk about the things that they may have in common around that issue. Actually, the concern about education is not confined to one ethnic group or disability groups; it is something that they all have concerns about and it would be useful for us to hear those.

We are looking at how we engage with stakeholders and representative groups but also at other forms of media like press and marketing and the internet because if you just went through the groups that are community represented you probably would not reach the full diversity of people that you need to.

Len Duvall (Chair): Let's turn then to work force issues.

Tom Copley (AM): Thank you, Chair. Could you explain why the GLA failed to make Stonewall's top 100 employers last year?

Munira Mirza (Deputy Mayor for Education and Culture): Stonewall runs an index of employers and rates them according to how friendly they are to the LGBT community --

Tom Copley (AM): Lesbian, Gay and Bisexual (LGB) actually. It is just LGB.

Munira Mirza (Deputy Mayor for Education and Culture): Apologies. LGB employees. They have a set of criteria which they rate organisations against. We have a different set of criteria that we use, which I think is perfectly adequate and appropriate, which means that we run a staff survey to check and monitor that all employees feel that they are being treated fairly in the GLA so that we can spot any problems or issues. We have the same employee benefits for LGB employees when it comes to civil partnerships. We ensure that we are monitoring progression as part of our overall staff survey and monitoring. I feel satisfied that there is nothing in the GLA that we are doing that prevents or hinders employees from playing a full part in the life of the GLA.

What we do not do is some of the things that Stonewall requires such as running specific LGB employee groups. LGB employees at the GLA are welcome to set those up by themselves if they wish - there is nothing to stop them - but we do not proactively do that ourselves as an organisation.

There are things like that which we would not do but I do not think that means that we are not friendly to LGB people. As you can see there are a number of people at the GLA who are employed who are LGB. There are a number of senior people who hold senior positions. I do not think that there are any examples of problems that we are creating and, if there are, then obviously we would look into them.

Tom Copley (AM): You will have, presumably, had a response back from Stonewall in response to the application explaining why the GLA failed to meet the criteria.

Munira Mirza (Deputy Mayor for Education and Culture): I have not seen that. Juliette, I know that you were involved from the Human Resource (HR) perspective?

Juliette Carter (Head of Human Resources): It would have gone back to the diversity team and I have not seen it yet. I do not know if you have it?

Tom Copley (AM): I put a Freedom of Information request for it but it would be good if that was made available so we could see why the GLA is not in there anymore. When Ken Livingstone was Mayor in 2008 the GLA was number two in the equality index. Why do you think we have gone from number 2 in the top 100 to not being in the top 100 at all?

Munira Mirza (Deputy Mayor for Education and Culture): I think I have just explained. It is because we have not proactively run those groups as a corporate body but we allow and are very happy for employees to set up support groups if they wish to.

My own view is that Stonewall has their own index and their own criteria of how you would measure the employer friendliness of an organisation to LGB groups. They have a set of criteria. That is not

the criteria that we have chosen but I do not think it means that we are not fair or equal or transparent with LGB employees.

Tom Copley (AM): There must have been a certain importance attached by the Mayor to being in the top 100 given that he last year chose to enter the GLA into the top 100, having for several years not done that? In response to some pressure perhaps at a hustings meeting during the election he agreed that he would do it. Was it just because he was put on the spot at the hustings meeting that he decided to enter the GLA again?

Munira Mirza (Deputy Mayor for Education and Culture): He was asked to submit an application, which we did, but what we have not done is made a decision to follow the same policies as the previous administration, which was much more proactive in encouraging groups around particular identities in the GLA. That is not a decision that we have made. We allow groups, if they choose to voluntarily do that. I think that is a reasonable position. That accords with our principle broadly of mainstreaming. Some employees might not choose to have that group. If they do not then that is their choice.

Len Duvall (Chair): To seek clarification. Going from number 2 in the top 100 to nothing at all. Is that what you are saying is the reason why we have crashed out then and not been accepted back? Somewhere there has been a change in policy that that policy weighting by Stonewall is so great that we would crash out and not get anywhere in the top 100?

Munira Mirza (Deputy Mayor for Education and Culture): What we need to do is come back to you with the Stonewall response. Then we can explain in more detail what it is.

Len Duvall (Chair): That would be very useful.

Munira Mirza (Deputy Mayor for Education and Culture): I do not think there is anything that we are doing now that means that we are not treating our LGB employees, or any other employees from other identity groups, fairly. We are treating everyone fairly. We are giving everyone the same rights and benefits. They are all included in our framework for employment.

Len Duvall (Chair): When you come back to us with the Stonewall letter will you explain which bits of the policy of the previous administration could do with a bit more -- I am finding it hard. I understand what you are saying about the proactive and the change in policy. Can we have the narrative around what has changed on the policy context that, in the judgement of Stonewall, may have been taken into account?

Andrew Boff (AM): I never agreed that we should have gone in the Stonewall index. I think they have become a politically partial organisation. One of the things that I would not mind seeing is the criteria if that is something that you can forward to us. Also the curiosity of dropping an index that includes transsexual and transgender people.

Munira Mirza (Deputy Mayor for Education and Culture): I am sure we can get the Stonewall criteria.

Len Duvall (Chair): OK. We are now turning to the areas around violence against women and girls.

Andrew Boff (AM): The Mayor pledged to set up a pan-London domestic violence service. I was wondering what progress has been made on this? We have heard from some groups that cannot see progress being made in this direction.

Munira Mirza (Deputy Mayor for Education and Culture): MOPAC are currently refreshing their violence against women strategy and they hope to publish that sometime in the spring so if we can come back to you when that is published. They are looking at some of these issues.

Andrew Boff (AM): OK, so it is dependent upon the completion of that strategy. We will then see a move towards a pan-London service?

Munira Mirza (Deputy Mayor for Education and Culture): That is one of the things that they are looking at but I know that the Mayor pledged it so that is obviously something we will take seriously.

Andrew Boff (AM): It is unfair then, me asking you too many questions on this because pretty much everything on that is going to be dependent upon the outcome of that. I do not know whether or not to continue on that basis.

Len Duvall (Chair): We should place the questions on record. It depends how we follow up this work afterwards. We should have an exchange to either comment on what you have said -- and there may well be some additional information you provide and we want to improve upon it in the future.

Andrew Boff (AM): I will place them on record. Fair enough. We would like to know how the violence against women and girls strategy will deal with different sub sets of women and girls. There are certain groups, obviously those women, for example, who are subjected to domestic violence, which we know about but there are other groups as well. How, for example, would we deal with specific issues facing sex workers? That is one thing that we want to find out. Is there anything you can update us on before then?

Munira Mirza (Deputy Mayor for Education and Culture): I know that you produced a report as well which was at the request of the Mayor on this issue. It is something that he has taken very seriously and is concerned about.

The strategy up until now - and I presume that this will continue in the new strategy although obviously I cannot pre-empt what it will say - is that it recognises that women who are involved in the sex work industry are particularly vulnerable. They are often very reluctant to come forward because they feel that they may be penalised for their involvement in that industry. Therefore the police have to have a particular approach to help them. It is not simply about the crime that they have been a victim of but there are wider issues about their access to health care, wider support and the issues around being poor and drugs and alcohol addiction and so on.

The approach up until now - and I am sure will continue - is to recognise that the way to help these women is not to criminalise them further but to try to bring additional support to them and be more

holistic in the approach. He has also called on the Metropolitan Police Service to work with more third party groups to try to engage with this group of women who are particularly vulnerable. Without prejudging what is in the report I am sure that those principles will continue and it is something that they are taking seriously.

There are other sub sets of women as well, particularly women who have been affected by female genital circumcision. That is an issue that has come up to us a few times. The Metropolitan Police Service has established a task force looking at this that will report. There are certain things that they are doing around young women as well, particularly women who are involved in gang violence and sexual violence around gangs. Again they have done some raising of awareness. They have commissioned organisations to produce films. There are certain actions that have been taken forward and the revised strategy will take that into account.

Andrew Boff (AM): I welcome the response. I realise the challenge of each sub group that we are talking about; there is a further sub group and a further sub group under that. What I hope - and your response has been refreshing - is that that principle of good policing is used with all groups. Do you think MOPAC should encourage the Metropolitan Police Service to do what they did on Merseyside which is to classify crime against sex workers as hate crimes? It is a terminology I am not very comfortable with - hate crimes - because too often it is misinterpreting what that means. It just means to identify that those people who carry out crimes on the basis of race or gender or disability are just as likely to then go on and attack other people for a whole host of other reasons, rather than just that specific reason. There is a whole different set of motives that come into play from somebody who is accused of hate crime. Do you think it is going to be worthwhile to classify attacks against sex workers as hate crimes?

Munira Mirza (Deputy Mayor for Education and Culture): The policy up to now has been to classify these types of crimes as violence against women crimes - to categorise it in that way as opposed to a more generic hate crime label. We can go back to MOPAC and make the suggestion and ask them what their response is based on the evidence they have gathered so far.

My own personal view is that hate crime is often associated with a particular kind of prejudice and even then it is not an entirely useful descriptive because there are sub sets within that and different motivations so it may give a different impression of what the crime actually is. Genuinely I do not know what the right answer would be so I would rather we talked to the experts and came back to you with a more considered response.

Andrew Boff (AM): I thank you for that. Those questions now have been lodged and we will chase them up when we get a response from MOPAC. Thank you very much.

Valerie Shawcross CBE (AM): I am told that there is quite a differential clear up rate on different types of racist crime and that crime that is characterised as racist crime is much higher in detection rate than, say, Islamophobic hate attacks. Is this an issue that has been taken up with MOPAC at all?

Munira Mirza (Deputy Mayor for Education and Culture): I would have to ask them. Sorry, do you mind clarifying the question again?

Valerie Shawcross CBE (AM): The question is about looking at the work of the police generally. Is there is a differential performance in terms of detection and clear up in different types of hate crimes? For example, Islamophobic hate crimes are - I am told - much less of a success in the clear up. Has that been looked at, at all?

Munira Mirza (Deputy Mayor for Education and Culture): We can ask MOPAC for information on what the statistics are. I do not think it is actually broken down into sub sets in this report. It will not be broken down into that kind of detail because there is anti-Semitic crime as --

Valerie Shawcross CBE (AM): Exactly. There is a whole range of different things but there is a very differential rate of clear up. I just think it might be an issue that you would want, as equalities adviser, to have a look at.

Munira Mirza (Deputy Mayor for Education and Culture): It has not been raised with me. Maybe you could pass on to me after this the names of the groups that have come to you with that concern.

Valerie Shawcross CBE (AM): We will send you the data.

Jennette Arnold OBE (Deputy Chair): Munira, you talked about the female genital mutilation (FGM) and that goes along with so-called honour crimes and stuff like that. I thought that when it came to FGM there was some working with those organisations that are offering services or are involved in working with agencies about this. Through you, Munira, can Terry confirm whether or not her team is working with these organisations regarding FGM?

Munira Mirza (Deputy Mayor for Education and Culture): The GLA has commissioned a study and there will be a new harmful practices task force that the Mayor pledged to in his manifesto. The findings from that study will inform the work of that group and that group I am sure is talking to a number of groups. If there are particular groups that you want to identify we can pick up with them.

Jennette Arnold OBE (Deputy Chair): Is this a GLA task force? I was not clear what you were saying.

Munira Mirza (Deputy Mayor for Education and Culture): I presume it is run out of the GLA.

Terry Day (Manager of Diversity and Social Policy): It is run out of MOPAC.

Jennette Arnold OBE (Deputy Chair): You are saying MOPAC has a task force?

Terry Day (Manager of Diversity and Social Policy): I am not familiar with the detail of how that works and my team is not involved in that but we are aware, and the GLA is aware, what is happening.

Jennette Arnold OBE (Deputy Chair): Will you get back to us to say what is happening there.

Tom Copley (AM): Just a couple of things in the report under housing. Under objective 4, tackling housing need, "Where the homelessness duty is discharged in the private sector by encouraging

landlords to offer tenancies for a longer period than the statutory minimum and encouraging boroughs to use only those landlords with a recognised accreditation". It says no data is or will be collected on this.

It is encouraging landlords to offer tenancies for a longer period and encouraging boroughs to use only those landlords with a recognised accreditation. What troubles me is the fact it says no data is or will be collected on this. Now it would seem to me that certainly when it comes to whether or not boroughs are using accredited landlords it would not be particularly difficult to collect that information. It concerns me that without having any data we will not be able to measure the success of this.

Munira Mirza (Deputy Mayor for Education and Culture): I can ask the housing team to come up with their explanation for why they have chosen to do that and then come back to you. I am afraid I cannot answer that one.

Tom Copley (AM): That would be helpful. If you have got something like this and you need to be able to measure it -- particularly when the Mayor has put quite a lot of stock on the success of his voluntary accreditation scheme in helping with the housing situation in London. The other one --

Munira Mirza (Deputy Mayor for Education and Culture): I am sure they will have a reason.

Tom Copley (AM): I would appreciate if they could enlighten us about that.

Also underneath on the final point on rough sleeping, "Ensuring nobody will live on the streets of London and nobody arriving on the streets will sleep out for a second night". Obviously the Mayor has pledged to end rough sleeping by the end of 2012. Does this pledge to end rough sleeping therefore remain but without any sort of timeframe?

Munira Mirza (Deputy Mayor for Education and Culture): Because it does not say the end of 2012 in here?

Tom Copley (AM): I presume this is ongoing. Is that right? Is it an ongoing commitment?

Munira Mirza (Deputy Mayor for Education and Culture): I think the original commitment still stands but I can check again back on the --

Tom Copley (AM): The original commitment was to end it by the end of last year so it would be a little difficult for that to remain.

Munira Mirza (Deputy Mayor for Education and Culture): To continue. I know that the figures have been reduced and the Mayor has committed considerable resources and funding trying to address the problem. I guess it will continue.

Tom Copley (AM): In absolute terms the numbers have been increasing and, indeed, there are still significant numbers who do spend a second night out. I think that is a particularly important commitment.

Munira Mirza (Deputy Mayor for Education and Culture): It will continue for the coming term which I think is the question you are asking.

Tom Copley (AM): OK. Thank you.

Caroline Pidgeon MBE (AM): Page 31 of your report has a big red indicator for the life expectancy gap between people in different boroughs and how that has been widening over the last few years. The example it gives is male life expectancy in Kensington and Chelsea was 85.1 years - 9.1 years more than in Islington where it was 76 years of age. This is clearly really concerning. What are you doing to tackle this health inequality issue?

Munira Mirza (Deputy Mayor for Education and Culture): Again this might be a case where I have to go and get more detail about the health strategy. The Mayor does have a health equality strategy and Victoria Borwick [Deputy Mayor of London] is the policy lead on that. I know that they have had discussions since the changes to the London Health Improvement Board about what the priority areas might be and what the Mayor is doing in that area. I think the best thing is if I came back to you on that.

The thing I would say about that statistic is that there are a number of things which are related to things that the GLA and other agencies can actively address. There are campaigns around healthy eating, around smoking and so on, which the Mayor is interested in, but there are other things which are also just the nature of the demographic in those boroughs and we have to be mindful of, so very high migrant population, wealth and diet. Things which are much harder to control and to try to address. The areas that the Mayor is particularly keen on are the things that we can actually make a difference in.

Caroline Pidgeon MBE (AM): If you have got red indicators on this I would expect your overarching position to be particularly concerned about areas which are red in your report.

Munira Mirza (Deputy Mayor for Education and Culture): This is the policy area for health. I would be able to come back to you with a better response with more detail.

Caroline Pidgeon MBE (AM): I appreciate you will not be doing the detail - it would be Victoria and her team - but I still would have thought you would have a bit more detail to hand and also knowledge because, ultimately, you have an overarching responsibility here. I would have thought red indicators would be of concern to you.

Munira Mirza (Deputy Mayor for Education and Culture): There are things that the Health Improvement Board has prioritised, including cancer treatment. We supported cancer awareness raising exercises and activity on diets and healthcare which is a priority for the Mayor. Obesity -we are looking at building on the work of the healthy schools initiative which is working with individual schools around London to try to help children understand the value of healthy eating in a way that is

not onerous on schools and does not create lots of restrictions and tick boxes. We are just waiting for the Government's proposals on how they are going to build that nationally. There are a number of different things that we are doing but I will come back to you with a full response.

Len Duvall (Chair): You, with your education brief, have a certain amount of power. Free schools are exempted. Are academies exempted out of healthy eating? You could, when you are supporting free schools, say part of that support is that you want them to come on board with some of your healthy policies and healthy eating issues. Over to you is it not?

Munira Mirza (Deputy Mayor for Education and Culture): Our main principle is that we encourage schools to take up opportunities such as the healthy schools initiative in a voluntary way. We do not control --

Len Duvall (Chair): Sorry to interrupt. You have some influence. You have influence by giving them land and giving them a grant. Some of your issues in the future where you will be giving extra money over this could be part of the condition of grant. You say, "Part of you receiving this public money is doing this X, Y, Z".

Munira Mirza (Deputy Mayor for Education and Culture): We could impose all sorts of criteria which we have not yet decided and that could be one of them.

Len Duvall (Chair): So will you consider that then?

Munira Mirza (Deputy Mayor for Education and Culture): We will consider all sorts of criteria. We are running the healthy schools --

Len Duvall (Chair): Do you accept you could do something in the future if you choose to do that? Is it possible? If you choose to do it?

Munira Mirza (Deputy Mayor for Education and Culture): Yes.

Len Duvall (Chair): OK. We might follow up on that.

Munira Mirza (Deputy Mayor for Education and Culture): We might not do it but we said we would. In which case I would --

Len Duvall (Chair): I only raised and interrupted because in answer to Caroline Pidgeon you were saying what you were doing. If you really intended changing outcomes then you would pursue that course of action. If you do not then that is really about whether the red light stays on is it not. Really it is over to you on that. That is what I am saying. You have a number of potential tools in the box that you could use to achieve better outcomes.

Munira Mirza (Deputy Mayor for Education and Culture): The thing I would say is that we could make the choice to impose certain criteria on free schools not just about healthy eating but other criteria that we want to see.

Len Duvall (Chair): Like employing teachers.

Munira Mirza (Deputy Mayor for Education and Culture): Sorry?

Len Duvall (Chair): Properly trained teachers. It would be useful.

Munira Mirza (Deputy Mayor for Education and Culture): All schools employ trained teachers. It is whether they have the qualifications that are set by the unions. That is a different issue.

Len Duvall (Chair): By the unions? Are you sure?

Munira Mirza (Deputy Mayor for Education and Culture): They are not set by the unions but they are advocated by them. I know the unions are concerned about teachers who do not have set qualifications being --

Len Duvall (Chair): I misheard you.

Munira Mirza (Deputy Mayor for Education and Culture): Yes. We could impose these things -

Len Duvall (Chair): I am not asking you to impose. I am asking where people are in receipt of public money and public support you might get something in return for it over and above that would give a better health outcome for young children.

Munira Mirza (Deputy Mayor for Education and Culture): What I am saying is we would have to consider a range of different things --

Len Duvall (Chair): You said you would consider it.

Munira Mirza (Deputy Mayor for Education and Culture): -- that we would ask those schools to do. We have not decided on those criteria. I do think it is important that we also engage with them in terms of the arguments and the reasons and persuade them, rather than say, "This is a rule. We're expecting it and no further discussion is required".

Len Duvall (Chair): What happens when the voluntary way does not work then? I accept that. What happens? You have a duty of responsibility to pursue some of the issues that you have got in this document where you know, as you just said, what the Mayor is trying to do. We would all support that. Let's take young people eating healthily: that would be a good outcome and would create better health opportunities in later life. What happens then?

Munira Mirza (Deputy Mayor for Education and Culture): We certainly would want to see that schools employ healthy eating but whether they could meet the criteria to be in the top level group for the partnerships might be dependent on the size of the school for instance.

Len Duvall (Chair): Just getting on the first rung of the ladder for free schools might well be important might it not?

Munira Mirza (Deputy Mayor for Education and Culture): Winning an award might be different for a school that is very small, that is just starting up and trying to deal with all sorts of other issues. We would just be mindful of the context for each individual school.

Andrew Boff (AM): Might you be mindful as well of the well intentioned centralised criteria is another building block towards the Greater London Education Authority.

Len Duvall (Chair): A bit like building larger homes for families. That is essential criteria. Larger homes for families is essential criteria. It is not good is it?

Andrew Boff (AM): That is how the Government has allocated the money.

Len Duvall (Chair): Oh please. You pick and choose the criterias you want to do.

Andrew Boff (AM): I have no control over that. It is what the Government says. This is something we have choice at.

Munira Mirza (Deputy Mayor for Education and Culture): What I want to do is say to this Committee that we are not going to announce a new kind of regulation for the schools that are on the land that we have given without knowing fully the range of criteria that we would want to --

Len Duvall (Chair): I was not suggesting that. I wanted to understand about your role in producing these issues and where you have got the tools would you consider using them? You said you would. The question is this is not some passive exercise where it is a tick box issue, we put it down on paper and put some red lights next to it or not, we can actually affect outcomes and that is really what I was trying to gauge from you. We can?

Munira Mirza (Deputy Mayor for Education and Culture): Yes.

Len Duvall (Chair): Fine. You will consider it and we will look forward to the consideration. OK. Are there any other further questions? Thank you, Terry, for joining in and helping the Committee. I think we will consider now how to do a response back to you and of course we are going to receive some bits of information from you as well.

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Subject: Summary List of Actions

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 This report updates the Committee on the progress made on actions arising from previous meetings of the GLA Oversight Committee.

2. Recommendation

- 2.1 **That the Committee notes the completed and outstanding actions arising from the previous meetings of the Committee, as listed below.**

Actions Arising from the Meeting Held on 26 February 2013

Item	Topic	Action	Action By
6.	<p>The Mayor's Annual Equalities Report 2011/12</p> <p>That the following additional information be provided:</p> <ul style="list-style-type: none"> Regional data from the National Apprenticeship Service in terms of race and disability for London; Data showing a breakdown of apprentices in the GLA Group in terms of age, race and disability; Details of how the Mayor's pledge to create 20,000 part time jobs during the current term would be delivered; A copy of the response from Stonewall 	Letter issued 6 March 2013	Deputy Mayor for Education and Culture

Item	Topic	Action	Action By
	<p>to the GLA's application for inclusion on the Stonewall Workplace Equality Index 2013 which explains the GLA's failure to meet the criteria. Also details of the GLA's policy changes that had led to Stonewall's judgement and how the policies differed from those of the previous administration;</p> <ul style="list-style-type: none"> • Details of whether the Mayor's Office for Policing and Crime (MOPAC) was aware of differences in the clear-up rates for different types of hate crime and if so, how that was being addressed; • Details of what actions MOPAC had taken to address the issue of female genital mutilation in London; • An explanation of why no data would be collected on the use by boroughs of landlords with a recognised accreditation in tackling severe overcrowding in social rented housing (Objective 4, paragraph 3.5, of the Mayor's Annual Equality Report); and • Details of how the GLA had addressed the difference in life expectancies between people in different boroughs across London. 		
8.	<p>Work Force Report</p> <p>That a report be produced setting out arrangements for a round table discussion on equalities issues.</p>	In progress	Executive Director of Secretariat / Head of Paid Service
9.	<p>GLA Consultation on a Code of Practice in the Use of Statistics by the GLA</p> <p>The Committee requested the following:</p> <ul style="list-style-type: none"> • Copies of the communications between the Authority and the organisations that responded to the consultation; • That consideration be given to establishing a mechanism by which the public and Assembly Members could question data if they felt it necessary 	Letter issued 6 March 2013	Head of Paid Service

Item	Topic	Action	Action By
	<p>to do so;</p> <ul style="list-style-type: none"> • That consideration be given to how the information on the London DataStore is presented to show the differing levels of official approval; and • That, without altering the implementation timeframe for the code, a further report be presented to the Oversight Committee addressing in more detail the concerns that had been raised at the meeting. 		

Actions Arising from the Meeting Held on 29 January 2013

Item	Topic	Action	Action By
4.	Summary List of Actions		
5.	<p>The Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship</p> <ul style="list-style-type: none"> • That additional information on the pilot exercises undertaken and a copy of the audit of Team London phase one be provided to the Committee; • That the Committee be provided with details of the key programmes that had been developed to deliver the legacy; • That the Committee be provided with a list of the meetings that the Senior Advisor for Team London, Volunteering, Charities and Sponsorship had undertaken since October 2012; • That consideration be given to undertaking a survey of volunteers in the future; • That the Senior Advisor for Team London, Volunteering, Charities and Sponsorship should review any learning arising from the experience of the Manchester Event Volunteers; • That the Committee should receive details of the metrics to be used in measuring the success of the GLA's volunteering programmes; • That consideration be given to 	<p>Letter issued to the Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship on 8 February 2013.</p>	<p>Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship</p>

Item	Topic	Action	Action By
	<p>developing an ethical framework for sponsorship and advertising, possibly in conjunction with Transport for London's existing framework, and that it be made available to the Committee once produced;</p> <ul style="list-style-type: none"> • That the Senior Advisor for Team London, Volunteering, Charities and Sponsorship discusses with the GLA's Monitoring Officer how best to manage any of her potential conflicts arising from commercial interests when dealing with sponsors; and • That the views of the Chairman of YOU London on how the GLA could help encourage more adult volunteers for the uniformed groups and how YOU London could help encourage volunteers more generally in schools be made available to the Committee when available. 		
6.	<p>Head of Paid Service Oral Update</p> <p>That the Committee receives further information on whether the potential change in the size of the proposed Volunteering, Team London and Sponsorship Unit would affect the role of the team and the activities being delivered by it and its partner agencies.</p>	<p>Letter issued to the Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship on 8 February 2013.</p>	<p>Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship</p>
6.	<p>Head of Paid Service Oral Update</p> <p>That the Committee receives:</p> <ul style="list-style-type: none"> • Clarification on the process in place for the procurement of small contract awards; • A list of approved tenderers, if it exists, for small contract awards; • Details on the scope and number of those types of contracts and awards; and • Details of the range of consultants being employed by the GLA for such contracts. <p>In addition, the Committee suggested that consideration be given to reviewing the process for procuring small contracts and awards.</p>	<p>Response from the Executive Director of Resources received on 25 February 2013 (Appendix 1).</p>	<p>Executive Director of Resources</p>

Item	Topic	Action	Action By
7.	<p>Proposed Changes to the GLA Establishment</p> <p>That party Group Leaders be provided with further details of the number of questions and costs associated with the MQT process.</p>	<p>Party Group Leaders received the information 26 February 2013.</p>	<p>Head of Paid Service</p>
7.	<p>Proposed Changes to the GLA Establishment</p> <p>That guidance be provided on how the range of Members' transport-related questions should best be addressed.</p>	<p>The Executive Director of Secretariat is in the process of addressing this issue with Transport for London.</p>	<p>Executive Director of Secretariat</p>
7.	<p>Proposed Changes to the GLA Establishment</p> <p>That consideration be given as to how changes to the establishment on which the Committee had been consulted would be scrutinised.</p>	<p>Group Leaders to be consulted on which changes to the establishment should be considered further.</p>	<p>Executive Director of Secretariat</p>
8.	<p>GLA-MOPAC Shared Services</p> <ul style="list-style-type: none"> • That both the GLA Oversight Committee and the Assembly's Police and Crime Committee receive details of MOPAC's structure and the roles and responsibilities of its staff. • That the Committee receives details of who had been responsible for extending the lease for Dean Farrar Street. • That details of how much the GLA had charged to MOPAC for all the services it had provided to date, including the Head of Paid Service's time and support, be provided to the Committee. 	<p>Letter received from the Chief Operating Officer, MOPAC, on 25 February 2013 (Appendix 2).</p> <p>The Head of Paid Service clarified that a recharge will be made at the end of the financial year for GLA costs for services provided to MOPAC to date. It is not anticipated that much GLA officer time</p>	<p>Chief Operating Officer, MOPAC</p> <p>Head of Paid Service</p>

Item	Topic	Action	Action By
		will need to be recharged and is likely to amount in total to a comparatively low number of days of officer time.	

Actions Arising from the Meeting Held on 28 November 2012

Item	Topic	Action	Action By
5.	<p>The Mayor's Mentoring Programme</p> <p>The Committee to be provided with the following additional information:</p> <ul style="list-style-type: none"> The scope and commissioning details of the proposed project review. 	Response from the Deputy Mayor for Education and Culture received 14 February 2013 (Appendix 3)	Deputy Mayor for Education and Culture
6.	<p>The Mayor's Education Inquiry</p> <p>The Committee to be provided with the following additional information:</p> <ul style="list-style-type: none"> The criteria for and details of the sale of the sites on the GLA estate identified by the Mayor for school development; 		
6.	<p>The Mayor's Education Inquiry</p> <p>Once the criteria for awarding the Gold Club status to schools has been decided, the Deputy Mayor for Education and Culture to attend the next appropriate GLA Oversight Committee meeting to discuss in more detail.</p>	Criteria expected to be decided by spring 2013.	Deputy Mayor for Education and Culture

5. Legal Implications

5.1 The Committee has the power to do what is recommended in this report.

6. Financial Implications

6.1 There are no financial implications arising from this report.

List of appendices to this report:

Appendix 1: Letter from Executive Director of Resources

Appendix 2: Letter from MOPAC Chief Operating Officer

Appendix 3: Letter from Deputy Mayor for Education and Culture

Local Government (Access to Information) Act 1985
List of Background Papers: None
Contact Officer: John Barry, Senior Committee Officer
Telephone: 020 7983 4425
E-mail: john.barry@london.gov.uk

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Resources

City Hall
The Queen's Walk
More London

Len Duvall AM
Chair of the GLA Oversight Committee
City Hall
The Queen's Walk
More London
London SE1 2AA

London SE1 2AA

Switchboard: 020 7983 4000

Minicom: 020 7983 4157

Web: www.london.gov.uk

Our ref: Duvall2502

Date: 25 February 2013

Dear Len

GLA Oversight Committee – 29 January 2013

Thank you for your letter dated 8 February 2013. As requested I have provided below the process in place for the procurement of small contracts and addressed each of your questions.

Background

Procurement at the GLA is undertaken by TfL under a shared services arrangement and governed by the Contracts and Funding Code which is designed to ensure that the GLA:

- acts in a fair and transparent way
- secures value for money
- safeguards itself against allegations of corruption or bias
- maintains a proper audit trail to support its actions
- complies with the law

The code requires that all procurements seek value for money and all contracts with an estimated value exceeding £5000 are subject to competition as follows:

Under £5000 –	Secure value for money
£5000 up to £125,000	Seek 3 or more written quotes/ call off from a framework
Above £125,000	Advertise in the Official Journal advertised tender or call from a framework

I can confirm that there is no approved list of tenderers for small contract awards. We do however use a range of approaches to ensure an appropriate level of competition including:

- (a) Holding a competition amongst tenderers identified jointly by the client and procurement team;
- (b) Advertising the requirement on CompeteFor;

- (c) A mini competition where we use a pre-let framework with a range of companies. The framework may be one specifically let for the GLA, one let by TFL, the Boroughs or the Government Procurement Service;
- (d) Advertising the contract in the Official Journal of the European Union where the estimated value exceeds £125,000.

I have provided below an indication of the spread of current live contracts held on the TFL Contracts calendar. The list does not include all sub-£5000 contracts placed on a purchase order or all contracts inherited from the LDA but is sufficient to give an idea of the range and value of contracts.

Band	No. of Live contracts	Value of Live contracts
0-5K	10	28,266
5K-10K	12	104,055
10K-25K	26	498,484
25K-50K	23	879,070
50K-100K	18	1,270,242
100K-125K	6	691,166
125K-500K	12	3,342,122
500K-1M	4	3,365,605
>1M	12	42,629,496
Grand Total	123	52,808,506

I trust you will find this information useful.

Yours sincerely



Martin Clarke
Executive Director - Resources

Len Duvall AM

Chair of the GLA Oversight Committee
City Hall
The Queen's Walk
London SE1 2AA

25 February 2013

Dear Len

Re: GLA Oversight Committee – 29 January 2013

Thank you for your letter of 8 February 2013, within which you asked that I provide you with further details on the restructuring of MOPAC and the lease of 10 Dean Farrar Street.

Details of MOPAC's new structure have been provided to the Police and Crime Committee, which has formal oversight of MOPAC, in a separate letter from the Deputy Mayor for Policing and Crime. I now attach this letter for the information of the Oversight Committee.

The MPA Finance and Resources Committee endorsed the intention of the Chief Executive to enter into a new lease of 10 Dean Farrar Street at its meeting of November 2009. The lease was signed by the Chief Executive thereafter.

Yours sincerely



Helen Bailey
Chief Operating Officer
Mayor's Office for Policing and Crime

Joanne McCartney
Chair of Police and Crime Committee
City Hall
The Queen's Walk
London
SE1 2AA

25 February 2013

Dear Joanne,

Restructuring MOPAC

I have instigated a restructuring of the Mayor's Office for Policing and Crime and have now agreed a structure.

The new structure will comprise four directorates each led by an experienced professional with the relevant expertise who will, together with the Chief Operating Officer, form the leadership team for the organisation.

The Directorate for Audit, Risk and Assurance will increasingly be providing a shared service across the GLA family. It is being restructured to reflect this, and will be leaner and more focused on that shared service provision than hitherto..

The Directorate of Police Resources will help ensure efficiency and effectiveness across the MPS as it works to reduce costs by 20% and increasing public confidence by 20%. It will also bring together teams working on MPS workforce reform as the Winsor reforms are implemented and will have oversight of work on Professional Standards within the MPS.

The Strategy Directorate will lead on corporate strategy, governance and the day to day business of running MOPAC. It will co-ordinate all of our work on correspondence, servicing Mayor's questions and providing analysis to support other functions and will own the arrangements for the monthly MOPAC Challenge meetings.

The Director of Integrated Offender Management, Programmes and Neighbourhoods will lead our work with communities and partners, and will work across the criminal justice system to deliver the aspirations in the Police and Crime Plan. The Directorate will fulfil our obligations to run Independent Custody Visitation schemes, joint work with partners and communities through Community Safety Partnerships, Safer Neighbourhood Boards and other arrangements. Within this directorate, will also sit the teams responsible for relationships with the boroughs.

I have asked the Chief Operating Officer to give careful consideration to how best we do more with less, how to fulfil the Mayor's manifesto commitments and our statutory obligations including our obligations to partners. This means significant changes in the mix of staff experience and capabilities. The structure is therefore designed to deliver the Police and Crime plan and help us achieve our objectives whilst significantly reducing costs by about £1.2m a year -15% in the first year rising to 20% by 2016. Additionally, our structure will deliver £150,000 savings when comparing costs of DMPC advisors with support to MPA members.

I would be content for the Chief Operating Officer to discuss the detail of this restructuring exercise with you. We are now due to begin recruitment and I will notify you of appointments as we fill posts. The process is that we are beginning internal recruitment this week from within our existing staff pool. We will be going to the market to recruit to the Director posts, and intend to commence that process as soon as possible. We will, as the internal recruitment continues, decide how and when to fill those posts for which no suitable internal recruits are available.

As our current structure is not able to cover all of our needs; we have a small number of secondments and short term appointments. Most recently, we have engaged Alison Lowton to work with us on a fixed term basis to lead the Professional Standards team and provide them with advice and guidance. Alison is a qualified lawyer. Martin Tunstall is seconded to us for a year from the Home Office to provide additional support in our Private Office. The future of these roles is, inevitably bound up with appointments to the new structure.

On another matter, and following previous correspondence, following a recruitment process from amongst the recently appointed Audit Panel members, Linda Duncan has been appointed as Chair of the joint MOPAC and MPS Audit Panel. Linda has a wealth of expertise and experience in the areas of governance, risk management and audit. Linda will be known to many former members of the MPA and brings a great deal of knowledge and understanding of operating within the policing context.

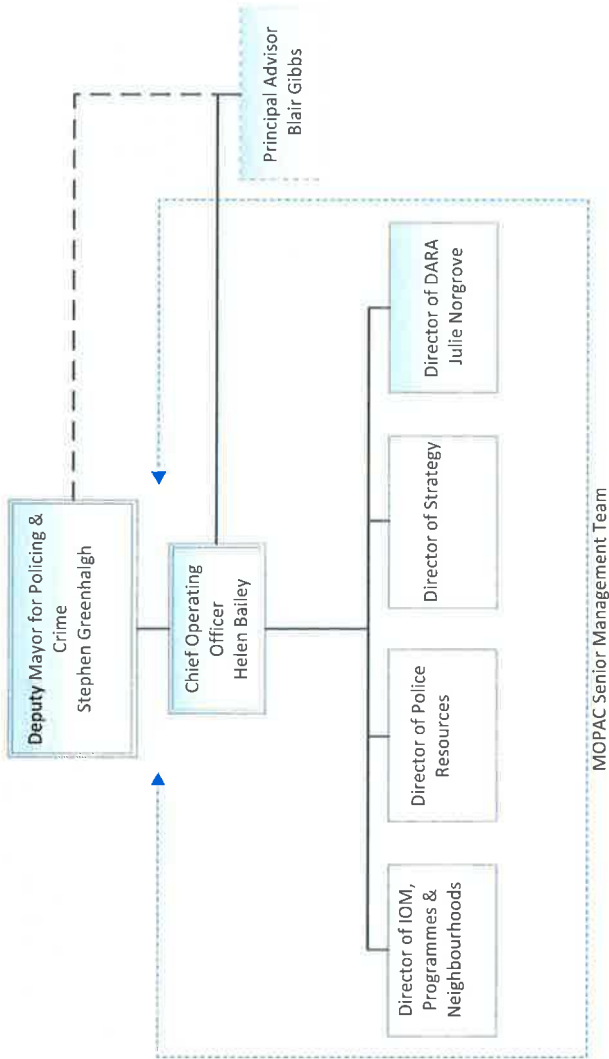
Finally, it is the case, that we are planning to move from Dean Farrar Street. DARA has already moved to Empress State Building and we continue to discuss arrangements for our move to City Hall with the GLA.

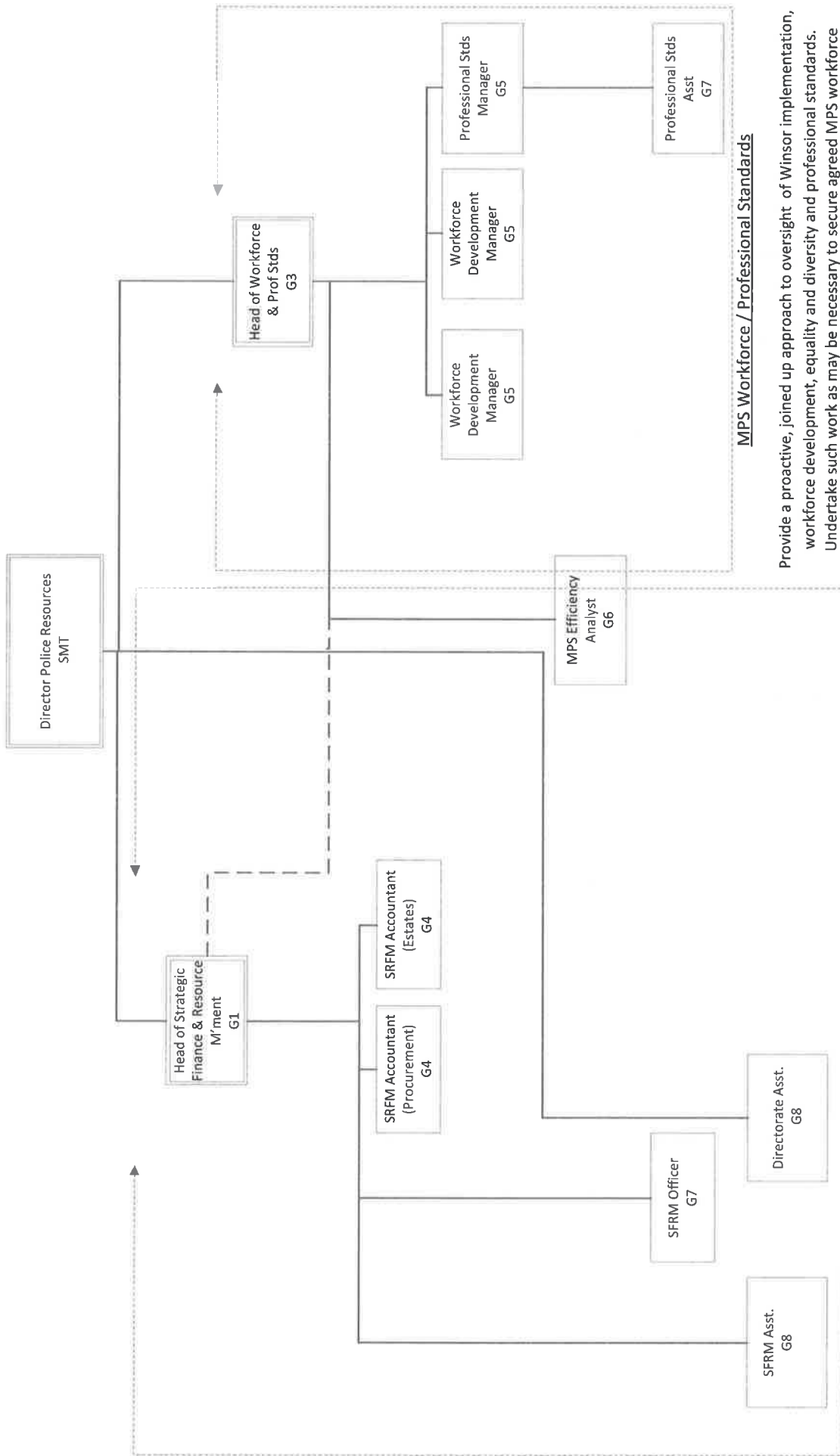
Yours sincerely,



Stephen Greenhalgh

Deputy Mayor for Policing and Crime





Strategic Finance

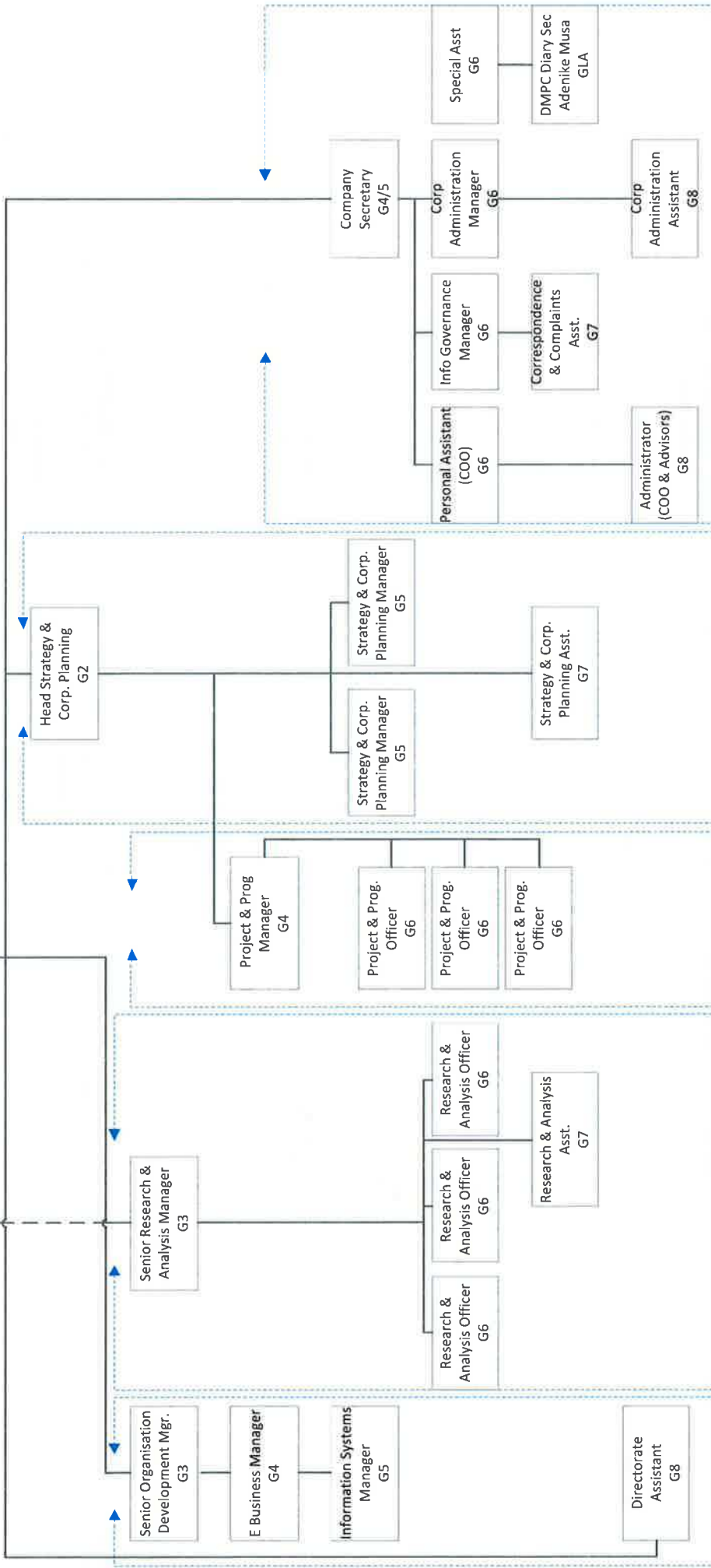
Provision of financial advice to the DMPC. Ensuring effective oversight of procurement/IT and property matters to assist the DMPC hold the Commissioner to account for the provision of an efficient and effective police force.
 Manage MOPACs budget as part of the annual budget setting process and provide financial advice to the COO and other MOPAC officers in relation to MOPACs budget and the delivery of value for money
 Work in partnership with the MPS to prepare the statement of accounts for MOPAC.
 Interpreting and analysing relevant VFM/benchmarking indicators, such as the annual HMIC Value for Money profiles to identify where efficiency & productivity gains within the MPS can be made and performance improved.
 Work with GLA, Home Office and other relevant agencies on MOPAC/MPS resourcing matters as necessary

MPS Workforce / Professional Standards

Provide a proactive, joined up approach to oversight of Winsor implementation, workforce development, equality and diversity and professional standards.
 Undertake such work as may be necessary to secure agreed MPS workforce reforms and ensure that MPS professional standards are maintained so as to secure and retain improved public confidence.
 Professional advice on Equality and Diversity to MOPAC colleagues and lead legal shared services arrangements with the Company Secretary.

Following recruitment to Director posts, consideration will be given to whether efficiency & effectiveness will be aligned together in the Police Resources Directorate

Director Strategy SMT



Business Support
Leads on Organisational development, information systems, knowledge management, internal communications and website development & maintenance

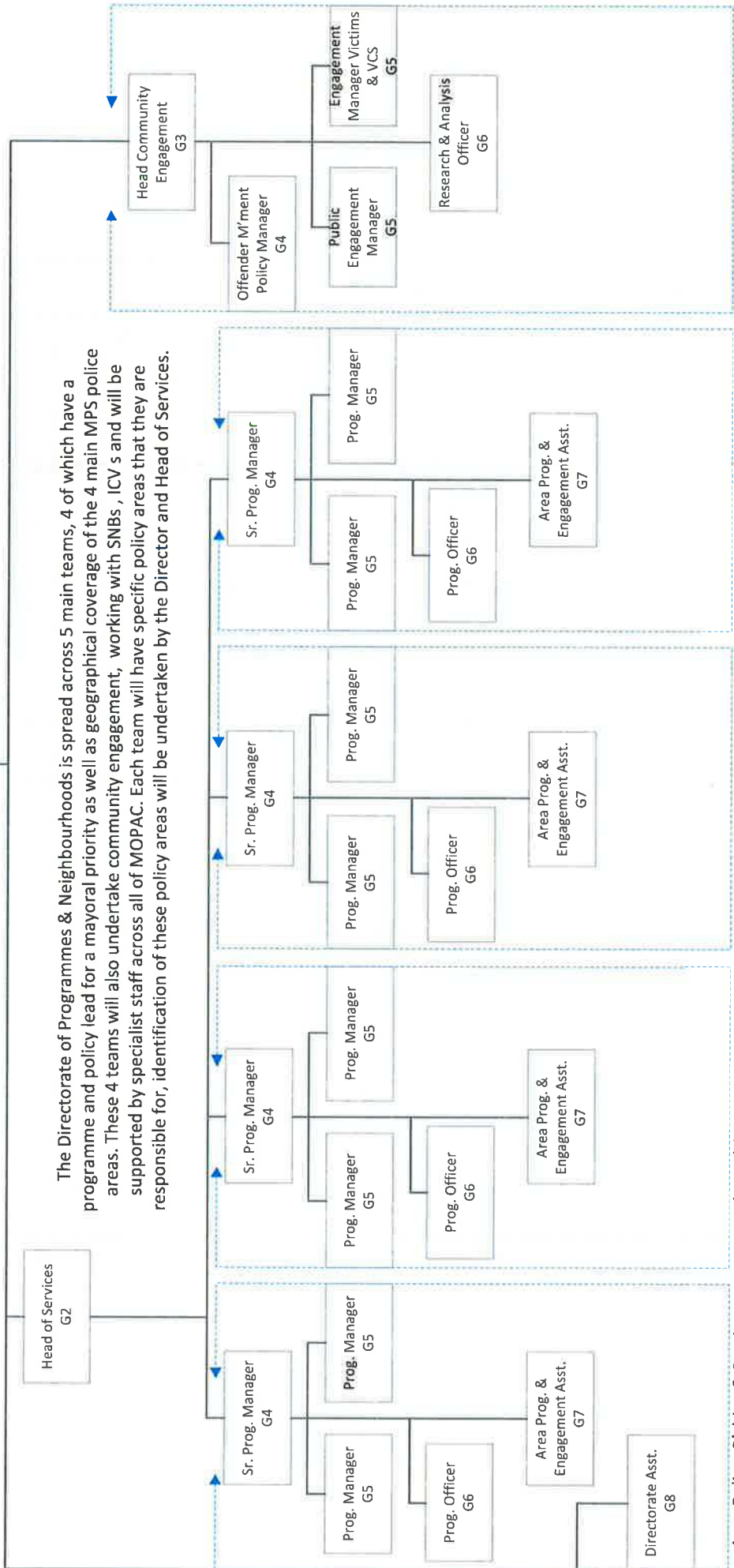
Research & Analysis
Leads all research and analysis for MOPAC supporting both MOPAC challenge and policy development. The team also leads on Data Quality Assurance re MPS crime and incident recording

Projects & Programmes (flexible Resource)
This team will provide additional support, e.g programmes, projects, and initiatives across the organisation

Strategy & Corporate Planning
Production & maintenance of the Police & Crime Plan, MOPAC's internal business planning and corporate performance monitoring. Co-ordination of MOPAC Challenge

Private Office & Company Secretariat
Company Secretary leads the private office and the corporate governance function ensuring efficient administration of MOPAC, including compliance with statutory and regulatory requirements, supporting the monitoring officer, ensuring that decisions of the COO and DMPC are implemented and risk management. The team will provide support to internal and joint meetings including - SLT, SMT, all staff meetings, risk representative meetings, Advisory Panel, MOPAC-MPS Audit Panel, DMPC-Commissioner Bilaterals, Joint Investment Board, Group Director Meetings and Budget Plan Board. The Info Governance team will co-ordinate work on Mayor's Questions, the Police & Crime Committee, complaints, correspondence and FOI requests.

Director, IOM, Programmes & Neighbourhoods SMT



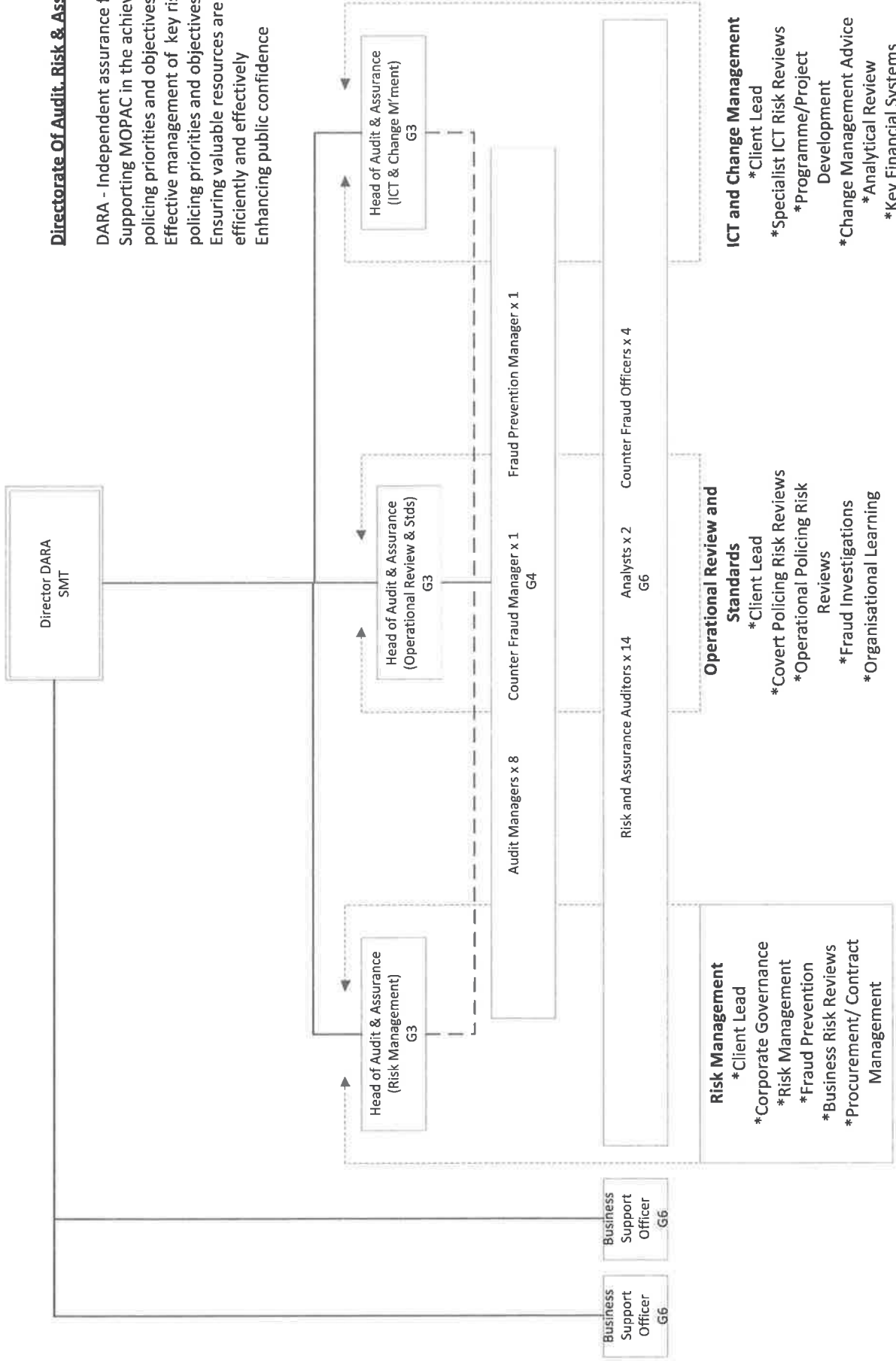
The Directorate of Programmes & Neighbourhoods is spread across 5 main teams, 4 of which have a programme and policy lead for a mayoral priority as well as geographical coverage of the 4 main MPS police areas. These 4 teams will also undertake community engagement, working with SNBs, ICV s and will be supported by specialist staff across all of MOPAC. Each team will have specific policy areas that they are responsible for, identification of these policy areas will be undertaken by the Director and Head of Services.

- Area Policy, P'ships & Services North
 - Enfield
 - Ealing
 - Hackney
 - Islington
 - Haringey
 - Harrow
 - Barnet
 - Westminster
- Area Policy, P'ships & Services South
 - Bromley
 - Croydon
 - Lewisham
 - Bexley
 - Lambeth
 - Merton
 - Sutton
 - Southwark
- Area Policy, P'ships & Services East
 - Barking and Dagenham
 - Camden
 - Greenwich
 - Havering
 - Newham
 - Redbridge
 - Tower Hamlets
 - Waltham Forest
- Area Policy, P'ships & Services West
 - Hammersmith
 - Kingston
 - Wandsworth
 - Kensington
 - Richmond
 - Hillingdon
 - Hounslow
 - Brent

Engagement
 The team will have overall lead responsibilities for community engagement. E.g. N'hood watch etc. as well as work with the VCS, Victims and witnesses and IOM. Area teams will work with MOPAC research officers to deliver local MOPAC challenge arrangements.

Directorate Of Audit, Risk & Assurance

DARA - Independent assurance function Supporting MOPAC in the achievement of policing priorities and objectives
 Effective management of key risks to policing priorities and objectives
 Ensuring valuable resources are used efficiently and effectively
 Enhancing public confidence



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Mayor's Office

City Hall
The Queen's Walk
More London
London SE1 2AA
Switchboard: 020 7983 4000
Minicom: 020 7983 4458
Web: www.london.gov.uk

Len Duvall AM

Chair of the GLA Oversight
Committee
City Hall,
Queen's Walk,
London SE1 2AA

14th February 2012

Dear Len,

Thank you for your letter of 8th February regarding the Mayor's Mentoring Programme and plans for free school sites.

You asked who had been appointed to undertake the evaluation of the MMP. The Centre for Economic and Social Inclusion (www.cesi.org) has been awarded the two year contract to assess the GLA's investment in the Mayor's Mentoring Programme. The evaluation will appraise the model of programme implementation in addition to evaluating the effectiveness of the intervention. CESI are required to assess the impact of the MMP as a whole, based on quantitative and qualitative data from both existing and new delivery partners in order to create a holistic evaluation of the programme.

With regard to the Committee's request for quarterly updates on the mentoring programme, can I suggest that we send you the GLA quarterly programme report which is collated a month after the end of each quarter. We will send you the 2012/13 report in May 2013 and quarterly thereafter. Additionally Amanda Coyle the GLA officer who is responsible for the programme is best placed to answer any questions from your members.

With regard to free schools, the New Schools for London Unit is working to identify potential sites from the portfolio of the GLA and the GLA group. The GLA, as part of Barking Riverside Ltd, is working with the London Borough of Barking & Dagenham to provide a site for the Riverside Co-Operative Free School. We are in discussion with the London Legacy Development Corporation about sites for several future free schools serving the planned new population of the Olympic Park and surrounding areas.

We expect the DfE will announce the 2014 wave of approved free schools groups in June and we anticipate the Unit engaging at that stage with any seeking sites in London.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Munira Mirza', written in a cursive style.

Munira Mirza

Mayoral Advisor and Deputy Mayor, Education and Culture

Subject: Action Taken Under Delegated Authority

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 This report summarises the action taken by the Chair of the GLA Oversight Committee under delegated authority since the date of the last meeting.

2. Recommendation

- 2.1 **That the Committee notes the action taken by the Chair of the GLA Oversight Committee under delegated authority.**

3. Background

- 3.1 Under the Chair's standing delegation as set out in Standing Order 10.2, the Chair wrote on 15 February 2013 to the Mayor seeking clarification on allegations made formerly in relation to the Senior Adviser for Mentoring in his previous capacity as Deputy Mayor of London for Young People in 2008.

4. Issues for Consideration

- 4.1 The letter issued by the Chair and the response from the Mayor is attached as **Appendix 1**.

5. Legal Implications

- 5.1 Under section 34 of the Greater London Authority Act 1999 (as amended), the Authority, acting under the Mayor or Assembly, may do anything that is considered to facilitate or is conducive or incidental to the exercise of any of the functions of the Assembly.

5.2 The Assembly may, under section 54 of the GLA Act 1999 (as amended) delegate relevant functions to individual Members. The decision making function on this matter has, accordingly, been properly delegated by the Assembly, through one of its committees, to the Chair of the Assembly.

6. Financial Implications

6.1 There are no financial implications arising from this report.

List of appendices to this report:

Appendix 1 - Mayoral correspondence.

Local Government (Access to Information) Act 1985

List of Background Papers:

MDA 463

Contact Officer: John Barry, Senior Committee Officers

Telephone: 020 7983 4425

E-mail: john.barry@london.gov.uk

Len Duvall AM, Chair of the GLA Oversight Committee

Boris Johnson
Mayor of London
City Hall
London
SE1 2AA

City Hall
The Queen's Walk
London SE1 2AA
Switchboard: 020 7983 4000
Minicom: 020 7983 4458
Web: www.london.gov.uk
Ref: 24/OC

15 February 2013

Dear Boris

Appointment of Mr Ray Lewis as Senior Adviser, Mentoring

At the GLA Oversight Committee meeting on 29 January 2012, Members noted your appointment of Ray Lewis's as Senior Adviser, Mentoring.

Before Mr Lewis resigned as your Deputy Mayor of London for Young People in 2008, you proposed that an inquiry to be undertaken by Martin Narey, former head of the Prison and Probation Service, into the allegations that had been made about Mr Lewis. These included:

- financial irregularities;
- inappropriate behaviour;
- claiming to be a magistrate; and
- reports of assaults and child cruelty.

Upon his resignation, it appears you ceased the planned inquiry into Mr Lewis and I would therefore be grateful if you could let me know how you have satisfied yourself that the allegations are without basis when you felt they merited an inquiry in 2008 and Mr Lewis felt he needed to resign.

Yours sincerely

Len Duvall AM
Chair of the GLA Oversight Committee

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Mayor's Office

City Hall
The Queen's Walk
More London
London SE1 2AA
Switchboard: 020 7983 4000
Minicom: 020 7983 4458
Web: www.london.gov.uk

Len Duvall AM
City Hall
The Queen's Walk
More London
London SE1 2AA

Our ref: MGLA190213-9650

Date: 11 MAR 2013

Dear Len

Appointment of Ray Lewis as Senior Advisor, Mentoring

Thank you for your letter of 15 February. I enclose the letter I sent to Jennette Arnold on this subject on 11 October 2011 to which I had no response.

I am delighted to have appointed Ray Lewis as my Senior Adviser, Mentoring and to have such a talented individual on my team helping me to deliver my ambitious programme for mentoring young people in London. I am absolutely satisfied that Ray will be able to play a key role.

I did propose an independent investigation into the allegations in 2008 whilst Ray was employed as a Deputy Mayor. But I said at MQT on 16 July 2008 that as he was no longer an employee it seemed unreasonable and indeed impossible to justify spending taxpayers' money on an enquiry into his background. In 2008 it was unclear what the allegations were and how these might impact on Ray's full-time role as Deputy Mayor.

Five years on and there has been no evidence produced to substantiate the allegations. Jennette Arnold wrote to me on 4 October 2011 repeating a number of allegations. I answered her fully on 11 October and invited her to produce evidence of allegations, which I note you are repeating, or else withdraw them. As I said above, I have received no response and I note the Assembly Oversight Committee, which you chair, made no attempt to follow up or question Ray Lewis about any of these allegations when he was before you as recently as 19 December, nor at previous public Assembly hearings on the Mentoring programme.


Between 2010-2012 Ray worked for me as an unpaid Mentoring Ambassador for two years and during the interview for the one day a week paid role he is now performing the Panel, chaired by Sir Edward Lister, sought explicit assurances from him that there were no recent or current police enquiries about which we should be aware. They asked whether the Eastside Board of Trustess had taken or were taking any actions in relation to him and they asked whether he had declared all potential conflicts of interest on his register of interest form. He gave assurances in all cases.

Taken together with the earlier information set out in my letter of 11 October 2011, and the fact that he has worked on a voluntary basis for the last two years, I consider I now have all the assurance I need about Ray's commitment and integrity.

You will also no doubt be aware from recent blog coverage that the Bishop of Barking wrote to me in June 2010 and said "What I said to you in our conversation was that he should be given a second chance but should not be given too high a responsibility and he should be given a good and supportive accountability structure in which to work. Because Ray is a controversial character there may be some opposition even to this more contained role within City Hall." You have certainly proved the Bishop right!

However, I am more interested in the important role that Ray can play to help young black boys improve their lives than in defending unsubstantiated, past allegations. Therefore, he is now carrying out his part-time role in support of my Deputy Mayor for Education and Culture who will work closely with him. He should be allowed to get on with the job.

Yours ever,

A handwritten signature in black ink, appearing to be 'Boris Johnson', written in a cursive style.

Boris Johnson
Mayor of London

Enc.

GREATER LONDON AUTHORITY

Mayor's Office

City Hall
The Queen's Walk
More London
London SE1 2AA
Switchboard: 020 7983 4000
Minicom: 020 7983 4458
Web: www.london.gov.uk

Jennette Arnold OBE, AM
City Hall
The Queen's Walk
More London
London SE1 2AA

Our ref: MGLA061011-0724

Date: 11 OCT 2011

Dear Jennette

I write in response to your letter dated 4 October 2011.

Your letter repeats a number of very serious allegations that have been made against Ray Lewis, my Mentoring Ambassador, since I first introduced him to my Mayoral team over three years ago.

I am using this letter to state on record the following:

- I am not aware of any current police investigation into Ray of any kind, and the Metropolitan Police Service has not raised with me any allegations against him whatsoever. The board of Eastside also continues to affirm its strong support for Ray's leadership.

- Eastside has a child protection record which its Board of Trustees, past and present, stand by. It is no secret that there have been some complaints in the past by some children at the Academy – hardly surprising perhaps in circumstances where Eastside adopt a firm disciplinary regime. All these complaints were investigated by Newham. In all cases, the investigations concluded with no further action to be taken; and in the vast majority of cases, the complaints were not substantiated. More generally, Ray Lewis has made it clear that Eastside would welcome external validation of their approach.

- The Guardian article you cite gives a completely misleading impression of the context in which certain offensive words were used. Far from being handled about in a casual way, my understanding is that the words were taken out of context – deliberately or otherwise. The words were used as part of a carefully scripted session about linguistic prejudice, which Eastside runs regularly for pupils. This session was attended by Eastside staff who are willing to testify to this. Ray Lewis has made it clear that he does not condone the use of such language – and hence the lesson. I take exactly the same view, as I made clear when you last raised this.

- Eastside continues to enjoy significant backing from major charitable foundations such as Shine and Future. The organisation has produced outstanding results for London's black boys and wins praise from parents and teachers alike. Whilst some people may not like its 'tough love' approach and emphasis on discipline, its achievements are well recognised.

Direct telephone: 020 7983 4100 Fax: 020 7983 4057 Email: Mayor@london.gov.uk

GREATER LONDON AUTHORITY

- You claim that Ray has misled me on 'at least one occasion', by which I presume you are referring to his statement about being a Justice of the Peace. To clarify, Ray did receive a letter dated 1st May 2008 from the Lord Chancellor's Advisory Committee stating that they were minded to forward his name to the Secretary of State and Lord Chancellor for possible appointment as a Justice of the Peace in the North East London Area; and that ... 'The Committee will decide which bench to recommend in due course.' Ray interpreted this as a letter of appointment and therefore, acting in good faith, noted it on his GLA register of interests. It was this premature but entirely innocent declaration that was later misinterpreted by the press as him 'lying' about his CV.

It saddens me that Ray, one of the most respected figures in London's black community and someone who has devoted much of his life to caring for vulnerable young boys, is being traduced by nasty, cynical and politically motivated attacks.

In this country a man is innocent till proven guilty. Unless you are able to produce evidence that stands up in a court of law, in which case you should report it to the police, I ask that you withdraw your allegations immediately.

Yours ever,



Boris Johnson
Mayor of London

Subject: Proposed Changes to the GLA Establishment

Report to: GLA Oversight Committee

Report of: Head of Paid Service

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 This report sets out the proposed changes to the Intelligence Unit and the External Affairs Directorate in the Greater London Authority (GLA) structure. The report proposes the deletion of 16 posts and the creation of 10 posts from the establishment, subject to consultation with the Committee, staff and Unison. The proposals would mean savings of £450,000 per annum.

2. Recommendation

- 2.1 **That the Committee responds to the Head of Paid Service consultation on the proposed changes to the establishment in the GLA.**

3. Background

- 3.1 The Committee has been consulted on proposed changes to the GLA establishment in the Housing and Land, the Development and Environment Directorate and the Communities and Intelligence Directorates. These proposals in this paper concern the Public Liaison Unit and Business Support Team in the External Affairs Directorate and the Intelligence Unit and ESF Delivery Team, both in the Communities and Intelligence Directorate.
- 3.2 Consultation with Unison and staff is currently under way and will continue for 90 days for each restructure.

4. Issues for Consideration

4.1 External Affairs

4.1.1 This report sets out the posts proposed for deletion and creation in the business support team in the External Affairs Directorate.

4.1.2 The team currently consists of:-

Business Support Manager – Grade 9
2 x Business Support Co-ordinators – Grade 7
3 x Business Support Administrators – Grade 4

4.1.3 The role of this team is to offer a comprehensive business support function across External Affairs. Having reviewed the work and resources it is considered possible to make efficiency savings. The movement of some teams out of the Directorate and the reduction in the Events Team's work programme and budget, means there is a smaller Directorate to support and fewer procurement administration requirements. There are also efficiencies that can be made in the way the team works.

4.1.4 A summary of the overall proposed impact is:

- 2 posts deleted
- Proposed net loss of 2 posts
- The Unit will, following the changes, comprise 4 posts

Posts proposed for Deletion (2 posts in total)
Business Support Co-ordinator (G7)
Business Support Administrator (G4)

The proposed structure chart can be found in **Appendix A**.

4.2 Public Liaison Unit

4.2.1 The role of the Public Liaison Unit (PLU) is to provide a public information service, and promote the work of the Greater London Authority.

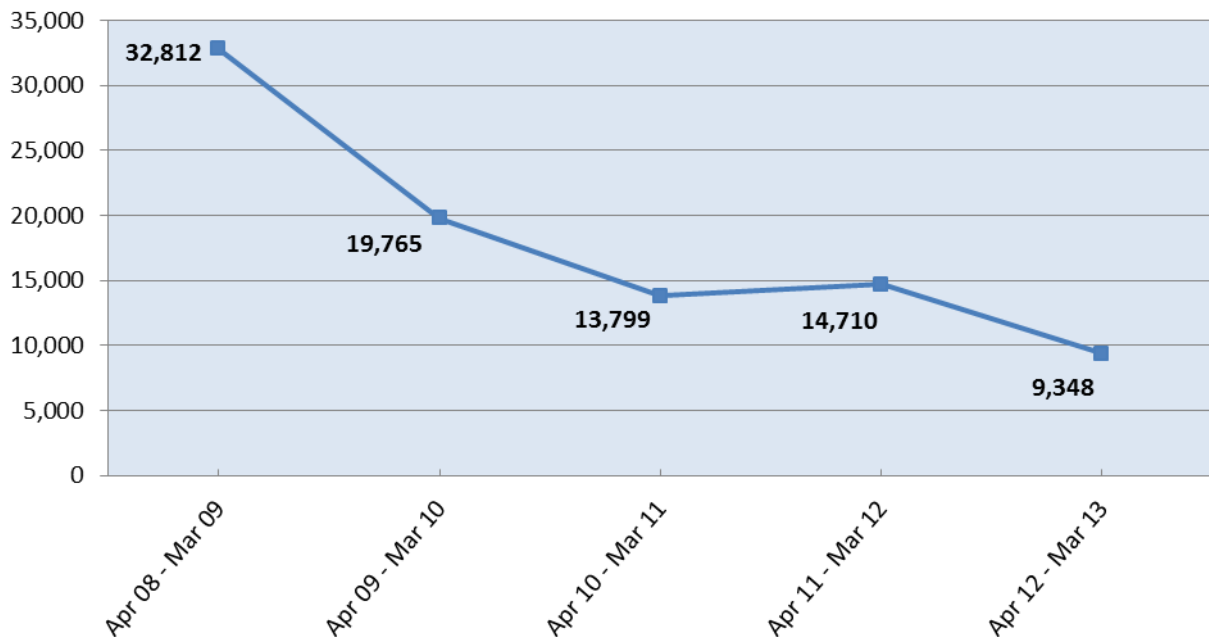
4.2.2 The Public Liaison Unit has the following responsibilities:

- Managing all incoming mayoral correspondence including Freedom of Information (FoI) requests and GLA service related complaints via the WriteOn Correspondence management system.
- Operating a public telephone enquiry service, with the aim of containing calls as a first point of contact to the Authority
- Providing an educational programme for London groups including citizenship visits for schools, explaining the roles & responsibilities of the GLA and encouraging involvement in our work
- Assisting at statutory and key GLA events
- Training new users to the WriteOn system

4.2.3 It is proposed to delete 2 Public Liaison Officer posts from the Public Liaison Unit. This will result in a potential net loss of 2 officer (G5) post.

- 4.2.4 The PLU team will continue to perform against corporate KPIs for responding to the public by phone (80%) and in writing (90%).
- 4.2.5 It is proposed to retain the existing management structure of the unit, with 5 officers allocated to each team leader. Allocation of officers to the groups will remain flexible to adapt to business needs as required as some units and directorates receive a higher case load on a monthly basis than others.
- 4.2.6 There has been a very significant downward trend in the number of phone calls received by the Unit in the period 2008-2012. This has been maintained year on year including during large scale events (elections, 2012 Games). It is not proposed to alter significantly the phone shift patterns (currently 1-2 shifts per officer per week, with 3 officers plus one team leader per shift) or the core working hours of the unit. This has meant a reduction in the workload of the team.

Yearly Total Incoming Calls 2008/9-2012/13



- 4.2.7 The number of educational visits increased last year to promote the Olympics and related events and a reduction was expected post Olympics. There are no plans to withdraw PLU officer support to educational visits and it is anticipated that once support is shared across the team that the number of visits will return to pre-Olympic levels of about 300 each academic year. PLU will continue to provide support for student visitors to attend significant Assembly meetings.
- 4.2.8 A summary of the overall proposed impact is:
- 2 posts deleted
 - Proposed net loss of 2 posts
 - The Unit will, following the changes, comprise of 14 posts including 10 Public Liaison Officer posts.

Posts proposed for Deletion (2 posts in total)

Public Liaison Officer (G5)

Public Liaison Officer (G5)

The proposed structure chart can be found in **Appendix B**.

4.3 Intelligence Unit

- 4.3.1 The Intelligence Unit has a cross-cutting role, providing analytical and data services to the Authority. The proposals below delete 10 posts and create 7 posts resulting in a staffing establishment of 35.5 FTE posts.
- 4.3.2 The devolution agenda has seen the GLA taking on responsibility for a number of functions from the LDA, the transfer of HCA London activity and a significantly higher level of direct spend. In addition, other changes, such as the setting up of the London Enterprise Panel (LEP) and the outcomes from the Mayor's Education Inquiry, have to varying degrees had an effect on the work programme of the Intelligence Unit.
- 4.3.3 Major aspects of the work programme in 2013-14 are the Mayor's 2020 Vision; appraisal and evaluation to support project development, and more specifically support for the Outer London Fund and Mayor's Regeneration Fund; Skills based projections to support the LEP; modelling and projections for customers such as the London Plan Team (impact of office to residential conversion and hotel demand) and Transport for London; London's Living Wage; delivery of the Census Information Scheme and School Rolls Projections service for London; Safestats; Datastore and London City Dashboard and other GIS related activity; the Talk London community and a programme of regular opinion polling.

4.4 GLA Economics

- 4.4.1 It is proposed that the restructured GLA Economics comprises 12 established posts.
- 4.4.2 There are three main areas of activity which reflect broader GLA priorities. These are:
- Evaluation and appraisal which continues to be important in providing support to the development and decision making process surrounding projects and programmes;
 - Employment and skills projections; and
 - Monitoring and forecasting.
- 4.4.3 The latter two are important in supporting the LEP as well as broader client groups and Functional Bodies like Transport for London. They also support other high profile elements of the GLA's work (e.g. monitoring progress towards the Mayor's commitment to create 200,000 jobs) and London's Living Wage.
- 4.4.4 The new arrangements propose a significant reduction in senior level posts which will lead to a better apportionment of work programme responsibilities to reflect the main areas of work listed above across the Grade 9 positions. A clearer and more balanced set of responsibilities and accountabilities at this level will be achieved. All staff will be expected to draw on their broader economic and analytical skills in delivering the team's more general policy support workload.
- 4.4.5 Importantly, the restructure also establishes a clear leadership hierarchy, and a stronger organisation structure. The main aims of this are to create:
- A better balance between junior staff with strong analytical skills to meet demand for this type of work and senior members of staff who can deliver both direction and oversight.

- Stronger lines of communication with the Mayor’s Office team: in particular with Mayor’s Chief Economic Advisor

4.4.6 In summary, the following posts are proposed for creation and deletion:

Posts proposed for Creation (4 posts in total)	Posts proposed for Deletion (4 posts in total)
Management Economist (Grade 13)	Chief Economist (VACANT) (Grade 14)
Economist (Grade 9)	Senior Economist (Grade13)
Economist (Grade 7)	Senior Economist (Grade 13)
Economist (Grade 7)	Senior Economist (Grade 13)

The proposed structure chart is found in **Appendix C**.

4.5 Demography and Policy Analysis

- 4.5.1 It is proposed that this unit should comprise 10 established posts and also, for a period of 2 years, 2 temporary staff externally funded from the Census Information Scheme (the proposed structure is found in **Appendix D**). Given the changing nature of London’s population generally, the importance of demographic data to the London Plan Team and our projections which support other bodies like TfL and the London Legacy Development Corporation, as well as the need to input demography into policy development more generally, maintaining expertise and giving appropriate prominence to the discipline of demography is an important aspect of these proposals.
- 4.5.2 Specific changes are that the posts of Policy Analysis Manager (Grade 9) and that of Senior Research and Statistical Analyst – Education (Grade 7) are proposed for deletion.
- 4.5.3 The role of Policy Analysis Manager is proposed for deletion because its duties will be contained within the Demography and Policy Analysis Manger role, which will have in the future a lesser focus on demography and a stronger policy emphasis.
- 4.5.4 This is in part due to the increased focus required on demography in the near term and the creation of a Demography Manager post which will link closely to the Census team and cover all related matters in population and school rolls analysis.
- 4.5.5 There is a significantly reduced requirement for Education data analysis within the Intelligence unit which has a direct impact upon the viability of the Senior Research and Statistical Analyst – Education role. It is therefore proposed that related data analysis will be enshrined within a proposed Senior Education Policy and Data Officer (Grade 8) role in the Youth and Education team. The majority of future statistical analysis work will be done within the policy unit responsible for this work by an officer who will lead from the point of analysis through to development and implementation of policy.

4.5.6 In summary, the following posts are proposed for creation and deletion:

Posts proposed for Creation (3 posts in total)	Posts proposed for Deletion (2 posts in total)
Demography Manager (G9)	Senior R&S Analyst (Education) (G7)
Research and Statistical Analyst (G7) - fixed term for two years	Policy Analysis Manager (G9)
Trainee Analyst (G4) -fixed term for two years	

The proposed structure chart is found in Appendix D.

4.5.7 Two temporary posts will be created in the Demography and Policy Analysis Team, specifically to help deliver the Census Information Scheme to the London Boroughs and Functional Bodies when the production and dissemination of Census data is at its peak. Sitting outside of this restructure, these posts are to be created for a period of two years only, are funded from related income and are therefore cost-neutral to the Authority. They are Research and Statistical Analyst (Grade 6) and Trainee Analyst (Grade 4).

4.6 Assistant Director and Business Support Unit

4.6.1 This unit currently comprises 6 staff. A reduction of 2 posts is proposed with the proposed deletion of the Senior Manager - Intelligence (Grade 13) and the Business Support Co-ordinator (Grade 7).

4.6.2 The role of Senior Manager – Intelligence is proposed for deletion because the anticipated work programme for the Intelligence Unit does not necessitate a post with this level of seniority to organise, coordinate and integrate the work. It has also been clear in the last two years that there is a duplication of activity with the Policy Analysis Manager and going forward, with the Demography and Policy Analysis Manager. With regards to specific activities, the i-Cities European project will be overseen by the Assistant Director for Intelligence.

4.6.3 The role of Business Support Co-ordinator is proposed for deletion. The Assistant Director wants individual managers to have a stronger control over their team budgets as well as the performance and governance processes (Mayoral and Director’s Decisions) affecting their teams. The relatively small programme budgets for which individual teams are responsible and the number of decisions managed by each team makes this possible. It is proposed that the link accountant for the Intelligence Unit attends monthly management team meetings at which an item on planning of activity and budget monitoring will be discussed.

4.6.4 The line and performance management of the two Administration Support Officers, along with that of the Administrator in the ESF Delivery Team will be taken over by a Project Manager in that team. This arrangement will take account of the proximity of the two teams although the two posts’ respective responsibilities will remain very largely as they are now and allow for better management of the peaks and troughs in workload.

4.6.5 In summary, the following posts are proposed for creation and deletion:

Posts proposed for creation (2 posts)	Posts proposed for Deletion (4 posts)
Administrator (G5)	Senior Manager-Intelligence (G13)
Administrator (G5)	Business Support Co-ordinator (G7)
	Administrator C&I (G4)
	Administrator C&I (G4)

Proposed structure chart can be found in **Appendix E**.

4.7 ESF Delivery Team

- 4.7.1 The ESF team originally transferred from the London Development Agency in April 2012 and was reduced prior to transfer. I advised the Committee that there would be a further small reduction in the team following transfer as there would be fewer projects. However the projects are generally more complex and in particular require higher-level skills in stakeholder engagement/liasion, relationship management, negotiation, and project development. It is therefore proposed to delete two Senior Project Officer posts and create one Project Manager post.
- 4.7.2 Since the transfer to the GLA, as the LDA legacy projects have closed, the ESF Delivery team has added 16 projects to its portfolio, providing operational project management support to other teams in the GLA, particularly for revenue-funded business, youth and employment projects. These include the eight projects within the new GLA ESF Youth programme, Mayor’s Regeneration Fund employment and business projects in Haringey and Croydon, the City Skills Fund Technical Assistance project and the Mayor’s Mentoring programme. The team will also be providing support to other teams in 13-14 with bids for European Integration Funds and ERDF, the procurement of the London Schools Excellence Fund, and the I-Cities project. Preliminary discussions have been undertaken regarding potential project management support to MOPAC.
- 4.7.3 Many of the new projects in the team’s portfolio, and the future potential activity, require a higher level of skills in the areas mentioned above than was required for the monitoring and closure of a number of the LDA legacy projects. The majority of projects now managed by the team, and the new work we are being asked to take on, have the following characteristics:
- Multiple regional stakeholders with differing priorities and agendas
 - Significant pilot/innovative elements with consequent high risks of under-performance and sensitivity to changes in operating environment
 - Need for significant input on delivery models at the later stages of development into contracting
 - Focus on payment by results, outcomes and value for money, requires robust approach to negotiations with delivery partners
 - High level of media & political interest, with reputational risks
 - Additional external reporting requirements at project and programme level, plus complex ESF management, reporting and audit requirements, and regional reporting responsibilities as a Co-Financing Organisation

Posts proposed for creation (1 post)	Posts proposed for Deletion (2 posts)
Project Manager (G11)	Senior Project Officer (G8)
	Senior Project Officer (G8)

Proposed structure chart can be found in **Appendix F**.

5. Consultation

- 5.1 Consultation with staff and unions has commenced for all the proposals. The consultation period for each restructuring will last for 90 days. The consultation will include one-to-one meetings with individuals affected, team meetings and written responses where required. Staff who are at risk will have priority consideration for posts in the organisation and where possible staff will be redeployed to try to reduce the number of compulsory redundancies.
- 5.2 Approximate timescales the restructures are set out below.

Dates	Action
February 2013	Consultation Period start date
February and March 2013	Individual Staff meetings
March 2013	Consultation with Assembly Oversight Committee
March 2013	Consultation with the Mayor
May 2013	Deadline to respond
May 2013	Consultation Period end date
May 2013	Response to consultation
May 2013	Formal approval by Head of Paid Service
May 2013	Commencement of ringfenced interviews, assimilation processes and redundancy meetings
June 2013	Commencement of external advertising for vacant posts
June 2013	Target date for new structure to be completed

- 5.3 The EQIA is attached as **Appendix G**. An EQIA has been completed for all the postholders in posts proposed for deletion in the report. The data from each team has been combined to ensure that identifiable personal data is not published.

6. Legal Implications

- 6.1 Under section 67(2) of the GLA Act 1999 (as amended) the Head of Paid Service has the power, after consulting the Mayor and the Assembly, to appoint such staff as he considers necessary for the proper discharge of the functions of the Authority, having regard to the resources available and the priorities of the Authority.
- 6.2 Under section 70(2), the Head of Paid Service has the power to employ staff appointed under section 67(2) on such terms as he thinks fit, after consultation with the Mayor and the Assembly.

- 6.3 Under section 54 of the GLA Act 1999 (as amended) the Assembly has delegated its powers of consultation on staffing matters to the GLA Oversight Committee (formerly the Business Management and Administration Committee or “BMAC”).
- 6.4 The Head of Paid Service Staffing Protocol, agreed by the Mayor and Assembly in November 2009, sets out the Authority’s agreed approach as to how the Head of Paid Service will discharge his staffing powers contained in sections 67(2) and 70(2) above.
- 6.5 Paragraph 5.1 of that protocol states that *“The Head of Paid Service will consult with BMAC and the Mayor on any “major restructure”, namely the creation or deletion of more than five posts within any one unit”*.
- 6.6 It is considered that the proposals set out in this report fall within the definition of a “major restructure” contained within the Head of Paid Service Staffing Protocol as, taken collectively, it would create more than 5 posts and also delete more than 5 posts. It therefore requires consultation with the Mayor and the GLA Oversight Committee.
- 6.7 As the proposals will affect existing employees, the GLA is legally obliged to consult with affected employees and Unison. Paragraph 5 confirms that this has happened and is ongoing. The GLA must ensure that it complied fully with its Management of Change policy.
- 6.8 It should be noted that employees on fixed-term contracts have a right not to be treated less favourably than other employees on the grounds of their fixed-term worker status. Should any of the affected employees be on fixed-term contracts they should be treated no less favourably than employees with permanent contracts. The GLA must have a fair reason for bringing their employment to an end and follow a fair process. Employees who commenced employment prior to April 2012 have a right not to be unfairly dismissed after one year and employees who commenced employment from April 2012 have a right not to be unfairly dismissed after two years. Should any of the employees on fixed-term contracts have over two years’ service and are made redundant, they will have the right to be paid a redundancy payment at the end of the fixed-term. Should any of the employees on fixed-term contracts have over four years’ service, they will have become permanent. Suitable alternative employment should be considered. This advice should also be borne in mind when contemplating recruiting to newly created fixed term posts.
- 6.9 The proposals include plans to make changes to job titles and reporting lines. To the extent that job titles and/or reporting lines are contractual terms, any such changes would be changes to the terms and conditions of the employees. In order for changes to be effective, employees must agree to the proposed changes to their employment contracts. It is a contractual term of employees’ contracts that Unison is able to negotiate terms and conditions on behalf of employees and any changes to such terms can be made further to agreement between the GLA and Unison. Paragraph 5 above confirms that consultation with Unison has happened and is ongoing.
- 6.10 If the proposals are approved, several new posts will be created. Once the Management of Change procedure is complete, any recruitment to vacant posts should be carried out in accordance with the GLA’s Recruitment Policy.

7. Financial Implications

Background

- 7.1 This report sets out proposed changes to the GLA structure, specifically within the Communities & Intelligence Directorate (Intelligence Unit & ESF Delivery Team) and the External Affairs Directorate. The proposal includes the deletion of 16 posts and the creation of 8 posts. The financial consequences of each element of this proposal is summarised below.

Intelligence Unit including the ESF Delivery Team

- 7.2 The proposed restructure within the Intelligence Unit affects four separate teams within the unit, namely GLA Economics, Demography & Policy Analysis, the Assistant Director & Business Support Unit and the ESF Delivery Unit. As detailed within the main body of this report, it is proposed to delete 12 posts and create 8 posts; thus a net reduction on the GLA establishment of 4 posts.
- 7.3 Based upon a full year budget, the proposed restructure will result in full year savings upon the GLA budget of £305,000 (including on-costs and the vacancy factor). This is summarised below:

Team	(Savings) / Growth £000
GLA Economics	(130)
Demography & Policy Analysis	(46)
Assistant Director & Business Support Unit	(131)
ESF Delivery Unit	2
Net Full Year Savings	(305)

External Affairs Directorate

- 7.4 The proposed changes within the External Affairs Directorate results in the deletion of 4 posts on the GLA establishment, namely within the Business Support Unit (2 posts) and the Public Liaison Unit (2 posts). Based upon a full year budget, the proposed deletions will result in full year savings upon the GLA budget of £145,000 (including on-costs and the vacancy factor). This is summarised below:

Team	(Savings) / Growth £000
Business Support Unit	(77)
Public Liaison Unit	(68)
Net Full Year Savings	(145)

2013-14 GLA Budget

- 7.5 It should be noted, the establishment changes within both the Intelligence Unit and External Affairs Directorate were already identified as part of the 2013-14 budget process and consequently changes to the staffing budget to reflect proposed changes anticipated at the time have already been reflected in the approved budget for 2013-14 onwards. The proposals above will be incorporated into the detailed GLA base budget for 2013-14 onwards.

Redundancy costs

- 7.6 It should be noted that given the proposals detailed in this report involve the deletion of posts, this may give rise to potential redundancy and pension liabilities that would be payable by the GLA. These costs cannot yet be substantiated but will have to be contained within the Authority's existing budget provision and will be subject to further approval via the Authority's decision-making process.
- 7.7 All appropriate budget virements and adjustments relating to the proposals above will be made.
- 7.8 The Head of Paid Service will be required to approve the proposed restructure formally once the consultation process has been completed.

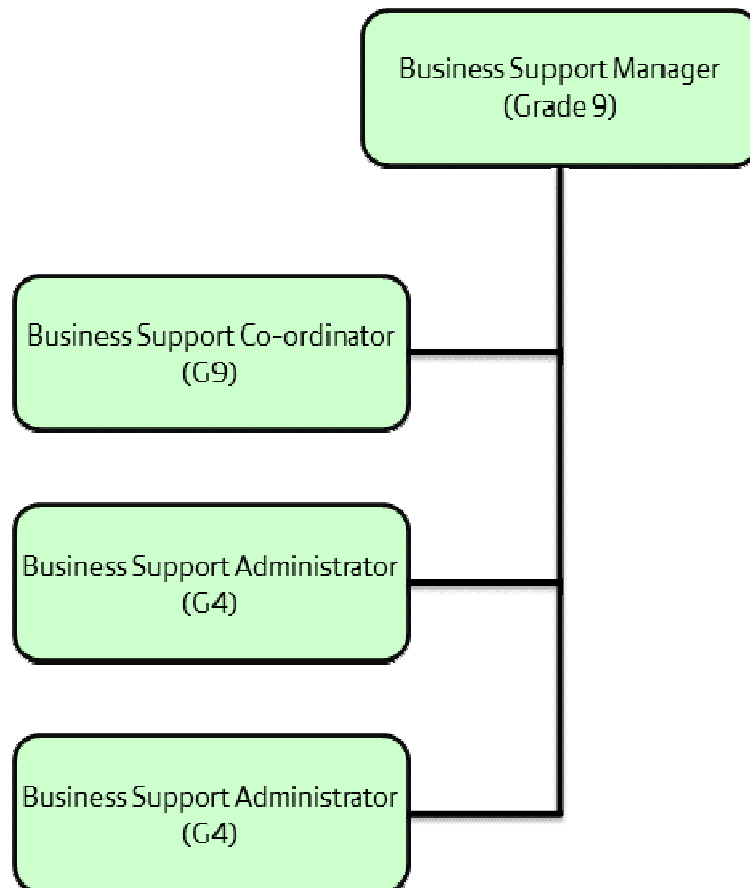
List of appendices to this report:

- A. External Affairs: Business Support Proposed Structure**
- B. External Affairs: Public Liaison Unit Proposed Structure**
- C. Communities & Intelligence: Economics Proposed Structure**
- D. Communities & Intelligence: GLA Demography & Policy Analysis Proposed Structure**
- E. Communities & Intelligence: Assistant Director & Business Support Unit**
- F. Communities & Intelligence: ESF Proposed Structure**
- G. Equality Impact Assessment (EQIA) – Intelligence, Economics, PLU and Business Support combined**

Local Government (Access to Information) Act 1985
List of Background Papers: None
Contact Officer: Juliette Carter, Assistant Director HR and OD
Telephone: 0207 983 4194
E-mail: Juliette.carter@london.gov.uk

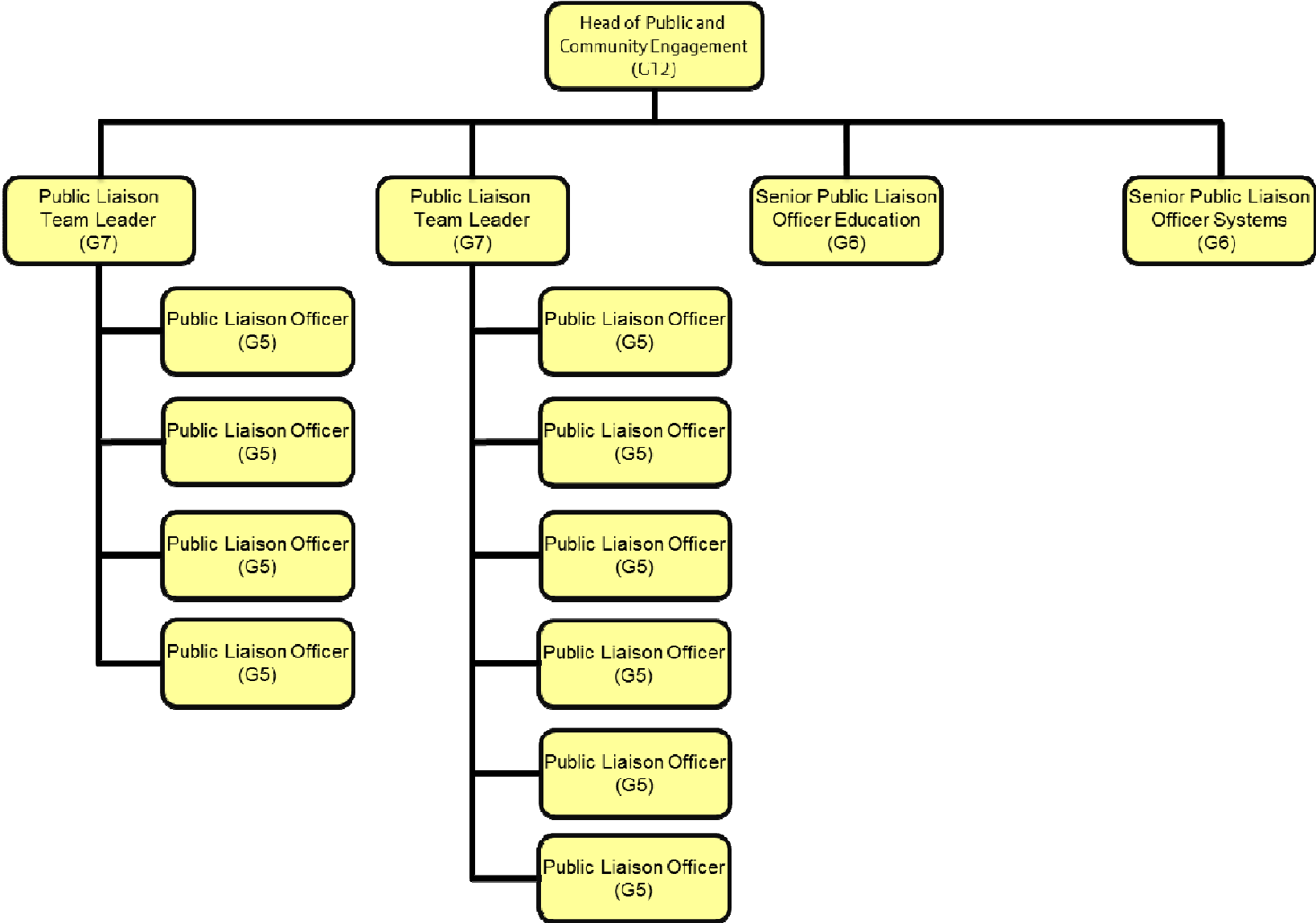
Appendix A

External Affairs: Business Support Proposed Structure



Appendix B

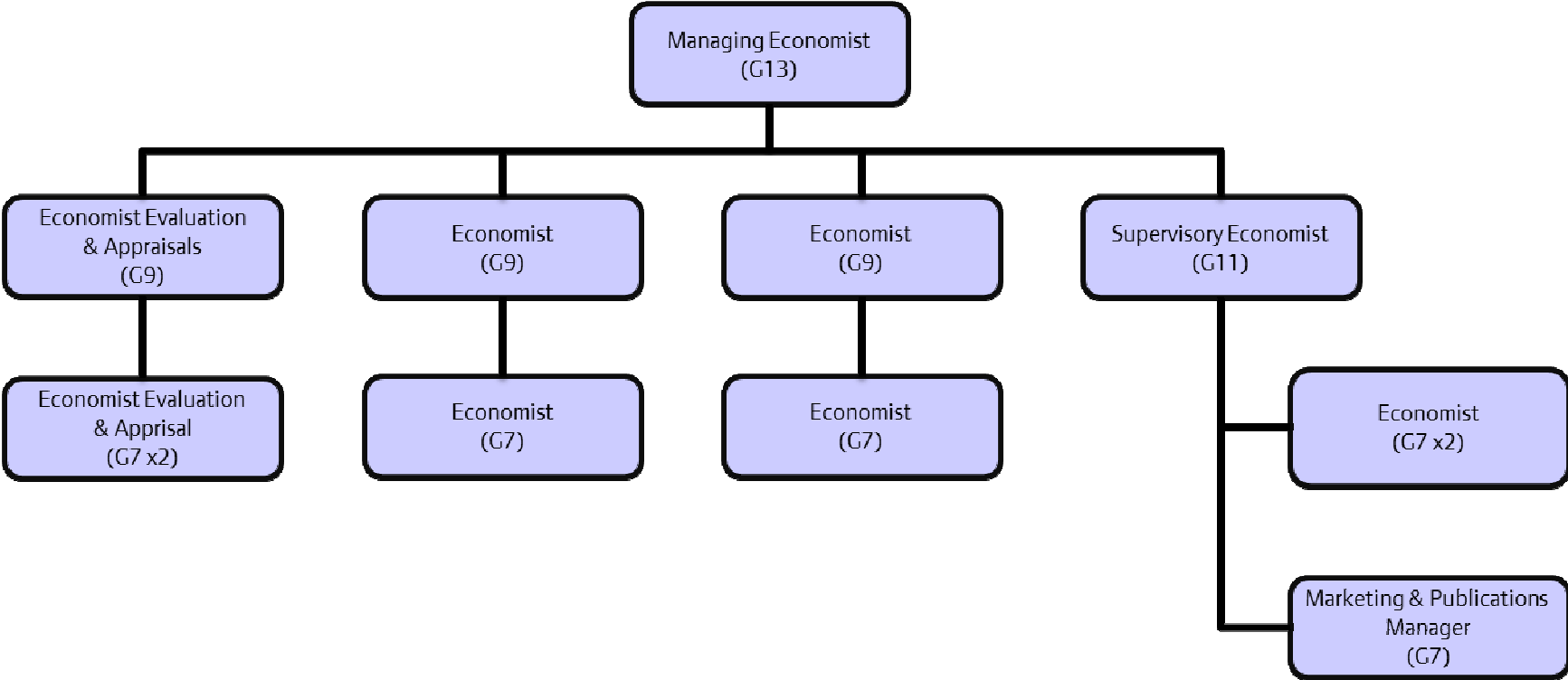
External Affairs: Public Liaison Unit Proposed Structure



Appendix C

Communities & Intelligence: Economics Proposed Structure

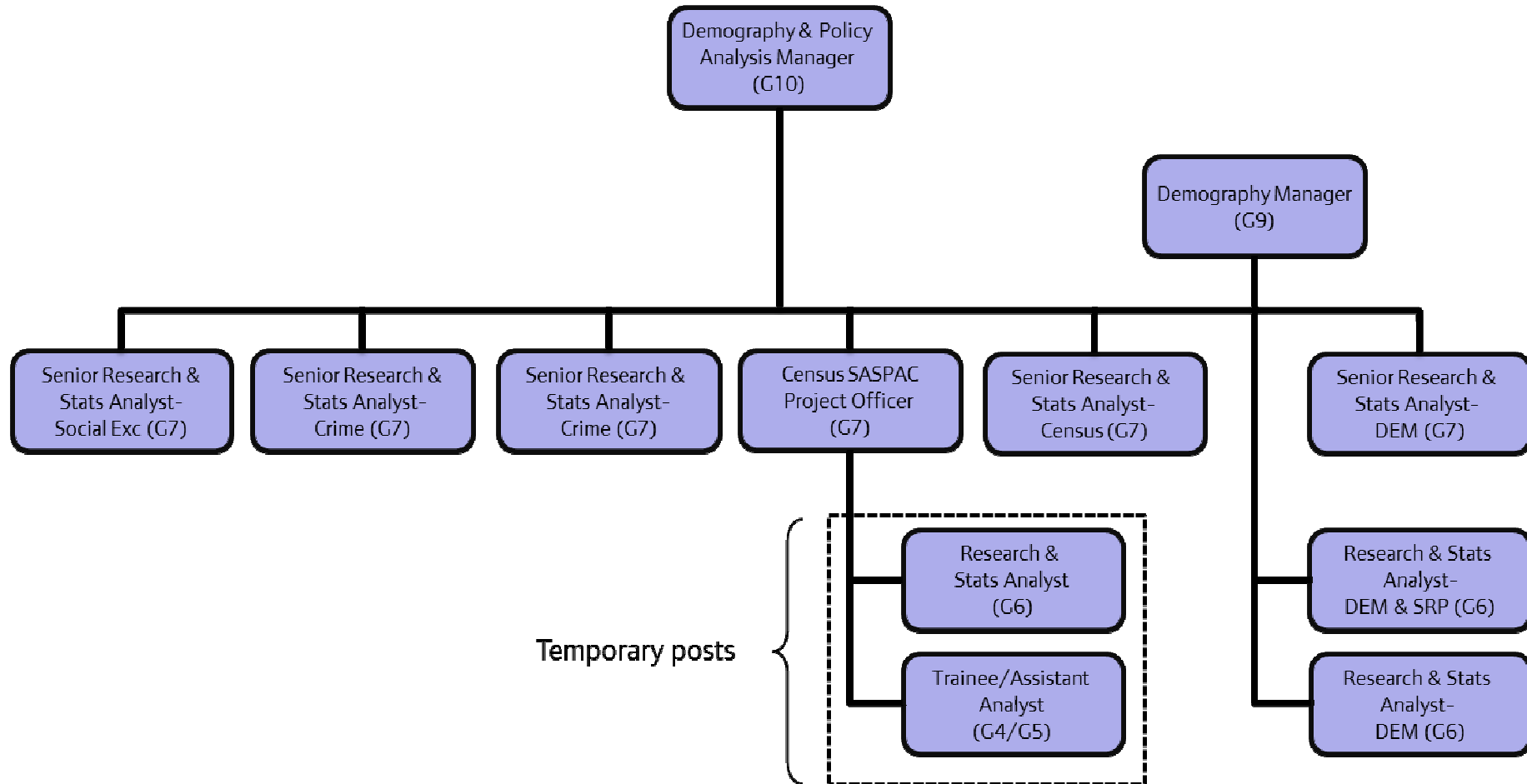
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Appendix D

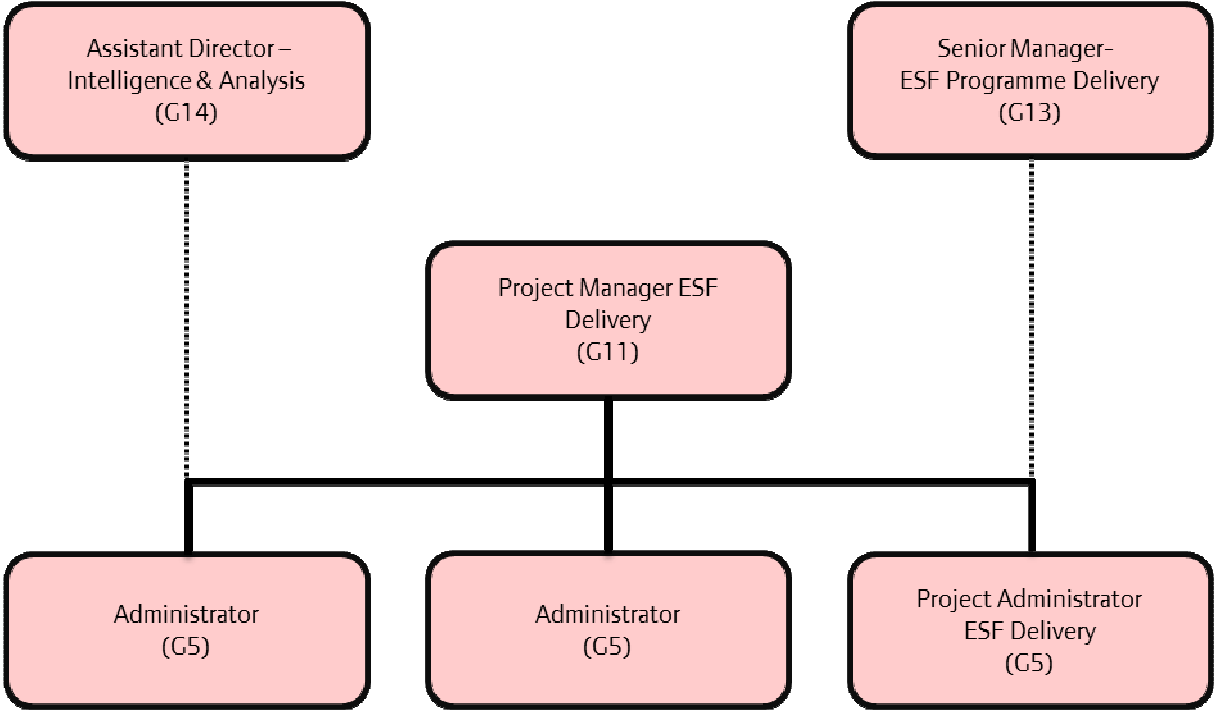
Communities & Intelligence: GLA Demography & Policy Analysis Proposed Structure

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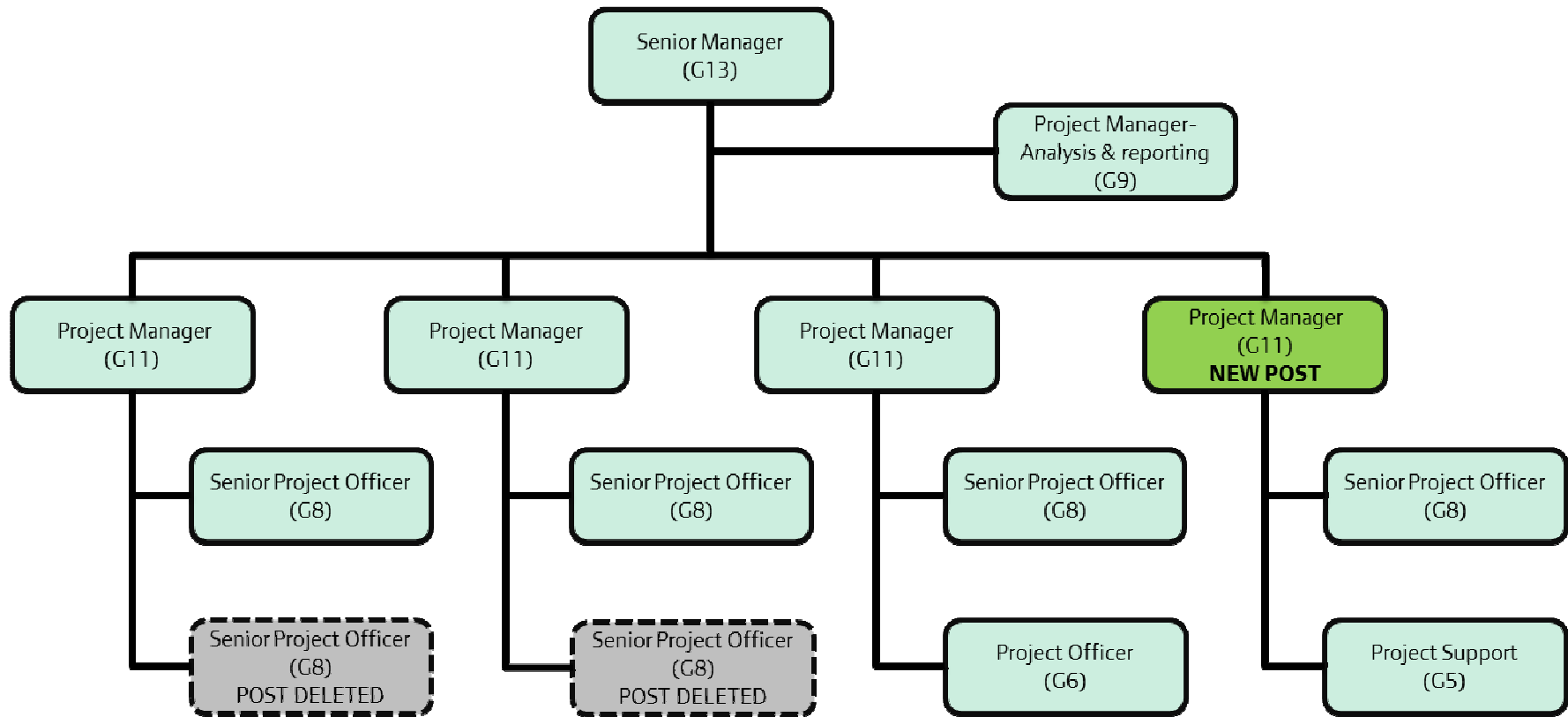
Appendix E

Communities & Intelligence: Assistant Director & Business Support Unit



Appendix F

Communities & Intelligence: ESF Proposed Structure



Appendix G

Equality Impact Assessment (EQIA) – Intelligence, Economics, PLU and Business Support combined Ethnicity

	<i>At Risk (Y/N)</i>					
Ethnicity	Y	N	Total	At risk %	GLA September 2012 data	BAME - comments
BAME	14	7	21	48%	23%	A higher percentage of staff at risk identify as BAME compared to the GLA wide percentage of BAME staff. We will monitor this during implementation
White	15	40	55	52%	77%	
Total	29	47	76	100%	100%	

GENDER

	<i>At Risk (Y/N)</i>					
Gender	Y	N	Total	At risk %	GLA September 2012 data	Gender - comments
Female	15	22	37	52%	51%	The percentage at risk is broadly in line with the GLA wide population.
Male	14	25	39	48%	49%	
Total	29	47	76	100%	100%	

DISABILITY

	<i>At Risk (Y/N)</i>					
Disability	Y	N	Total	At risk %	GLA September 2012 data	Disability - comments
N	25	43	68	86%	87%	A higher percentage of staff at risk declare a disability compared to the GLA wide percentage of staff who declare a disability. We will monitor this during implementation and ensure reasonable adjustments are made to any selection process.
P	0	3	3	0%	7%	
Y	4	1	5	14%	6%	
Total	29	47	76	100%	100%	

AGE

	<i>At Risk (Y/N)</i>					
Age	Y	N	Total	At risk %	GLA September 2012 data	Age - comments
< 20 years	0	0	0	0%	0%	There are a higher numbers of staff within the 30-39, and 60 + age groups than the GLA wide population. We will monitor this during implementation
20 - 29 years	3	5	8	10%	15%	
30 - 39 years	17	25	42	59%	44%	
40 - 49 years	5	13	18	17%	25%	
50 - 59 years	2	3	5	7%	13%	
60 +	2	1	3	7%	3%	
Total	29	47	76	100%	100%	

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Subject: State of London Debate

Report to: GLA Oversight Committee

Report of: Director of Marketing

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 This report updates and consults the Committee on the proposals for the 2013 State of London Debate (SOLD).

2. Recommendation:

2.1 That the Committee:

- (a) **Notes the proposals for the 2013 State of London Debate; and**
- (b) **Provides any views, ideas or suggestions on further ways to improve State of London as a consultative event.**

3. Background

- 3.1 The Greater London Authority Act 1999 (as amended) (the GLA Act) states that the Mayor should once every financial year hold and attend an annual State of London debate, which shall be open to all members of the public. It must take place during April, May or June and at least seven days after the publication of the Annual Report relating to the financial year last ended.
- 3.2 The form and procedure of the debate is left open to the Mayor to determine. The format of the debate must give members of the public an opportunity to speak. The Mayor must announce and publicise the venue for the debate a month in advance of the date. The date booked to host the State of London Debate is Wednesday, 12 June, 7pm – 9.00pm at Methodist Central Hall, Westminster.
- 3.3 The Annual Report 2013/14 will be published in early May 2013.

4. Issues for Consideration

- 4.1 The 2013 State of London debate will be hosted at Methodist Central Hall, Westminster between 7.00pm and 9.00pm on Wednesday 12 June 2013.
- 4.2 An independent Chair will facilitate the plenary and it will include a question and answer session allowing members of the audience to question the Mayor directly on issues of concern to the audience.
- 4.3 The format of the event will be an evening with the Mayor on stage, discussion with the presenter for the first hour and questions from the floor in the second hour.
- 4.4 The event will be widely publicised and ticketed for those wanting to attend. The Marketing team are currently investigating the various opportunities for members of the public to engage.
- 4.5 Strategy Implications

SOLD has a direct link to the GLA corporate plan section II – Listening to Londoners encouraging the fullest participation and engagement by all London’s communities in developing the policies and strategies to improve London. It also links to the statutory requirement to deliver a State of London Debate by 30 June each year.

5. Legal Implications

- 5.1 The GLA Act requires the Mayor to host a State of London Debate:
 - Section 47 of the GLA Act requires the Mayor to hold a State of London debate annually, with the debate open to all members of the public.
 - The form (including the appointment of a person to preside over the debate), and procedure for the debate shall be determined by the Mayor after consultation with the Assembly. The GLA Act does not set out the form and procedure of the debate other than the requirement that it must be set up in a way so as to provide members of the public the opportunity to speak.
 - Section 47(6) of the Act states that the Mayor may determine the date of the debate provided that it is held in April, May or June, and at least 7 days after the publication of the Mayor’s annual report.
 - At least one month prior to the date of the debate, the Mayor shall decide where the debate shall take place and shall notify the public of the date and the venue for the debate.

Annual Report

- 5.2 Section 46(1) of the GLA Act requires the Mayor to prepare an annual report as soon as practicable after the end of each financial year (31 March).

6. Financial Implications

- 6.1 The GLA has a budget up to £50,000. Any additional costs would be funded through sponsorship arrangements.

List of appendices to this report:

There are none.

Local Government (Access to Information) Act 1985
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List of Background Papers:

None

Contact Officer:	Dáire Basra, Events for London
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Telephone:	020 7983 4033
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E-mail:	Dáire.basra@london.gov.uk
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Subject: Allocation of Assembly Budget 2013-14

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 The Committee is requested to consider the overall proposed allocation of the Assembly budget for 2013-14. Section 4 sets out the Assembly budget for 2013-14 and section 5 explains the reasoning for the allocation of the budget.

2. Recommendation

- 2.1 **That the Committee agrees the overall proposed allocation of the Assembly budget for 2013-14 as set out in this report.**

3. Background

- 3.1 The overall 2013-14 budget for the Assembly has now been set in accordance with the revised arrangements brought in by the GLA Act 2007. The final budget is in line with the budget submission agreed by the Oversight Committee on 24 October 2012. Set out below is the proposed allocation of the resources at the Assembly's disposal.

4. Assembly Budget 2013-14

Budget	2013-14 £000
Assembly Members	1,745
Member Services	2,193
Labour	983
Conservative	792
Liberal Democrat	209
Green	209
Scrutiny & Investigations	1,273
Committee Services	546

External Relations	331
Director/Business Support	242
Special Projects	18
London TravelWatch	1,103
Total	7,451

5. Allocation of the Budget

- 5.1 In accordance with the revised budget arrangements under the GLA Act 2007, the Assembly is responsible for the allocation of resources provided as part of the overall budget decision for 2013-14. The Assembly has delegated this responsibility to this Committee. The proposed allocation set out in paragraph 4 above is based on the delivery of the targets set out in the GLA Business Plan and is in accordance with the proposals for the Assembly budget agreed by this Committee in October 2012 for submission to the Mayor. The Committee could, if it so wished, change the allocations between budget heads and could also decide not to allocate the entire budget, in which case any unallocated funds would be put into the Assembly reserves.
- 5.2 The objectives and targets for the Assembly are set out in the GLA Business Plan and it will be a matter for the Assembly and its Committees to draw up the detailed work programme for 2013-14. This Committee will continue to receive quarterly monitoring reports on the delivery of the plan, including any changes made during the year.

6. Legal Implications

- 6.1 The Committee has the power to do what is recommended in this report.

7. Financial implications

- 7.1 These are analysed in the body of this report.

List of appendices to this report:

None.

Local Government (Access to Information) Act 1985

List of Background Papers:

There are none.

Contact Officer:	Mark Roberts, Executive Director of Secretariat
Telephone:	020 7983 4428
E-mail:	mark.roberts@london.gov.uk

Subject: Proposed Minor Changes to the GLA's Standing Orders

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.2 The GLA Oversight Committee is asked to consider the attached proposed minor changes to the GLA's Standing Orders, set out in the **Appendix**, and is recommended to grant delegated authority to the Chair of the London Assembly: (i) to consult the Mayor of London about any proposed revisions to the GLA's Standing Orders; and (ii) following consultation with the Mayor of London to agree any final revisions to Standing Orders, for submission to the Annual Meeting of the London Assembly on 1 May 2013 for formal approval.

2. Recommendations

- 2.1 **That the Committee considers the proposed revisions to the GLA's Standing Orders attached as Appendix 1; and**
- 2.2 **That, subject to the decision in relation to recommendation 2.1 above, the Committee agrees to grant delegated authority to the Chair of the Assembly to: (i) consult the Mayor of London about the proposed changes to the GLA's Standing Orders in advance of the London Assembly's Annual Meeting on 1 May 2013; and (ii) following consultation with the Mayor, to approve the final proposed revisions to the GLA's Standing Orders for consideration at the Annual Meeting of the Assembly.**

3. Background and issues for Consideration

- 3.1 In accordance with Section 36 of the GLA Act 1999 (as amended), the Assembly may make the Standing Orders for the Authority, in consultation with the Mayor.
- 3.2 The GLA's current Standing Orders were approved at the meeting of the London Assembly held on 20 June 2012, following consultation with the Mayor of London. Since that time the opportunity has been taken to review some of the Standing Orders and propose minor revisions. The proposed minor revisions are set out in **Appendix 1** to this report and a summary is set out below.

Standing Order 2.4 - Quorum

- 3.3 The proposed amendments to Standing Order 2.4 (Quorum) set out in **Appendix 1** clarify that the quorum for a meeting of a Committee of five Members or less shall be 3. This is not a change but clarifies that for smaller committee comprising four Members the quorum is three Members. It is considered best practice to have a quorum of three for all committees because if the quorum were to be two Members, it would be possible for the Chair of the meeting to use his/her casting vote to determine the decision on each agenda item.
- 3.4 John Biggs AM, Chairman of the Audit Panel and Budget Monitoring Sub-Committee (both four Member ordinary sub-committees) asked whether it would be possible for four Member sub-committees to have a special quorum of two, with the understanding that the Chair would not use his casting vote in the event that only two Members were able to attend a meeting. It is possible for the Assembly to apply a special quorum of two to its relevant meetings, if it so wishes, and the draft revised text under Standing Order 2.4 in the appendix is designed to give effect to this proposal. Given that the ability of Chairs of local authority committees and sub-committees to exercise a casting vote is set out in statute, it is not possible for Standing Orders to fetter that ability. The Assembly could however seek informal agreement that no Chair of such a body would use a casting vote and, if agreed, that informal agreement could be reflected as footnote in Standing Orders.

Standing Order 2.13 - Food and Drink in the Chamber

- 3.5 The current Standing Order 2.13 prohibits the consumption of food or drink in the Chamber, other than the drinking water provided. However, the Chair, Deputy Chair and party Group Leaders have discussed informally a proposal to amend Standing Orders to allow Assembly Members and invited guests to drink hot beverages in the Chamber when they are in plain, non-branded mugs, cups or glasses. The proposed revised Standing Order 2.13 is set out in **Appendix 1**.

Standing Order 3.20 – Scope and Procedure for Lodging Petitions

- 3.6 The current Standing Order (3.20 B(4)) states that in order for a petition to be considered it must *“include each petitioner’s name and address (sufficient that the person and their address can be identified), as well as his/her signature or, where the petition was organised on the internet, their names and email addresses”*. However, on many petitions petitioners include their signature and address but not necessarily their printed name and vice versa. Under the current rules it is not possible to accept such petitions without suspending Standing Orders. In order to ensure flexibility in allowing such petitions to be taken forward via the Assembly it is proposed to amend the Standing Order to allow petitions where either the signatories printed name or signature are included just one or the other, provided that the name and address is legible. The proposed revised wording is set out in **Appendix 1**.

Standing Order 4.5 – Procedural Motions

- 3.7 It is proposed to delete the following wording from the Application preamble of Standing Order 4.5 *“except when the latter or any of its sub-committees deals with a complaint about a Member under the local assessment regime”*. This is to reflect that the local assessment regime ceased to exist on 30 June 2012 and the wording is therefore no longer relevant.

Standing Order 9.2 – The Police and Crime Committee – Confirmation Hearings

- 3.8 It is proposed to amend Standing Order 9.2(B) to reflect that in law the decision about whether to hold a confirmation hearing for the Mayor’s Office for Policing and Crime’s proposed appointee to the office of Deputy Mayor for Policing and Crime and whether to request that the proposed appointee produce documents in advance of the meeting that relate to his or her proposed appointment must be made by the Police and Crime Committee. It is not permissible to delegate authority to the Chair of the Police and Crime Committee as these functions constitute special scrutiny functions under section 32(5) of the Police Reform and Social Responsibility Act 2011, and special scrutiny functions must be exercised by a meeting of the whole Police and Crime Committee. The proposed revised wording set out in **Appendix 1** reflects the legal position.
- 3.9 All Groups have been informally consulted on the changes and have confirmed their in principle approval.

Standing Order 11.4 – Delegation of Standards Functions

- 3.10 The Localism Act 2011 has removed the Monitoring Officer’s power, contained within the Local Government Act 2000, to delegate his standards functions to Deputies. Instead, the Localism Act 2011 provides that the Assembly and Mayor acting jointly may delegate standards functions to an officer and that Standing Orders regulate the exercise of those functions by such an officer.
- 3.11 The current Standing Order 11.3B envisages that where the Monitoring Officer is unable to carry out standards functions, the functions will be delegated to a Deputy Monitoring Officer. Although the previous approval of this Standing Order by the Assembly (after consulting the Mayor) contains the implied position that a Deputy Monitoring Officer can exercise the relevant functions in certain circumstances, it is suggested that this delegation of relevant functions be made explicit within Standing Orders. This would remove any doubt surrounding this issue.
- 3.12 Revised text at Standing Order 11.4B is set out in **Appendix 1**.
- 3.13 Subject to in-principle agreement to the proposed changes to SO11.4, the Mayor and Assembly will jointly be asked formally to (i) approve the delegation of standards functions to a Deputy Monitoring Officer in circumstances when the Monitoring Officer is unable to carry out any of those functions due to absence, illness or conflict of interest; and ii) to update the GLA’s Guidance on Making a complaint about a GLA Member’s conduct to reflect that delegation.

4. Legal Implications

- 4.1 Section 36 Greater London Authority Act provides that the Assembly, in consultation with the Mayor, may make Standing Orders of the Authority and the procedure of the Assembly, its committees and sub-committees shall be regulated by those Standing Orders.
- 4.2 The Standing Orders of the Authority may make provision regulating the procedure to be followed by any Member of the Assembly.
- 4.3 The Standing Orders may also make provision regulating the procedure to be followed by the Mayor or by the Assembly in discharging any functions of the Mayor or Assembly to the extent that the functions:
- consist of consultation, or any other interaction or relationship between the Mayor and the Assembly; or

- are exercisable by the Mayor in relation to the Assembly or by the Assembly in relation to the Mayor.

- 4.4 Standing Orders of the Authority may make provision for any other matter for which provision by Standing Orders of the Authority is authorised or required by or under any provision of the GLA Act or another enactment, but are also subject to any other provisions of the GLA Act or other enactments which regulate the procedure of the Assembly or any procedure to be followed by the Mayor.
- 4.5 The Standing Orders of the Authority may make different provision for different circumstances.

5. Finance Implications

- 5.1 There are no direct financial implications.

List of appendices to this report:

Appendix 1 – Proposed revisions to Standing Orders

Local Government (Access to Information) Act 1985
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List of Background Papers: None.

Contact Officer:	Ed Williams, Head of Committee and Member Services
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Telephone:	020 7983 4399
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E-mail:	ed.williams@london.gov.uk
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Proposed Amendments to Standing Orders

2.4 QUORUM

Application: applies to the Assembly, its committees and subcommittees.

A. Except where a Special Quorum applies, the quorum to enable business to be transacted is as follows:

(1) in the case of Assembly meetings, when no Assembly seats are vacant^[1], the quorum is half of the number of Assembly Members; and

(2) ~~(2)~~—in the case of other committees, of five Members or more, the quorum is such number as is not less than one half of its total membership (including co-opted members) and in the case of committees of five Members the quorum shall be three.

(3) In the case of committees of four or less the quorum shall be two.

B. If one or more Assembly seats are vacant then the quorum for meetings of the Assembly shall be not less than half of the number of the remaining Assembly Members (ie instead of by reference to the whole number of Assembly seats: 25).

C. A different quorum (higher or lower) from that stated in paragraph A^[2] above shall apply when certain business is transacted if either:

(1) these Standing Orders so require; or

(2) the Assembly passes a resolution to that effect;

which shall be called a “Special Quorum” in these Standing Orders.

D. SPECIAL QUORUM: A proposal at an Assembly meeting to prescribe a special quorum under paragraph C above is itself subject to a special quorum. This requires that at least two-thirds of the whole number of Assembly Members (or, in the event of vacancies, then two-thirds of such lower number as remain) is present before such a proposal can be considered (ie 17 members if no seats are vacant).

- E. If a quorum (including a special quorum) is not present within 15 minutes of the time when the meeting was due to commence as stated on the agenda, the meeting shall be abandoned and the business will fall.
- F. With the exception of the Assembly Budget Meetings^[3], if the Chair of a meeting finds that the meeting has become inquorate, the Chair may wait for 5 minutes, following which, if the meeting is still inquorate, the meeting shall end and any business not concluded at that point shall fall. If before the end of the 5 minute period a quorum is restored, the meeting will continue and finish the business on the agenda.
- G. If, following an adjournment, the Assembly, committee or subcommittee is to reconvene at a stated time but the meeting remains inquorate at that stated time, paragraph E above does not apply and the meeting will end.

Notes and definitions

[1] Assembly meetings: if no Assembly seats are vacant then the quorum for an Assembly meeting shall be 13 Members. See paragraph B where one or more are vacant.

[2] "Special quorum" means a quorum prescribed under paragraph C different from that under paragraph A. It can be for either the whole meeting or for the consideration of a particular item of business. Only the Assembly can approve a special quorum under paragraph C, either for its own meetings or for committee meetings. To assist the reader where a special quorum applies the words are in capitals.

[3] "Assembly Budget Meeting" in paragraph F refers to the two meetings called to consider the Draft Consolidated and Final Draft Budgets and covered by Standing Order 6.14 (Inquoracy during Budget Meetings).

General comment: The difference between paragraphs E and F is that the former applies at the start of the meeting and the latter if a meeting goes inquorate sometime thereafter.

~~At common law~~ The Assembly has decided that a quorum would not usually be less than three (other than for four Member committees), as otherwise the Chair's casting vote would potentially determine every item of business (the Chair's of local authority committees and sub-committees have a casting vote in statute LGA 1972, SCG12 para 39(2)). If a meeting becomes inquorate the business falls as a result of Paragraph F. Any business not transacted by that

point can only be considered if a new agenda is issued calling a new meeting (which could be an extraordinary meeting).

2.13 FOOD AND DRINK IN THE CHAMBER

Application: applies to the Assembly, its committees and subcommittees .

A. A.— Apart from the drinking water provided, ~~no food or drink shall be consumed~~ hot beverages may only be consumed in the Chamber by Assembly Members and invited guests when consumed in plain, non branded mugs or plain cups or glasses only

B. Members of the public shall not be allowed to consume drinks in the Chamber.-

C. No food shall be consumed in the Chamber.

3.20 SCOPE AND PROCEDURE FOR LODGING PETITIONS

Application: applies to the Assembly only.

- A. Any member of the public or representative of an organisation may request in accordance with this Standing Order that a Member of the Assembly presents a petition to a plenary meeting^[1] of the Assembly concerning any matter:
- (1) within the responsibilities of the Mayor of London or London Assembly, or the Functional Bodies; or
 - 2) otherwise of importance to Londoners, including those who visit, live or work in Greater London.
- B. In order to be considered a petition must:
- (1) be addressed to the Mayor, the Assembly, a Functional Body (as the case may be);
 - (2) clearly indicate the name, address and contact telephone number of the person organising the petition, or where the petition was organised on the internet, its data controller^[2];
 - (3) be presented in the form of printed sheets, each of which includes the “prayer” of the petition (the “prayer” is the formal request or other matter that the petition is about) or, if the petition was organised on the internet, clearly demonstrate that internet users who subscribed to the petition knew what the prayer was;
 - (4) include each petitioner’s name ([which may be printed or be in the form of a signature, provided that the signature is legible](#)) and address (sufficient that the person and their address can be identified), ~~as well as his/her signature~~ or, where the petition was organised on the internet, their names and email addresses;
 - (5) indicate the total number of manual or electronic signatories to the petition.
 - (6) Young people aged 17 or under signing a petition may give their address as that of the school, or other recognised youth group or similar organisation that they attend (with details of their class name

where appropriate), provided that the lead petitioner is a teacher at or leader of that school or youth group or similar organisation.

- C. Written notice of intention to present a petition at an Assembly meeting, together with a copy of it, must be delivered to the Executive Director of Secretariat by no later than 12 noon six clear working days before the date of the meeting.
- D. The Executive Director of Secretariat will look at the petition to ensure that it complies with the requirements of this Standing Order and will bring any problem or defect to the Chair's attention.
- E. The Chair may rule on the admissibility of the petition and may exclude any that fail to comply with this Standing Order.
- F. Petitions may not be presented to committees or to the Assembly's Annual Meeting or to either of the two Assembly Budget Meetings.

Notes and definitions

[1] An Assembly plenary meeting in paragraph A is one that is not an MQT, the Annual Meeting or an Assembly Budget Meeting.

[2] "Data controller" in paragraph B(2) above has the meaning given to it in the Data Protection Act 1998 as (subject to subsection 1(4) of that Act): *"a person who (either alone or jointly or in common with other persons) determines the purposes for which and the manner in which any personal data are, or are to be, processed."* Section 1(4) states: *"Where personal data are processed only for purposes for which they are required by or under any enactment to be processed, the person on whom the obligation to process the data is imposed by or under that enactment is for the purposes of this Act the data controller."*

4.5 THE PROCEDURAL MOTIONS

Application: applies to the Assembly, its committees and subcommittees, ~~except when the latter or any of its sub-committees deals with a complaint about a Member under the local assessment regime.~~

A. Any single Member may move without comment, at the end of a speech of another, one of the following motions (“procedural motions”):

- *“to proceed to the next item of business on the agenda”;*
- *“that the question be now put to a vote”;*
- *“that the debate be now adjourned”;*
- *“that the meeting now adjourns”;*

on the seconding of which the Chair shall proceed as set out below, and all votes on such procedural motions shall be taken without discussion. (If moved during a speech, the procedural motion will be considered after the speaker has finished.)

B. ON A MOTION TO PROCEED TO NEXT BUSINESS: unless in the Chair’s opinion the matter before the meeting has been insufficiently discussed, he/she shall put to the vote the motion *“To proceed to the next business”*, with the effect that (if the motion is passed) the item of business under consideration shall fall, subject to paragraphs (1) and (2) below:

- (1) at Assembly meetings: the Chair shall give the mover of the original motion or Member’s report a right of reply^[1] prior to the vote on the procedural motion being taken;
- (2) at committee meetings: the Chair may ask a relevant officer to comment before the vote is taken.

C. ON A MOTION THAT THE QUESTION BE NOW PUT TO A VOTE: unless in the Chair’s opinion the matter before the meeting has been insufficiently discussed, the Chair shall first put to the vote that *“The question now be put”* with the following effect:

- (1) at Assembly meetings: if the procedural motion is passed, the Chair shall then give the mover (only) of the original motion/Member’s report a right of reply^[1] limited to 2 minutes in length after which no

other Member shall be permitted to speak; after the mover's speech the Chair shall put the motion or report under consideration to the vote, together with any amendments that have been moved by that point;

(2) at committee meetings: if the procedural motion is passed, the Chair shall put the recommendations of the report to the vote, together with any amendments that have been moved by that point.

D. ON A MOTION TO ADJOURN THE DEBATE OR TO ADJOURN THE MEETING: if in the Chair's opinion the matter before the meeting has not been sufficiently discussed and cannot reasonably be sufficiently discussed on that occasion, the Chair shall put the adjournment motion to the vote without giving the mover of the original motion or Member's report his/her right of reply^[1] on that occasion.

E. If a motion to adjourn is passed under paragraph D then the Chair shall indicate the date and time when the meeting or debate (as appropriate) will resume or (if the meeting so agrees) the Chair, following the meeting, shall decide the date and time of the resumption, which shall be communicated to all Members entitled to attend.

Notes and definitions

[1] At Assembly meetings the right of reply under paragraphs B to D above does not apply when an Assembly Member introduces a report to the meeting under Standing Order 4.1E above. It only applies in relation to motions and their movers. At committee meetings there is no right of reply before the Chair puts the appropriate procedural motion to the meeting.

9.2 CONFIRMATION HEARINGS

Application: Applies to the Police and Crime Committee and any sub-committee of the Committee.

- A. Where the Mayor's Office for Policing and Crime proposes to make an appointment to the office of Deputy Mayor for Policing and Crime as specified in section 60A(3) of the GLA Act, the Mayor's Office for Policing and Crime must notify the Chair of the London Assembly's Police and Crime Committee in writing (copied to the Executive Director of Secretariat) of the person whom he intends to appoint ("the candidate").
- B. In accordance with the provisions of Schedule 4A to the GLA Act 1999 (as amended), the ~~Chair of the Police and Crime Committee has delegated authority~~ must within three weeks from receipt of formal notice of the appointment of the Deputy Mayor for Policing and Crime within which: (i) ~~to~~ decide whether to hold a confirmation hearing for the Mayor's Office for Policing and Crime candidate for appointment to the office of Deputy Mayor for Policing and Crime listed in Section 60A(3) of the Act; and (ii) ~~to~~ request that the Mayor's Office for Policing and Crime candidate for appointment produce, under paragraph 6(4) of Schedule 4A of the GLA Act, documents that relate to his or her proposed appointment.
- C. A notice requesting a candidate for appointment to attend a confirmation hearing will be sent by the Authority's Head of Paid Service in accordance with paragraph 7 of Schedule 4A of the GLA Act and the notice may specify any documents that the Chair of the Police and Crime Committee has requested the candidate to produce under Standing Order 7.2.B above.
- D. Confirmation Hearings will be held in accordance with Section 60A and Schedule 4A of the GLA Act.
- E. The Police and Crime Committee will normally meet in public, but will consider any reasonable request from the candidate to meet in private under the provisions of Schedule 12A of the Local Government Act 1972.

[Section 32(5) of the Police Reform and Social Responsibility Act provides that the special scrutiny functions as defined in the Act, which includes the functions set out in (i) and (ii) above, may only be exercised by a meeting of the whole Police and Crime Committee and may not be delegated to a single Assembly Member].

- F. The scope of questions to be asked by the Police and Crime Committee can include anything reasonable and relevant to the candidate's fitness for office and ability to do the job.
- G. Following any confirmation hearing, the Chair of the Police and Crime Committee will write to the Mayor within three weeks of the date of notification of the appointment in Standing Order 9.2.B above, to communicate the Committee's recommendation as to whether or not the candidate should be appointed to office, and of any motion passed to veto the appointment under Standing Order 9.2.H and I below, and will also ensure that the Assembly is notified of every such decision.
- H. The Committee may veto the appointment of the candidate as Deputy Mayor for Policing and Crime where the candidate is not a member of the London Assembly.
- I. If the Committee votes by at least two-thirds of the members present and voting, for the following motion, where that the candidate is not a member of the London Assembly:

"The Police and Crime Committee hereby resolves to veto the proposed appointment of as Deputy Mayor for Policing and Crime."

Then, if the Chair of the Police and Crime Committee notifies the Mayor's Office for Policing and Crime of the motion to veto within three weeks of the notification of the proposed appointment by the Mayor's Office for Policing and Crime under Standing Order 9.2.C, the Mayor's Office must not appoint the candidate as Deputy Mayor for Policing and Crime¹.

¹ Paragraph 10 of schedule 4A The Greater London Authority Act 1999 as amended.

11.4 DELEGATION AND OTHER STANDARDS MATTERS

Application: applies to the Mayor, every Member of the Assembly, and to other co-opted members of committees or subcommittees.

- A. The Mayor and the London Assembly acting jointly are responsible for adopting the Authority's Code of Conduct under 11.1 above. This function may not be delegated by either the Mayor or Assembly.
- B. Subject to A above, all other standards functions and matters contained in Chapter 7 of the Localism Act 2011 may be delegated by the Mayor and the Assembly acting jointly to an officer of the Authority or to a standards committee established by the Mayor and the Assembly acting jointly under section 35 of the Localism Act 2011. Where those functions are delegated to an officer, and that officer cannot act due to absence, illness or conflict of interest, those functions shall be delegated to another officer (normally expected to be as part of an appointment, made by the Monitoring Officer, of a Deputy Monitoring Officer).
- B.
- C. The Mayor and the Assembly acting jointly, or any officer or standards committee acting under delegated authority, may, in connection with the discharge of any standards functions contained in Chapter 7 of the Localism Act 2011, seek the views of an independent person (see 11.3 B above) in relation that those matters.

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Subject: Work Programme for the GLA Oversight Committee 2012/13

Report to: GLA Oversight Committee

Report of: Executive Director of Secretariat

Date: 21 March 2013

This report will be considered in public

1. Summary

- 1.1 This report provides details of the proposed work for the meetings of the Committee in this Assembly Year (2012/13).

2. Recommendation

- 2.1 **That the Committee notes its work programme for 2012/13, as set out in this report and identifies any additional issues it wishes to consider at future meetings.**

3. Background

- 3.1 The GLA Oversight Committee has the following overall functions:
- Management and administration of the budget of the Assembly and Secretariat, and overseeing the Assembly's scrutiny work programme;
 - Having oversight, on behalf of the London Assembly, of the Greater London Authority's (GLA) corporate governance policies and activities;
 - Maintaining a watching brief in respect of the activities of the senior officers appointed by the Mayor; and
 - Responding to consultations from the Head of Paid Service and scrutinising the Head of Paid Service function.
- 3.2 Additionally, it was agreed at the Annual Assembly meeting of 11 May 2012 that the GLA Oversight Committee's terms of reference include provision to scrutinise any actions or decisions taken by the Mayor on matters relating to education. The Committee can also scrutinise civil contingency arrangements in London, the provision of services to the public and the performance of utilities in London.
- 3.3 At the meeting of 20 September, a review of the funding of World Pride London was agreed and a question and answer session on the matter was dealt with at the Committee meeting of

19 December 2012. At the same meeting, the Mayor's Ambassador for Mentoring answered Member's questions about the Mayor's mentoring programme. Previously, the Committee has held two question and answer sessions with Veronica Wadley, the Mayor's Senior Adviser for Team London, Volunteering, Charities and Sponsorship about her role in the Authority.

- 3.4 John Biggs AM is also currently undertaking a rapporteurship for the Oversight Committee into levels of transparency around the GLA Group. In the first instance, he sent questionnaires requesting information on transparency arrangements to the Mayor and each functional body and responses have now been received. They cover corporate views on confidentiality, decision-making papers and meetings, contracts and tender documentation, performance data and approaches to information requests. The intention is that a baseline can be established to allow the identification of potential areas for improvement and/or good practice. The Committee may wish to consider the issue at a future meeting, once this analysis has been completed, potentially inviting guests from the GLA and/or the functional bodies.

4. Issues for Consideration

- 4.1 The main work areas of the Committee are summarised below.

Assembly Budget and Scrutiny Work Programme

- 4.2 The Committee allocates the Assembly's budget and receives a report in March each year on that subject (following the approval of the overall amount of the budget and in advance of the start of the financial year in question).
- 4.3 The Committee receives quarterly financial and performance monitoring reports from the Secretariat in July, October, January and April/May each year.
- 4.4 The Committee approves individual proposals for non-routine expenditure from the scrutiny programme budget which are referred to the Committee by the subject-related committees during the year. The timing of these reports depends upon when the subject-related committees approve projects and refer proposals for expenditure.
- 4.5 The Committee approves proposals for rapporteurships referred from subject-related committees during the course of the year.
- 4.6 The Committee also has the power to consider any issue which does not fall into the remit of one of the subject-related committees (for instance, cross-cutting equalities and governance issues).

Staffing Consultations and Appointments

- 4.7 The Committee will be invited to respond to consultations from the Head of Paid Service (HoPS) from time to time during the year. The Committee's role in relation to these consultations is reactive and therefore the work programme does not predict what reports will be presented and when. During the 2010/11 and 2011/12 Assembly years the Committee considered a number of consultation reports arising from the transfer of functions to the GLA as a result of devolution.

4.8 The Assembly has a role in appointing the statutory officers to the Authority, and this Committee has delegated authority to fulfil that role as and when the need arises.

Other Items of Consideration

4.9 At the Committee’s meeting of 29 January 2013, it was proposed that the following items be included in the Committee’s work programme:

- Questions in relation to the Senior Advisor for Mentoring;
- The GLA’s accommodation review;
- Quarterly updates on the evaluation of the Mayor’s Mentoring Programme; and
- The GLA’s code for the use of statistics.

4.10 The GLA’s code for the use of statistics was dealt with at the Committee’s meeting of 26 February 2013. The quarterly updates for the Mayor’s Mentoring Programme will be considered at the Oversight Committee meeting held on June, September, December and March. Officers are working to identify appropriate dates for the remaining items to be incorporated into the work programme going forward.

4.11 In addition, the Committee will continue to monitor the Mayor’s role in education.

Scrutiny of the Head of Paid Service Function

4.12 The Committee usually receives reports on the following issues during the course of the year:

- Annual Workforce Monitoring Report, incorporating complaints monitoring (plus a six-monthly update); and
- Governance.

4.13 The Committee usually receives a report on the draft Annual Governance Review and Annual Governance Statement in June (together with the GLA’s Audit Panel).

4.14 The table set out below shows the Committee’s scheduled meeting dates for the remainder of the 2012/13 Assembly year and anticipated agenda items. This timetable and provisional agenda items will be reviewed and updated as appropriate.

Date of meeting	Main Agenda Items
Wednesday, 24 April 2013 at 10am in CR5	<ul style="list-style-type: none"> • HoPS Consultation Reports (if any) • GLA Group Accommodation (tbc) • Elections Review Working Group response • Draft Committee Timetable of Meetings 2013/14 • Assembly Committee Structure (tbc) • Treasury Management Shared Services: MOPAC

5. Legal Implications

- 5.1 The Assembly has the power to establish committees to discharge its functions, and the GLA Oversight Committee is one such committee. The work programme is in accordance with the GLA Oversight Committee's terms of reference, as agreed by the Assembly at its Annual Meeting on 11 May 2012.

6. Financial Implications

- 6.1 There are no financial implications for the purposes of this report.

List of appendices to this report: None

Local Government (Access to Information) Act 1985
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List of Background Papers: None

Contact Officer:	John Barry, Senior Committee Officer
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Telephone:	020 7983 4425
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E-mail:	john.barry@london.gov.uk
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