

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.