

# Mayor's Annual Equality Report 2019-20

## Key information

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## Mayor's foreword

The past year has been one of the most difficult and distressing in our city's history. The coronavirus pandemic has killed more than 10,000 Londoners, delivered a profound shock to our economy and turned the lives of so many upside down. In fact, almost every one of us has suffered in some way – whether through losing a relative or loved one, missing out on big occasions with family and friends, or by experiencing anxiety, loneliness or isolation during lockdown.

And yet, the notion that this crisis has proved to be a 'great leveller' has turned out to be pure fiction. Instead, women, working-class Londoners, disabled people and members of our Black, Asian and Minority Ethnic (BAME) communities have been hit disproportionately hard by a virus that has preyed on existing inequalities and injustices to deadly effect. Indeed, COVID-19 has laid bare the deep structural flaws in our society and economy, underlining the urgency of building a fairer, more equal city in its aftermath where the difference between life and death is never again determined by someone's social class or skin colour.

As the Mayor of London – and as a proud Londoner – I truly believe our city is the greatest in the world. I can't think of many other places where someone from my background – the son of a bus driver, the child of immigrants and someone of Islamic faith – could be elected to such a position. However, my own story does not blind me to the fact that there is still so much more to do to ensure that our city works for everyone. The coronavirus pandemic has pulled back the curtain on the poverty,

deprivation, systemic racism and misogyny that has scarred our city – and our country – for too long. And once this crisis is over, we have a moral obligation to make sure that we do not simply ‘return to normal’ or to a status quo that was failing too many in our communities.

When you examine the statistics that tell how black people have been almost twice as likely to die from COVID-19 as their white counterparts, that reveal mothers were 47 per cent more likely than fathers to have lost or resigned from their jobs during the pandemic, and that show almost four in five (79 per cent) LGBTQ+ people had their mental health negatively impacted by this crisis, you cannot help but be shocked and angered. There is no question that some Londoners have been left more exposed to the effects of this virus simply because of who they are and where they live. This is true not only for BAME Londoners, women and members of our LGBTQ+ community, but also for disabled Londoners, older people, manual workers and those living in areas of high deprivation.

This annual equality report details the important work undertaken by City Hall to create a fairer London – in most part prior to the onset of the pandemic. It covers the period between 1 April 2019 and 31 March 2020, with its publication delayed due to the immediate need to divert City Hall resources away from regular workstreams and towards the COVID-19 response. The report therefore only references the lead-up and the very first actions taken in response to the outbreak of the virus. However, it also documents the considerable efforts and achievements that were already being made even before this crisis hit to transform our city into a more just place. These efforts ranged from tackling educational, environmental, gender, racial and labour market inequalities to helping rough sleepers, building more affordable housing and combating violence against women and girls.

However, as this past year has demonstrated in the starkest possible way, there is still so much further to go to eradicate inequality and put an end to injustice in London. Disparities in health, housing, income and immigration status, among others, have had tragic and devastating consequences for our communities. That’s why this pandemic must serve as a wake-up call for all of us and as a catalyst for far-reaching and fundamental change. We need to build back better, striving to fashion a city where nobody is left behind and where every single Londoner has the chance to lead healthy, happy and fulfilling lives. The new normal must be about prioritising the welfare, wellbeing and financial security of all of London’s communities, and living up to our values of fairness, equality and inclusion. This is because we owe it to all those who have suffered and sacrificed so much over the past year to continue our work to build a fairer, greener and more equal London.

## **Introduction**

This equality report covers the period between 1 April 2019 and 31 March 2020. During this period Inclusive London – the Mayor’s equality, diversity and inclusion strategy – has been implemented by teams and functional bodies across the GLA Group.

Inclusive London sets out how, in all his policies and programmes, the Mayor will play his part in helping to address the long-standing inequalities and discrimination that some groups and communities face. It also sets out the Mayor’s ambition to go beyond his legal duties and consider not only the needs of the groups protected by the Equality Act 2010, but also groups like single parents, young people in care, care leavers, migrants and refugees as well as wider issues such as poverty and socio-economic inequality.

This report summarises actions taken against the objectives set out in that strategy. Alongside last year's 2019-20 [Strategy Update](#), this report also fulfils the Greater London Authority's (GLA's) duties under section 33 of the GLA Act 1999 to report annually on its equality work.

The GLA has also published a set of high-level equality, diversity and inclusion measures to track how London's most significant equality issues are changing over time. These measures are published on the London Datastore: <https://data.london.gov.uk/dataset/equality--diversity-and-inclusion-evidence-base>.

## Steps taken towards our equality, diversity and inclusion objectives

This section summarises the actions the GLA Group has taken against the objectives set out in Inclusive London. [\[1\]](#)

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[1] The Mayor's last annual equality report covered the 2018-19 financial year and was published in summer 2019.

### 1. A great place to live

The communities Londoners live in should help them to reach their full potential. Making London a great place for everyone to live in is a vital part of the Mayor's Inclusive London strategy. This includes everything from the quality of people's homes to their ability to engage with their neighbours.

#### Objective 1

To work with housing associations, councils, developers, investors and government to create more homes that are genuinely affordable to buy or rent. This will help to address the inequalities experienced by certain groups of Londoners most affected by the city's shortage of affordable homes.

The Mayor has carried out the following:

- Supported 17,256 affordable housing starts, the highest number since GLA records began.
- Assisted councils to start 3,300 new council homes in 2019-20 through the £1bn Building Council Homes for Londoners programme. This is City Hall's first ever programme dedicated to council homebuilding, and has enabled the highest number of council homes started in London since 1983.

#### Objective 2

To work with councils, landlords and government to help improve property conditions, management standards, security and affordability for private renters. This will help to support the growing numbers of households with children in private rented homes, as well as groups who are more likely to live in the sector.

The Mayor has carried out the following:

- Continued to deliver the Rogue Landlord and Agent Checker. This holds more than 2,300 records of enforcement action where landlords have been prosecuted or fined. The checker has been viewed over 230,000 times since its launch in December 2017. Londoners themselves have submitted over 2,700 reports of rogue landlords or agents through the 'Report a Rogue' tool.
- Developed a property licence tool, to be launched shortly. This will enable Londoners to check if their home should have a property licence. If it doesn't, and they think it should, they can report it to their local authority to investigate.
- Secured government funding to create a programme to help boroughs improve standards and practices in the private rented sector. This will include training additional staff to inspect properties and enforce against rogue landlords.
- Included fuel-poor private rented sector tenants in the second phase of his Warmer Homes programme. This follows a successful trial of the programme in this sector.

### Objective 3

To work with government, councils, housing associations, communities and neighbourhoods to protect Londoners living in social housing, including those affected by estate regeneration projects. The aim is to ensure that their views are properly heard and acted upon. This will benefit disabled people, BAME groups and single-parent households who are most likely to live in social housing.

The Mayor has carried out the following:

- Rolled out his resident ballots funding condition. This means councils and other social landlords require residents' support for estate regeneration projects that involve demolishing homes when the GLA's money is involved. Since the funding condition launched in July 2018, there have been six ballots where residents have supported proposals.
- Included policy H8, 'Loss of existing housing and estate redevelopment', in the new draft London Plan. This means that estate regeneration proposals take account of the requirements of the Mayor's Good Practice Guide to Estate Regeneration (2018). There is also a requirement for a ballot of residents when accessing the Mayor's funding for schemes that involve demolition.
- Launched the London Housing Panel in May 2019. This brings together 15 organisations from the voluntary and community sector to help shape the Mayor's housing policies. The panel includes the London Tenants' Federation, which represents social housing tenants.

### Objective 4

To work with councils, housing associations, government and communities to help improve the supply of homes available to meet Londoners' diverse housing needs. These include needs for accessible and adapted housing, specialist and supported accommodation, and Gypsy and Traveller sites.

The Mayor has carried out the following:

- Encouraged boroughs, through their Local Plans, to carry out Gypsy and Traveller accommodation needs assessments and find suitable sites for more pitches.
- Started 348 homes for older and disabled Londoners in 2019-20 through the Care and Support Specialised Housing Fund.
- Started 69 units for single people, including young people, who are facing or have experienced homelessness in 2019-20. This is through the Homelessness Change and Platform for Life programmes.
- Entered into contracts during 2019-20 to deliver up to 200 homes. These will enable former rough sleepers and victims of domestic abuse who no longer need to live in hostels or refuges to move on.
- Administered the £38m London Community Housing Fund. This includes funding the London Community-Led Housing Hub to support groups wishing to develop homes where they can live together as a self-defined community. During 2019-20, the GLA allocated funding to two community-led housing (CLH) organisations. The hub provided early-stage grants and expert adviser time to 41 CLH organisations.
- Allocated £1.7m through the Affordable Homes Programme to refurbish 37 pitches for Gypsies and Travellers to date.

#### Objective 5

To work with councils, government, the voluntary sector and communities to make preventing homelessness a priority, and make sure that people who lose their home are helped into sustainable accommodation.

The Mayor has successfully lobbied the government to support pan-London commissioning of refuges for victims of domestic abuse. This approach is reflected in government proposals consulted on last summer, and governments response to submissions to the consultation.

#### Objective 6

To work with the government, councils, the voluntary sector and communities to ensure rough sleepers are helped off the streets as quickly and sustainably as possible. There should be a way for every rough sleeper in London to leave the streets.

The Mayor has carried out the following:

- More than doubled City Hall's rough sleeping budget to over £20m in 2019-20. This has expanded his Life off the Streets programme of services and helped 6,900 people to leave the streets.
- Launched his first ever Winter Programme, providing a further 300 shelter beds every night through the coldest months of winter 2019-20.
- Launched a new StreetLink London service, with an advice line for people sleeping rough and up-to-date information on how Londoners can help
- Launched a rapid response team to respond to StreetLink referrals more quickly and help people access accommodation.
- Launched additional teams of mental health practitioners from NHS mental health trusts to work with outreach workers to provide flexible support.
- Ran his third winter campaign, urging Londoners to donate to homeless charities.
- Worked with London's councils, the NHS, Public Health England, and the Ministry of Housing, Communities and Local Government to provide COVID-safe accommodation for rough sleepers in the capital.
- Secured £3.32m funding from the Controlling Migration Fund for support programmes for non-UK-national rough sleepers and enable partnerships between homeless and migrant-sector organisations.
- Successfully lobbied the government to provide more support for non-UK-national rough sleepers, leading to the suspension of the derogation of Article 24(2) and accompanying government funding for the winter of 2019-20.
- Successfully lobbied the government to convert £4.7m of the £50m of capital earmarked for 'move-on accommodation' to revenue. This has been used to fund support for former rough sleepers and victims of domestic abuse.<sup>[2]</sup>
- Committed to the 'everyone in' initiative in response to the pandemic. This stated GLA provision was open to migrants without public funds to ensure that all migrants felt able to access bed spaces without fear.

<sup>[2]</sup> Move-on accommodation is a stepping stone for those not quite ready for independent living. The accommodation is generally one-bedroom properties, where people can live in their own flat and receive support from tenancy support teams to help them access the support and training they need to move on with their lives.

## Objective 7

To work with boroughs, communities, transport providers and businesses to help regenerate the most deprived parts of London. This will be in a way that supports good growth and opens up opportunities for the most disadvantaged groups.

The Mayor has carried out the following:

- Developed a 'Supplier Diversity Action Plan' as part of the Good Growth by Design Commissioning Quality Pillar. This will ensure future procurement process are inclusive by reducing barriers to diverse suppliers.
- Developed the Crowdfund London programme to enable a broad range of communities to bid for it. Of the projects that have been backed, 24 per cent come from grassroots/local community organisations. Some are accessing public funds for the first time.
- Commissioned a tailored support and engagement programme with the latest round of Good Growth Fund projects. The aim is to help the projects engage with and deliver on the Mayor's vision for a more socially integrated London. The programme built upon the work of the Social Integration Design Lab. This brought together 10 Good Growth Fund projects all focused on regeneration activities across London.

## Objective 8

To work with government, boroughs, communities, businesses, schools, transport providers and others to help protect and provide the social infrastructure needed by London's diverse communities.

The Mayor has carried out the following:

- Continued to successfully focus on developing civic infrastructure through the Good Growth Fund and its related activity. Community centres and social infrastructure are the most funded type of project, accounting for 18 per cent of all projects in Round 3. In addition, 10 out of 14 Crowdfund London projects funded in 2019-20 involved investment to secure, improve or enhance social infrastructure.
- Funded projects through the Skills for Londoners Capital Fund designed with community use, inclusive learning and accessibility in mind.

## Objective 9

To work with government, boroughs, developers, businesses and communities to promote inclusive design through planning, procurement and commissioning of projects and programmes. We will also contribute to the development of national technical standards, initiatives, training and professional development programmes.

The Mayor has carried out the following:

- Progressed the new draft London Plan through Examination in Public to its Intend to Publish version. The new London Plan defines good growth as socially and economically inclusive and environmentally sustainable growth. It asks boroughs to support the creation of inclusive neighbourhoods by requiring development proposals to achieve the highest standards of accessible and inclusive design.
- Completed the evidence base research for the Public London Charter ahead of consultation. It provides guidance on how public spaces can be used by a diverse population. This includes all protected characteristics as defined by the Equality Act 2010 and socio-economic indicators.
- Supported the development of the Good Quality Homes for All Londoners planning guidance. This provides further details on design principles to ensure the resident experience is considered at the earliest stages of planning.
- Developed and launched guidance on making London child-friendly. This examines how to best design the built environment to help children get around and play unaccompanied by adults.
- Launched the Supporting Diversity Handbook. This is a tool for advocacy, communication and action on the barriers to equality diversity and inclusion in the built environment sector. This was done by securing diversity training as a core CPD module with industry body the Royal Institute of British Architects.

## Objective 10

To support effective ways to involve communities in the development of their neighbourhoods and the wider city.

The Mayor has carried out the following:

- Progressed the draft new London Plan through the Examination in Public to its Intend to Publish version. This encourages early and inclusive engagement by boroughs with local communities in preparing their development plans. It also supports collaboration with local communities in the development of planning policies that affect them.
- Used the Good Growth Fund to support the Selby Centre. This vital piece of Tottenham's social infrastructure hosts over 40 community and BAME-led businesses. As a result, they have meaningfully participated in the council-led master-planning process for their site.
- Funded projects through Crowdfund London and the Good Growth Fund, which use meaningful participative approaches to deliver regeneration. One example is Build Up Hackney, a project that worked with young people aged 10-21 to create a new public space in Hackney.

## Objective 11

To work with all relevant partners around actions to clean up air and mitigate the effects of air pollution. These will be informed by an understanding of the groups most likely to experience poor air quality.



The Mayor has carried out the following:

- Extended the air quality audit programme from schools to 20 nurseries. Again, these nurseries were in areas worst affected by air pollution and served deprived communities. They each received £4,500 starter grants to help roll out audit recommendations.
- Provided £48m funding for scrappage schemes that help micro-businesses, charities, and low-income and disabled Londoners switch to cleaner, greener forms of transport. This will help ensure that these groups are ready for the expansion of the Ultra-Low Emission Zone in October 2021.
- Ensured Londoners, particularly vulnerable groups such as the young, the elderly and those with pre-existing conditions can access air-quality information and reduce their exposure. He has funded a duty forecaster service that warns of moderate, high and very high pollution episodes. These are available via social media, as well as text message via airTEXT. Alerts are also sent directly to schools across London local authorities, and other stakeholders.
- Co-funded/commissioned a research study with King's College London to track children's exposure to air pollution on their way to and from school. This showed the links between London's air pollution and chronic obstructive pulmonary disease/asthma hospitalisations.
- Started work with the Alan Turing Institute to integrate data and air pollution measurements to better estimate and accurately forecast air pollution across London. This can be shared via APIs and mobile apps to give reliable, frequently updated and highly localised air quality data and forecasts for Londoners.

## Objective 12

To work with government, businesses, transport providers, voluntary groups and all relevant partners to help ensure our approach to tackling fuel poverty and improving green spaces is inclusive.

The Mayor has carried out the following:

- Launched London Power, a new energy supply company that provides fairer electricity bills for Londoners and helps struggling households – particularly those in fuel poverty. It offers a specific plan for pre-payment customers, and identifies and refers financially vulnerable households to the Priority Service Register. Eligible households are signposted to relevant energy efficiency schemes.
- Installed energy efficiency measures in over 550 owner-occupied and privately rented fuel poor homes in 2019-20 through Warmer Homes. This is the Mayor's programme focusing on reaching low-income households and those with long-term illness or disability.
- Through the Warmer Homes Advice Service, the Mayor helped 2,601 households with small energy measures and energy-bill-saving advice. It targets support at vulnerable households in, or at risk of, fuel poverty. Households containing people with disabilities or long-term illness, and members of BAME groups, account for 73 per cent and 54 per cent of clients, respectively.
- Provided grant support for 70 community events during the 2019 National Park City Festival. These were specifically designed to engage Londoners who underuse green spaces such as over-65s, BAME communities, and Deaf and disabled people.

## 2. A great place for young people

Childhood experiences – particularly those relating to learning and health – set the course of every Londoner's life. Tackling emerging inequalities early is vital.

### Objective 13

To work with government, boroughs, early-years and childcare providers, and businesses to help address the root causes of child poverty. These include affordability of housing, childcare and transport, low pay, and lack of flexible working, as well as the welfare system.

The Mayor has carried out the following:

- Designed a £6.5m European Social Fund (ESF) programme to offer personalised support for parents to identify and overcome barriers to employment or progression. This includes accessing full entitlements to childcare support. The grant application process launched in February 2020.
- Designed a £2m ESF Programme to support Londoners with complex needs to gain skills and find (or remain in) work, education or training. The Early Years Sector Skills project, part of the ESF programme, will help adults and young people gain relevant skills to find work in this sector.
- Carried out a pilot project to support primary schools to tackle some of the symptoms and underlying causes of child poverty. This includes embedding welfare rights advisers in school settings. One in three families benefited from additional annual income generated averaging £7,000 each. Of those who received advice, 70% were from BAME communities.
- Published a cumulative impact assessment (CIA) of all tax and welfare reforms on Londoners since 2010. The modelling showed a projected 4 per cent increase in child poverty as a result of government policies. It found that households with children, particularly lone-parent families, would lose the most. The Mayor wrote to the Work and Pensions Secretary highlighting the findings, flagging the similarly severe impacts on disabled households.
- Lobbied the government at the start of the pandemic to provide more immediate financial support to low-income families. He argued that the five-week wait for Universal Credit should be removed and No Recourse to Public Funds conditions suspended.

## Objective 14

To help understand which groups of children and young people are most likely to experience physical and mental health issues, and help them to access treatment and support.

The Mayor has carried out the following:

- Funded 90 projects with his £45m Young Londoners Fund focusing on supporting mental wellbeing supporting over 45,000 young people.
- Published the London's Child Obesity Taskforce action plan, which has 10 ambitions to ensure that every child in London grows up healthily. This includes an environment that allows them to eat healthily, be physically active and drink plenty of water. The plan also aims to reduce the gap between obesity rates in the richest and poorest areas of London.
- Continued to evaluate the Healthier Food and Drink Advertising policy, which launched in February 2019. It is reviewing how exposure to the advertising of less healthy food and drink is impacting attitudes and buying habits. This will help provide data at borough level and highlight any disproportionate impacts on areas of higher deprivation.
- Delivered the Healthy Early Years London awards scheme, which is targeted at areas with high rates of deprivation and indicators of poor child health. Already over 1,800 early-years settings have registered with the scheme.
- Trained 101 instructors and over 1,600 education staff as part of his Youth Mental Health First Aid programme. This will give every state school and further education college in London access to a Youth Mental Health First Aider by March 2021.
- Funded 40 organisations delivering social action and volunteering projects with young people at risk of poor mental health through the Young London Inspired programme. So far 680 young people have benefited, with 75 per cent being new to social action.
- Funded community-led research through his Violence Reduction Unit (VRU) to explore how to address community trauma and develop mental health support services. The findings highlight the role of youth workers as frontline support for young people, and the importance of local and culturally competent community services.
- Committed £2.3m through his VRU to support young people to stay in education and stay safe. This includes through dedicated one-to-one mentoring and after-school activities.

## Objective 15

To work with London Councils, boroughs and childcare providers to support improved access to high-quality, flexible early education and childcare for all. Provision should respond to the diverse needs of London's families, so children from low-income families can better access all forms of childcare and early-years provision.

The Mayor has carried out the following:

- Funded local projects that reached over 2,000 low-income families who weren't accessing free early-years education.
- Expanded his London Early Years Campaign to engage families with children with special educational needs and disabilities.
- Provided level 3 special educational needs and disabilities (SEND) accredited training developed by the Mayor's Early Years Hub in Wandsworth and Merton, to 85 special educational needs coordinators (SENCOs).
- Supported 400 early-years providers in three Early Years Hubs in Barnet, Wandsworth and Merton (Wandle), and Newham.
- Supported over 80 early-years practitioners to increase their leadership, management and business skills through his Early Years Leaders Programme.

## Objective 16

To work with schools, boroughs and London Councils to support greater educational progress for the lowest-attaining groups, and reduce disparities in exclusions.

The Mayor has carried out the following:

- Invested £8m through his ESF programme to support young people aged 15 to 19 who are at high risk of leaving education, or have already been excluded.
- Ringfenced a further £3m to deliver a 'gangs prevention' programme in pupil referral units and alternative provision. This aims to increase the number of at-risk young Londoners who remain in employment, education, and training.
- Reached over 1,500 children from 15 schools by expanding his Stepping Stones programme. This aims to help vulnerable students moving from primary to secondary school to improve academic attainment, behaviour and attendance.
- Supported good practice sharing events between schools on improving educational attainment for specific groups of children: Black Caribbean boys and White boys eligible for free school meals (FSM); Gypsy and Roma Travellers; and children at risk of exclusion from school and pupils with SEND requirements.
- Engaged and supported aspiring middle and senior leaders from BAME communities into becoming deputy and head teachers. This has been through the Mayor's Getting Ahead London coaching programme. In 2019-20, over 40 per cent of participants were from a non-white British background.
- Worked with schools, boroughs, and others to hear what challenges they face to support children at risk of exclusion or going missing from school. This work was through his VRU.
- Launched the VRU's £4.5m education programme to reduce school exclusions and support young people in Pupil Referral Units.
- Worked with 200 schools through the VRU's Supporting Inclusive School programme in London. This aims to create more inclusive environments to support vulnerable young people to stay in school.

## Objective 17

To work with London businesses, boroughs and the voluntary sector to create more opportunities for young people to gain work experience and wider career and employment opportunities. This focuses on the science, technology, engineering and maths (STEM), digital, cultural, and creative sectors.

The Mayor has carried out the following:

- Supported over 300 London education settings to sign up to the Gender Action charter mark to tackle gender stereotyping in London's nurseries and schools.
- Funded 7,900 pupils (50 per cent of which are girls) from disadvantaged schools to complete STEM projects and achieve the nationally recognised CREST Award.
- Developed the ESF 2019-24 youth programme to support 15 to 24-year-olds into work or return to education. This includes £6m to support young people and vulnerable adults into the STEM, early years and creative sectors.
- Delivered tailored employability and skills support for care leavers aged 16-24 who are not in education, employment or training (NEET). This was through the ESF Youth Innovation Fund's Care Leavers into Work programme.
- Supported NEET 16-24 year olds within six months of dropping out of their Level 2/3 course at school or college. This was through the ESF Youth Innovation Fund's Getting Back on Track programme.
- Held targeted careers events and funding resources to inspire young people into the STEM and creative sectors. This includes primary children, young people with SEND, BAME young people, care leavers and those under-represented in sectors, such as girls in STEM careers.
- Was one of the first 50 signatories of the DfE Care Leaver Covenant, pledging six commitments of support for care leavers in London.[3]
- Convened the Mayor's London Infrastructure Group to carry out primary and secondary research into diversity and inclusion in the sector.

[3] [www.london.gov.uk/programmes-strategies/education-and-youth/support-fam...](http://www.london.gov.uk/programmes-strategies/education-and-youth/support-fam...)

### 3. A great place to work and do business

Inequalities remain widespread in the labour market, from pay gaps to a lack of boardroom

diversity. Helping to make London a great place to work and do business will support the city's economy, while allowing people to fulfil their potential.

#### Objective 18

To work with boroughs, education and skills providers, businesses, and voluntary and community groups. The aim is to help increase the number and diversity of people gaining the skills they need. This includes progression through further/higher level learning and training, and higher level and degree apprenticeships, and into higher skilled work.

The Mayor has carried out the following:

- Extended full funding of Adult Education Budget (AEB) courses in 2019-20 to eligible in-work groups earning below the London Living Wage. This will support the many Londoners stuck in low-paid and low-skilled jobs to gain new skills and progress in work.
- Fully funded adult learners in 2019-20 who would benefit from British Sign Language (BSL) to study for qualifications in BSL. This includes those who cannot access spoken language because of their deafness.
- Awarded Round 2 of the Small Projects and Equipment Fund, with £4.2m capital investment for London's Further Education providers. This includes facilities upgrades and equipment to enhance support and learning environments for SEND learners and students of English for speakers of other languages (ESOL).

## Objective 19

To work with employers, education and skills providers, and voluntary and community organisations. The aim is to ensure as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise and jobs market.

The Mayor has carried out the following:

- Delivered 'Future x Skills', a Digital Careers event and part of the Digital Talent Programme in collaboration with GLA's Workforce Integration Network (WIN). The event convened a diverse range of tech employers with young under-represented Londoners in the various sectors.
- Addressed London's parental employment gap through £6.5m of ESF funding. This has been assigned for projects to support workless or low-paid parents to take up childcare entitlements and access provision.
- Completed phase 1 of procurement for the 2019-23 ESF programme. This includes funding sector-skills-specific projects, ESOL, English and maths, and supporting those at risk of NEET.
- Launched an ESF programme to support ex-offenders and homeless Londoners to get skills and employability support so they can gain and sustain jobs.
- Set out how to prioritise under-represented groups in project delivery through the Skills for Londoners Round 2 prospectus. This included statistics on learner diversity and target groups. For example, the prospectus sets out that there are very few women in specialist tech roles and in computer science courses.

## Objective 20

To work with employers and their organisations, unions, and the voluntary sector. The aim is to help ensure London's employers have fair and inclusive employment practices to retain and help their employees progress. There will be a focus on those groups that experience major barriers at work.

The Mayor has carried out the following:

- Launched his Good Work Standard to set a benchmark for good employment practice covering fair pay, recruitment, learning and development, and staff wellbeing. In March 2020 more than 60 employers had been accredited, and more than 200,000 Londoners were employed by accredited organisations.
- Led by example by taking steps to make the GLA Group an exemplary employer. This includes publishing our first ethnicity pay gap action plan. Apart from the London Legacy Development Corporation, the ethnicity pay gap fell group-wide in 2019.
- Tackled the under-representation of young black men in the construction and tech sectors through the Workforce Integration Network. This involved engaging over 90 businesses and 1,215 young people through a series of events. He also developed an employer good practice toolkit that gives businesses practical steps to increase their workforce diversity and improve workplace culture and policy.
- Supported 313 unemployed 18-24 year olds to gain education, employment or training through the Head2Work programme. It is targeted at those that are disproportionately affected by mental health issues. This includes those within the criminal justice system, looked-after children, refugees or asylum seekers. Of the participants in the programme, 71 per cent reported improved wellbeing and 68 per cent were new to social action.
- Responded to the government's consultation on ethnicity pay gap reporting, urging ministers to extend mandatory reporting to smaller companies.

## Objective 21

To work with skills and training providers, as well as employers, to help increase the diversity of their workforces in vital sectors in London. These include digital, construction, creative and the built environment.



The Mayor has carried out the following:

- Continued, through the £12m Mayor's Construction Academy, to address the gender imbalance and under-representation of those from BAME communities and younger employees in the sector. This is by joining forces with employer partners on recruitment initiatives to create more inclusive workplaces.
- Delivered training through the £7m Digital Talent Programme targeted at learners who are from BAME communities, women, disabled people or lone parents. The aim is to help plug the growing skills shortage in the digital, creative and technology industries.
- Participated in the 5 Cities Project, which aims to promote the take-up of apprenticeships among under-represented groups, with a focus on BAME communities.

## Objective 22

To work with important stakeholders to encourage inclusive growth in London. This is through better planning and provision of business support, including access to finance for businesses led by members of the BAME community, women and people with disabilities.

The Mayor has carried out the following:

- Developed Funding London, a programme of workshops focusing on early-stage and growth investment for women and entrepreneurs from BAME communities.
- Ran Start Up, Step Up London, a mentoring programme with specific targets to reach disabled people, women and those from BAME communities.
- Held roundtable discussions with the London Economic Action Partnership for Black women entrepreneurs and disabled entrepreneurs. The aim is to understand how better to support people from these groups, currently under-represented in business.
- Partnered with the British Library to support the Precious Nights Network. This invites successful businesswomen from BAME communities to share their experiences of founding a STEM company.

## 4. Getting around

Walking and cycling should become the default choice for shorter trips, and public transport for longer ones. This requires new ways of thinking about how we make streets more accessible and inclusive and transport networks easier to use. Achieving this will help make the city healthier, safer and less expensive.

### Objective 23

To work through TfL and with London boroughs, development partners and other planning authorities to help change London's streets and public places. The aim is to address barriers to walking and cycling, and make sure they focus on accessibility and inclusion issues.

The Mayor, through TfL, has carried out the following:

- Worked with London Councils to develop a new by-law enabling boroughs to specify where dockless cycles can be parked. This helps overcome accessibility challenges for some older and disabled Londoners.
- Published the Planning for Walking Toolkit to shape the walking environment across urban streets. This helps planners and designers to make better informed inclusive design decisions.

### Objective 24

To work through TfL and with London boroughs, London Councils, and other transport and travel information providers, to offer more affordable transport and to make people more aware of the cheapest travel options on offer.

The Mayor, through TfL, has carried out the following:

- Ran a campaign with Time Out London to raise awareness of off-peak fares that enable travel from just £1.50.
- Promoted TfL's range of free and concessionary fares through schools and JobCentres to those who are eligible. These cover travel for many of the most vulnerable in society – young people in education, older people, apprentices and people seeking work.
- Frozen TfL fares; operated the Hopper Fare, with unlimited bus and tram pay-as-you-go journeys within an hour of first touching in, for £1.50; and maintained TfL's free door-to-door service Dial a Ride.

### Objective 25

To work through TfL and with London boroughs, development partners and other planning authorities. This will ensure that inclusive design is an important principle in all new transport schemes and those where major renewal works is being done.

The Mayor, through TfL, has carried out the following:

- Delivered inclusive design training via the Design Council to over 200 TfL architects, engineers, facilities managers and those involved in built environment projects.
- Learned from the Design for the Mind audit of Euston and work with the Alzheimer's Society and many other groups. He has signed a contract to work with the British Standards Institute to produce a Publicly Available Specification (PAS). This will help designers create environments that remove barriers for those who may be neurodiverse, have a neurodegenerative disease, or experience mental ill-health.

## Objective 26

To work through TfL and with other transport providers to help increase staff awareness and understanding of how to offer an inclusive service, including providing disability equality training.

The Mayor has carried out the following:

- Trained 900 staff from professional services and 330 staff on the frontline through its disability equality training programme. This training is now a fixed element of the induction week for all new starters in London Underground frontline roles.
- Trained 141 members of staff through the Dementia Awareness eLearning module.
- Trained 120 staff in conducting Equality Impact Assessments and contracting a new framework to support ongoing improvement and delivery.

## Objective 27

To work through TfL and with the London boroughs, transport providers, the Metropolitan Police Service (MPS), the British Transport Police and the City of London Police to help reduce crime, and the fear of crime, on London's streets and transport system.

The Mayor, through TfL, has carried out the following:

- Continued partnership action to encourage reporting and prioritising the investigation of hate crimes. This includes running over 400 hate crime engagement events throughout the year across the transport network – a 60 per cent increase on the previous year.
- Promoted Project Guardian and the Report it to Stop it messaging service. This will help tackle unwanted sexual behaviour, target offenders, and make public transport safer for women and girls.
- Coordinated plain-clothes and uniformed operations across transport modes to tackle theft offences. This is London's highest-volume crime and is commonly targeted at older people.

## **5. A safe, healthy and enjoyable city**

The Mayor is determined to ensure that London is a city where everybody can live a safe, healthy and enjoyable life, supported by strong communities, diverse relationships and access to culture.

### **Objective 28**

To work with local authorities, the MPS, criminal justice agencies, and voluntary and community sector partners to help reduce the disproportionate impact of crime on children and young people, who are at risk of becoming either victims or perpetrators of crime.

The Mayor has carried out the following:

- Launched the new community place-based programme MyEnds, through his VRU. This is investing £3.3m in hyper-local neighbourhoods affected by high and continued levels of violence where inequalities relate to poverty, gender and race intersection. The programme supports community-led organisations to lead programmes of change.
- Extended the provision of specialist youth workers into five additional A&E departments to help young people (between the ages of 12 and 15) to access support to prevent escalation of violence or victimisation and exploitation.
- Provided enhanced support services to those affected by violence. This includes pretrial support to families and witnesses of homicides, and in-school support for affected pupils.
- Doubled the funding for the Children and Young People's victims' services, from £700,000 in 2018-19 to £1.4m in 2019-20. This has enabled co-location of serious youth violence caseworkers in the top 10 boroughs affected by this issue. They can also support young people across London.
- Worked with NHS England to extend funding until September 2021 for the Lighthouse, the UK's first 'child house'. This provides support to children and young people who have been sexually abused or exploited, as well as providing support to their families or carers.
- Continued investment in the pan-London Rescue and Response programme supporting children and young Londoners exploited by or involved in county lines activity. The Rescue and Response model includes specialist support for girls and young women, provided by social enterprise Abianda. Identification of females exploited or involved in county lines is improving. So far, 192 girls and young women have been referred, and 42 individuals directly supported.
- Successfully bid for £3.2m from the Shared Outcomes Fund to pilot a Young Adults Hub for 17-25 year olds on probation. This will help break the cycle of offending and recriminalisation by addressing the needs of young people and training professionals in young adult development.

## Objective 29

To work with local authorities, the MPS, criminal justice agencies, and voluntary and community sector partners to help address the impact of crime on those groups and communities disproportionately affected. This is particularly with respect to hate crime, domestic violence, and violence against women and girls.

The Mayor has carried out the following:

- Invested a further £15m funding to support the work of domestic abuse refuges and rape crisis centres in London. This ensures that more women can access their services.
- Fast-tracked £1.3m so a further 235 women can access the support of an independent sexual violence advocate. Another 350 more can get the support of an independent domestic abuse advocate. This funding increases bespoke support for young female victims of sexual violence by 62 per cent. One hundred more women will also be able to receive therapy sessions.
- Invested £500k in the ground-breaking Drive programme working with high-harm perpetrators of domestic abuse. The aim is to prevent reoffending and permanently change their offending behaviour. As of June 2019, the Drive pilot sites had 342 open cases.
- Published the London Victims' Commissioner's London Rape Review. The Commissioner is working with the Mayor's Office for Policing and Crime (MOPAC) and across criminal justice agencies to roll out the recommendations to ensure rape victims get justice.??
- Funded specialist case work support for victims of anti-Semitic hate crime and LGBTQ+ hate crime.
- Continued to fund three London sexual abuse referral centres?(havens)?in partnership with NHS England. These provide services to male and female victims/survivors of rape or sexual assault. Through these services we have provided support to over 1980 victims in the last year.???
- Commissioned a specialist domestic abuse organisation to conduct an in-depth Pan-London Domestic Homicide Review case analysis. This will highlight best practice for how various sectors can work differently and collaboratively to ensure lessons are learned based on emerging patterns.
- Published the new Hate Crime dashboard, which provides transparency of delivery of operational activity around this issue.
- Invested a further £500,000 to tackle hate crime in the capital, which has enabled the hate crime victim advocacy service delivered by Community Alliance To Combat Hate (CATCH) to support around 900 victims to 'navigate' the criminal justice system. The funding has also delivered a Community Outreach Programme to support communities targeted following the EU referendum in 2016; and launched a Shared Endeavour fund to support initiatives by grassroots community organisations to stand up to hate, intolerance and extremism.

### Objective 30

To work with all relevant partners to help reduce differences in groups' experiences of policing, victim satisfaction and perceptions of policing and the criminal justice system. To hold the MPS Commissioner to account for the exercise of duties relating to equality and diversity.

The Mayor has carried out the following:

- Continued to hold the Commissioner of the MPS to account for the police's use of stop and search. The Mayor and Deputy Mayor review stop-and-search data monthly and raise areas of concern with the Commissioner through the MOPAC Oversight Board.
- Established a Youth Reference Group to further strengthen community monitoring of stop and search. The Mayor also hosted a youth conference engaging over 100 young people and commissioned focus groups to understand what stops young people engaging in community scrutiny of stop and search.
- Worked with the MPS to deliver new stop and search judgement training for new and existing officers. This will ensure they are best equipped to use those powers fairly and effectively.

### Objective 31

To work with government, local authorities, the MPS, criminal justice agencies, and voluntary and community sector partners. The aim is to help reduce inequality and disproportionate representation within the criminal justice system.

The Mayor has carried out the following:

- Overseen the removal of 488 individuals in the 'green' category from the MPS's Gangs Violence Matrix following its review by MOPAC. The Equalities Impact Assessment, FAQs and quarterly demographic breakdown of Matrix individuals are now also being published on the Met's website.
- Launched the Blueprint for Women to test new approaches to working with female offenders who have committed low-level offences, such as theft. The aim is to divert them from the criminal justice system, tackle the root causes of offending and prevent reoffending. It will also help ensure women have support and safe accommodation after leaving prison.
- Convened criminal justice partners to co-design an action plan to tackle BAME disproportionality at every stage of the Youth Justice System.
- Tackled the disproportionate use of intrusive policing tactics. MOPAC has launched an annual review of disproportionality in the use of force (including Tasers and firearms) and stop and search.

## Objective 32

To work with all relevant partners to help understand and reduce the gap in risks of fires between different communities and engage local communities to better understand and respond to their needs.

The Mayor has carried out the following:

- Engaged fully as a core participant in the Grenfell Tower Inquiry to ensure lessons are learned and responsible parties held to account. This includes, for the first time, a fire safety policy in the Intend to Publish London Plan. It will require all new developments to meet the highest standards of fire safety.
- Introduced new fire safety requirements for homes, which go further than the government's Building Regulations, for new developments on GLA land. This was commissioned through the London Development Framework (LDP2).
- Administered the government fund that pays for removal and replacement of unsafe aluminium composite material cladding from residential tower blocks over 18m tall. This includes both those in the social rented sector and those that are privately owned.

## Objective 33

To lead, and help coordinate, work to understand and address health inequalities and support at-risk communities. The aim is to increase their health skills, knowledge and confidence.

The Mayor has carried out the following:

- Become a signatory, along with London Councils, NHS England and Public Health England, to the 'London Vision'. This sets out 10 priority areas of focus for collaborative, pan-London action. These include issues such as air quality, smoking and violence where there are clear links to inequalities.
- Launched the Social Prescribing 'Next Steps for London' partnership document. This looks at how to develop and deliver social prescribing to the most disadvantaged Londoners. The focus has now moved to supporting the voluntary and community sector to develop and deliver social prescribing provision, including commissioning a voluntary and community sector social prescribing network.
- Supported partnership work to tackle HIV through the Fast-Track Cities programme. This includes 12 HIV improvement projects targeted at groups including people from BAME communities, women, younger people, and faith groups.



#### Objective 34

To work with communities, employers and the voluntary sector to ensure London's diverse populations no longer experience stigma associated with mental ill-health.

The Mayor has carried out the following:

- Launched a new £2.35m scheme to support people with mental health needs who are sleeping rough in London. Dedicated teams of mental health practitioners from NHS Mental Health Trusts are joining outreach workers on the street. The aim is to provide people with flexible, accessible mental health support, and to ensure they receive appropriate assessment and treatment.
- Awarded £100,000 worth of grants through Right to Thrive to support community-led mental health projects with and for intersectional and marginalised communities in London.

#### Objective 35

To work with others to address the inequalities and barriers that limit some Londoners' ability to build strong relationships and be active citizens.

The Mayor has carried out the following:

- Awarded £144,551 grant funding for the second year of the London Family Fund. This will bring older and younger Londoners together and help the most marginalised families become part of their local communities.
- Provided grants to 47 young people to plan and lead their own social action projects. These will promote or raise awareness of positive mental health and wellbeing in the community.
- Provided grants of up to £10,000 to 15 small, voluntary-sector organisations for projects addressing social isolation and loneliness through social prescribing. Social isolation and loneliness affect a range of vulnerable groups and has a marked negative impact on mental and physical health.
- Provided advice and support to European Londoners and their families facing barriers to accessing the EU Settlement Scheme. The EU Londoners Hub has already been accessed by more than 300,000 people. Some £110k of funding was provided through the European Outreach Microgrant programme. In addition, £125k worth of pro bono immigration advice was provided for free at pop-up events across London.
- Invested £370,000 funding in the legal advice sector to help Londoners with insecure immigration status and providing £20,000 to the Windrush Justice Fund. This supports a range of services and activities for those affected by the Windrush Scandal.

## Objective 36

To work with employers, communities, voluntary sector organisations and others to help reduce the barriers that prevent some people from volunteering.

The Mayor has carried out the following:

- Published research in March 2020 to explore the experiences of volunteers from BAME communities. This provides insights into inclusivity in volunteering and data to help volunteer managers ensure their volunteering programmes offer the best experience for all volunteers.
- Ran an experiment with the Behavioural Insights Team to test different language around volunteering with people from BAME communities. This will help us better target the language used to measure volunteering rates to capture the experience of diverse volunteers.
- Provided capacity-building support to 10 grassroots organisations across eight London boroughs to deliver the HeadStart Action model. This supported 300 disadvantaged young people aged 14-18 to access employability skills training, aid their personal development, and introduce them to social action.
- Delivered Forces for London for two years until July 2021. This will help up to 100 ex-forces personnel to take up high-quality skilled volunteering opportunities, undertake employability skills training, and secure sustained employment.

#### Objective 37

To work with London boroughs, businesses, venues and voluntary and community groups to help organise and promote relevant and accessible activities. This will enable more Londoners to experience, and engage with, the city's culture.

The Mayor has carried out the following:

- Delivered the first ever London Borough of Culture 2019 in Waltham Forest. This year-long programme involved every school in the borough. It reached 85 per cent of households, recruited 1,000 volunteers and attracted over 500,000 additional visits to cultural activity. Liberty Unbound, the Mayor's flagship festival by Deaf and disabled artists, was produced in partnership with Waltham Forest.
- Awarded £1.3m to 244 local grassroots arts, culture and heritage projects in every London borough through Culture Seeds. Forty per cent of projects receiving the grants were led by Londoners from BAME communities, and 43 per cent were projects supporting children and young people.
- Launched a £500,000 skills programme in Tottenham funded by the Mayor's Creative Enterprise Zones programme and the ESF. This will boost access to jobs for local people in Haringey's creative industries, and support 130 people to improve their career prospects. Of these, 50 per cent will be from BAME backgrounds and at least 50 per cent will be women.
- Launched the ESOL Plus Arts programme. This awards £100,000 in grant funding for projects that creatively meet the needs of Londoners facing barriers to accessing or progressing in formal ESOL provision. These projects will be designed and delivered by ESOL professionals, and creative or heritage practitioners; and will be supported by volunteers.
- Invested in projects focused on social inclusion, including £7.5m awarded to creative projects through the Young Londoners Fund.
- Supported the Equal Access Network run by Film London, which has helped 228 people into screen industry jobs. Around 60 per cent are from BAME backgrounds.

### Objective 38

To work with London boroughs, businesses, developers and voluntary and community groups. The aim is to help support, save and sustain diverse cultural places and spaces, by promoting good growth.

The Mayor has carried out the following:

- Launched the Creative Land Trust with Arts Council England and Bloomberg Philanthropies. This has secured £7.5m in seed funding to invest in creating 1,000 affordable creative workspaces within five years.
- Helped to keep 347 creative and community spaces open through the Culture at Risk Office. These include LGBTQ+ venues such as Heaven, the Admiral Duncan and the Joiners Arms.
- Launched the Safer Sounds Partnership, following the scrapping of Form 696. This is helping diverse music acts to perform safely in London by bringing venues and licensing authorities together. The aim is to provide safety training and advice for night-time venues, and to encourage a consistent approach to licensing.
- Increased signatories to the LGBTQ+ Venues Charter to 55 per cent of LGBTQ+ venues. This will help stem the loss of safe spaces for people from these communities. Increased signatories to the Women's Night Safety Charter from 38 to over 320.

## Appendix 1: Progress against equality, diversity and inclusion measures

This appendix reports against a set of measures the Mayor is using to monitor the state of equality, diversity and inclusion in London.

In each case the most recent full year of data available has been reported. The years of comparison vary between measures and are specified for each.

The measures and the full data are all available on the London Datastore:  
<https://data.london.gov.uk/dataset/equalities-diversity-and-inclusion-measures>

### A great place to live

- **Accessible housing:** the proportion of new-build homes in London meeting housing standard M4(2), regarding accessibility and adaptability, has been decreasing. It fell from 86 per cent in the period 1 October 2015 to 31 March 2016, to 66 per cent in the year 2017-18. The proportion meeting standard M4(3), regarding wheelchair accessibility and adaptability, fell from 10 to 7 per cent across the same period.
- **Housing affordability:** around three in 10 (31 per cent) of London households spent over a third of their income on housing in the three years to 2017-18. The proportion has remained steady over the past few years. Unaffordability affects 64 per cent of private rented sector households and 43 per cent of social rented sector households. Londoners in the lowest-

income quintile are more likely to have unaffordable housing (59 per cent) compared with those on higher incomes. Relative to white British and Indian households, housing unaffordability is higher among Black, mixed ethnicity, other White, Pakistani or Bangladeshi, and other ethnicity households.

- **Overcrowding:** around 8 per cent of London households were overcrowded (according to the bedroom standard) in the three years to 2017-18. The proportion has remained steady in recent years. Overcrowding affects around 15 per cent of social rented sector households and around 12 per cent of private rented sector households. The figure for owner-occupied households is 3 per cent. Households headed by a BAME Londoner are more likely to be overcrowded (16 per cent) compared with a household headed by a white Londoner (6 per cent). Around one third (33 per cent) of lone-parent households are overcrowded, compared with 19 per cent of households of couples with dependent children.
- **Rough sleeping:** the number of people seen rough sleeping in London in 2018-19 rose by 18 per cent compared with 2017-18. There has been a marked increase in the proportion of those sleeping rough who are from central and eastern Europe. This was 31 per cent in 2018-19 compared with 23 per cent in 2017-18.
- **Statutory homelessness:** new statutory homelessness duties for local authorities have led to the data for this measure changing in 2018-19. This means there has been a break in the time series. The change has led to a reduction in the number of households accepted as statutorily homeless in London in 2018-19. However, new relief duties are up. The Homelessness Reduction Act 2017 came into force in April 2018. It states that a relief duty is owed to households that are already homeless and require help to secure accommodation. The duty lasts 56 days, after which a household is owed a main (original) homelessness duty and accepted as statutorily homeless. There were 21,173 new relief duties and 8,290 main homelessness duties recorded in 2018-19. Black Londoners and those aged between 25 to 44 years remain over-represented among those owed a prevention or relief duty. This over-representation has fallen slightly since 2016-17.
- **Tenure satisfaction:** around eight in ten (82 per cent) London households were satisfied with their tenure in the three years to 2016-17. Satisfaction is near universal for owner occupiers (96 per cent) but drops to 75 per cent of social rented households and 62 per cent of private rented households. Among household types, lone parent households are least satisfied with their tenure (62 per cent). This contrasts starkly with households headed by a single person aged 60 or over (89 per cent).

## A great place for young people

- **Child mental health:** around 2.5 per cent of secondary school age pupils in London had social, emotional and mental health needs in 2018. The highest rates are found in inner London boroughs such as Hackney (4.7 per cent), Wandsworth (4.4 per cent) and Westminster (4.3 per cent). The lowest rates (excluding the City of London) are found in outer London – for example, Havering (1.2 per cent), Hillingdon (1.2 per cent) and Kingston upon Thames (1.3 per cent).
- **Child obesity:** rates of child obesity in London have remained constant for children in Year 6 over the past few years (23 per cent in 2018-19). Black Year 6 children are more likely to be obese (29 per cent) compared with White Year 6 children (19 per cent). The same pattern is exhibited among reception-age children; 8 per cent of White children are obese compared with

15 per cent of Black children.

- **Early-years education:** take-up of the two-year-old free early-education entitlement in London jumped from 46 to 57 per cent between 2015 and 2016. In 2018, it hit an annual high of 61 per cent, but this fell to 59 per cent in 2020. London take-up is still 10 percentage points below the national average. However, the gap has narrowed by one percentage point since 2018. London take-up for three and four-year-olds was 84 per cent in 2020.
- **Educational attainment:** has improved within key stage 4. The average 'attainment 8' score of students in London rose from 48.9 to 49.7 between 2016-17 and 2018-19. However, ethnic inequalities in educational attainment have increased. The gap in average score between secondary school student ethnic groups with the highest attainment (Chinese) and lowest (Black) rose from 19.2 to 21.5. Inequalities also increased according to FSM eligibility, deprivation status and SEND status.
- **School exclusions:** rates of both fixed-term and permanent school exclusions have remained about the same between 2011-12 and 2018-19. Comparing the change in inequalities over this period, ethnic inequalities in fixed-term and permanent exclusions have remained about the same. The gaps in rates of fixed-term and permanent exclusions between FSM-eligible students and their peers have increased slightly. Pupils with a statement; education, health and care plan; or SEND support continue to be more likely to be excluded on a fixed-term or permanent basis compared with pupils with no identified SEND.

## A great place to work and do business

- **Employment gaps:** the gap between men and women narrowed by two percentage points between 2011 and 2019. Over the same period, the gap between disabled and non-disabled adults has dropped by three percentage points. By ethnicity, employment rate gaps relative to the employment rate for working-age White Londoners have fallen over time, but progress has slowed.
- **Participation in training:** the proportion of economically active Londoners aged 16-64 receiving training has fallen progressively over time. It was 23 per cent in 2019 compared with 29 per cent in 2004. White British Londoners are twice as likely to receive training as Pakistani or Bangladeshi Londoners (24 per cent and 12 per cent respectively).
- **Pay gaps:** the gender pay gap in London has increased to 18 per cent in 2019 from 17 per cent in 2018. Progress on reducing it has reversed in recent years. Previously, it fell from 22 per cent in the late 1990s to 15 per cent in 2012.
- **Poverty:** pensioner poverty (measured after housing costs) rose from 18 per cent in the three years to 2014-15 to 24 per cent in the three years to 2017-18. Yet poverty is far less common among this group than it was in the late 1990s, when it peaked at 32 per cent. Child poverty rates have remained about the same over the last few years. However, at 37 per cent it is still higher than for other age groups. Working-age poverty rates have not changed much. They are currently around two percentage points higher than in the early 2000s, at 25 per cent.

## Getting around

- **Public transport satisfaction:** this has fallen slightly for most modes of transport, except for trams, decreased slightly between 2016-17 and 2018-19. Among disabled Londoners the fall in satisfaction was worst for taxis and the Underground.



- **Public transport use:** across London, usage rates of buses, the Tube, National Rail, private hire vehicles (PHVs) and walking rose slightly between 2016-17 and 2018-19. A slightly smaller proportion of people are using their car (as the driver). Among disabled Londoners, use of most modes of transport has decreased since 2016-17, the one exception being a slight increase in the use of PHVs.

## A safe, healthy and enjoyable city

- **Adult mental health:** there was little change in the rate of most common mental health and neurological conditions among adults between 2015-16 and 2018-19. The exception is the proportion of adult GP patients with depression, which rose from 6 to 7.6 per cent.
- **Adult obesity:** the proportion of London adults aged 18 and over classified as overweight or obese has remained roughly the same over the last few years (56 per cent in 2018-19). The highest rates are in outer London boroughs such as Barking and Dagenham (73 per cent), Enfield (67 per cent), Bexley and Bromley (both 66 per cent). The lowest rates are in inner London boroughs such as Camden (42 per cent) and the City of London (44 per cent).
- **Criminal justice:** the conviction rates for indictable offences in London has remained fairly constant over the past 10 years and in 2019 was 61 per cent. The sentencing rate has followed a similarly steady pattern and stands at 60 per cent in 2019. Arrest rates have fallen among all ethnic groups between 2017 and 2018.
- **Cultural participation:** comparing the three years to March 2019 with the three years to March 2016, museum and gallery attendance has slightly fallen across London's population. This decline was steeper among Londoners that rent, BAME Londoners and Londoners with below degree-level educational attainment. Renters' participation fell by nine percentage points between the two periods, while the latter two groups exhibited falls of eight percentage points. There has been little change in library use, visits to heritage sites and attendance at arts events.
- **Hate crime:** hate crime incidents of all categories increased in 2019 from 2018. The exceptions were Islamophobic and religious hate crime incidents, which both fell slightly. The largest rate of increase was in transgender hate crime incidents.
- **Knife crime:** the number of knife crime incidents rose by 6 per cent between 2018 and 2019. Men remain over-represented in both the proportion of victims and the proportion of offenders.
- **Sports participation:** the proportion of London adults aged 16 and over taking part in sport and physical activity at least twice in the past month has remained steady. It was 78 per cent in the year to November 2019. Older Londoners aged 75 and over, disabled Londoners, and Londoners in lower socio-economic groups are all less likely to take part in sports and physical activity.
- **Stop and search:** the number of stop-and-searches rose by 77 per cent between 2018 and 2019. The proportion of people stopped and searched who are of a White ethnic background increased slightly in 2019 compared to 2018. The proportion of people stopped and searched who are, or are perceived as, Black fell slightly. Young people aged 15-30 and men also remain over-represented.
- **Violence against women and girls:** the number of victims of domestic violence incidents increased by over 3,000 between 2018 and 2019, or 2 per cent. The number of victims of sexual offences fell by over 500, or 3 per cent.



## Appendix 2: Readers' guides

Inclusive London, published in 2018, is structured not by protected characteristics or groups, but around the issues that Londoners face. We also know that many Londoners have complex identities and that some face multiple disadvantages.

These readers' guides highlight the actions the Mayor has taken to address the inequalities and discrimination experienced by different groups of Londoners

BAME Londoners and fulfils the GLA's duties under Section 33 of the GLA Act 1999 to report annually on its equality work.

***The following outlines the Mayor's work on issues affecting Londoners from BAME communities:***

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 3** the Mayor has implemented his resident ballots funding condition, ensuring that councils and other social landlords get residents' support for estate regeneration projects.
- Under **Objective 4** the Mayor has encouraged boroughs, through their Local Plans, to carry out Gypsy and Traveller accommodation needs assessments.
- Under **Objective 10** the Mayor has used the Good Growth Fund to support the Selby Centre in Tottenham that accommodates over 40 community and BAME-led businesses.
- Under **Objective 12** the Mayor has helped 5,158 households in or at risk of fuel poverty, with more than half of these clients being members of BAME groups, through the Warmer Homes Advice Service.

**Chapter 2** outlines the Mayor's efforts to tackle inequalities in childhood experiences:

- Under **Objective 13** the Mayor has taken action by piloting a project to support primary schools with tackling child poverty, including the embedding of welfare rights advisers in school settings. Of those who received advice, 70 per cent were from BAME communities.
- Under **Objective 16** the Mayor has supported good-practice-sharing events between schools on improving educational attainment for specific groups of children, including Black Caribbean boys, and Gypsy, Roma and Traveller children.
- Under **Objective 17** the Mayor has held targeted careers events and funded resources to inspire young people into the STEM and creative sectors. This included a specific focus on young BAME people.

**Chapter 3** outlines the Mayor's efforts to make London the best city in the world to work

and do business in:

- Under **Objective 19** the Mayor has delivered a Digital Talent Programme in collaboration with GLA's Workforce Integration Network (WIN), which supports young Black men into employment.
- Under **Objective 20** the Mayor has taken action by publishing the GLA Group's first ethnicity pay gap action plan.
- Under **Objective 21** the Mayor continues to address the under-representation of BAME employees in the construction sector through the £12m Mayor's Construction Academy.
- Under **Objective 22** the Mayor has taken action to support the growth of BAME-led businesses by developing Funding London workshops for entrepreneurs and running the mentoring programme Start Up, Step Up London, which has aims to reach BAME Londoners who want to start a business.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 30** the Mayor has taken action to ensure stop and search powers are used fairly and effectively by working with the MPS to deliver new stop-and-search judgement training for new and existing officers, as well as strengthening community monitoring of stop and search. The Mayor has also helped to make London's police force more reflective of the city it serves by supporting the MPS's efforts to increase its number of BAME recruits.
- Under **Objective 31** the Mayor, through MOPAC, convened criminal justice partners to co-design an action plan to tackle the overrepresentation of children from BAME backgrounds in London's youth justice service.
- Under **Objective 33** the Mayor has supported partnership work to tackle HIV through the Fast-Track Cities programme. This includes HIV improvement projects with people from BAME communities and faith groups.
- Under **Objective 35** the Mayor has invested £370,000 funding in the legal advice sector to help Londoners with insecure immigration status.
- Under **Objective 36** the Mayor has published research (March 2020) exploring the experiences of BAME volunteers and providing insights into inclusivity in volunteering.
- Under **Objective 37** the Mayor has taken action by awarding £1.03m to 244 local grassroots arts, culture and heritage projects in every London borough through Culture Seeds. In total, 40 per cent of projects were awarded to BAME Londoners. The Mayor also launched a £500,000 skills programme in Tottenham to support 130 people, 50 per cent of whom will be from BAME backgrounds, to improve their career prospects. The Mayor supported Film London's Equal Access Network helping 228 people into screen industry jobs, 60 per cent of whom are from BAME backgrounds.
- Under **Objective 38** the Mayor has taken action, following the scrapping of Form 696, by launching the Safer Sounds Partnership, helping diverse music acts to perform safely in London.

***The following outlines the Mayor's work on issues affecting Deaf and Disabled Londoners:***

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 4**, the Mayor has started 348 homes for older and disabled Londoners through the Care and Support Specialised Housing Fund.
- Under **Objective 8**, the Mayor has continued funding projects through the Skills for Londoners Capital Fund designed with community use, inclusive learning and accessibility in mind.
- Under **Objective 9**, the Mayor progressed the new draft London Plan through Examination in Public to its Intend to Publish version, which includes asking boroughs to support the creation of inclusive neighbourhoods by requiring development proposals to achieve the highest standards of accessible and inclusive design.
- Under **Objective 12**, the Mayor has provided Good Growth Fund investment to deliver regeneration, including supporting Action on Disability to create a new West London Disability Hub that will provide benefits advice, employability training and an independent living course, and will include a new community garden space

**Chapter 2** outlines the Mayor's efforts to tackle inequalities in childhood experiences:

- Under **Objective 13**, the Mayor has published a CIA of all tax and welfare reforms on Londoners since 2010, which provided evidence of welfare reform as a driver of poverty for households with a disabled family member.
- Under **Objective 13**, the Mayor carried out a pilot project to support primary schools tackle symptoms of child poverty by embedding welfare rights advisers in schools settings. One in three families benefited from additional household income, 20 per cent of those who received advice were from disabled households.
- Under **Objective 14**, the Mayor has funded 90 projects with his £45m Young Londoners Fund, supporting 45,000 young people including grants to Deafinitely Theatre, Magpie Dance, Hillington Autistic Care and Support, Waltham Forest Dyslexia Association, Resources for Autism and Whizz-Kidz.
- Under **Objective 15** the Mayor expanded his London Early Years Campaign to engage families with SEND children and has provided level 3 SEND-accredited training developed by the Mayor's Early Years Hubs in Wandsworth and Merton to 85 SENCOs.
- Under **Objective 16**, the Mayor is supporting good-practice-sharing events between schools on improving educational attainment for specific groups of children including pupils with SEND.

**Chapter 3:** outlines the Mayor's efforts to make London the best city in the world to work and do business in:

- Under **Objective 18**, the Mayor fully funded adult learners in 2019-20 to study for BSL qualifications. He awarded £4.2m in Skills for Londoners Small Projects and Equipment capital funding, including facilities upgrades and equipment to enhance support and learning environments for SEND and ESOL learners.
- Under **Objective 20**, the Mayor launched his Good Work Standard to set a benchmark for good employment practice covering fair pay, inclusive recruitment and staff wellbeing.
- Under **Objective 22**, the Mayor took action to better understand barriers and support the needs of disabled entrepreneurs. Start Up, Step Up London, a mentoring programme with specific targets to reach disabled people, was established and roundtables were held to hear directly from disabled entrepreneurs.

**Chapter 4** covers the Mayor's work to make London an easier, cheaper and safer city to travel around:

- Under **Objective 23**, the Mayor – working with London Councils – has developed a new by-law to help overcome accessibility challenges for some older and disabled Londoners by enabling boroughs to specify where dockless cycles should be parked.
- Under **Objective 24** the Mayor promoted TfL's range of free and concessionary fares through schools and job centres.
- Under **Objective 25**, the Mayor has used the knowledge gained from TFL's Design for the Mind audit to begin working on and producing a PAS to help designers create environments that remove barriers for those who may be neuro-diverse.
- Under **Objective 26**, the Mayor has supported TfL and transport providers to increase staff awareness and understanding of how to offer an inclusive service, including disability equality training for 900 staff professional services and 330 frontline staff.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 29**, the Mayor via MOPAC doubled the funding City Hall has allocated for the hate crime victim advocacy service delivered by CATCH, which includes dedicated disability hate crime reporting through Stay Safe East, a user-led organisation.
- Under **Objective 37**, the Mayor's community sport project Sport Unites supported community organisations to run inclusive and accessible sports activities for disabled Londoners.
- Under **Objective 37**, the Mayor's flagship culture festival by Deaf and disabled artists was produced in partnership with Waltham Forest as part of the inaugural London Borough of Culture.
- Under **Objective 37**, the Mayor awarded Culture Seeds grants for accessible and inclusive arts culture projects including Croydon's Club Soda for young people with learning disabilities, and a celebration of the work of Somali Deaf Centre.

*The following outlines the Mayor's work on issues affecting older Londoners:*

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 4** the Mayor has started 348 homes for older Londoners in 2019-20 through the Care and Support Specialised Housing Fund.
- Under **Objective 9** he has progressed the new draft London Plan through Examination in Public to its Intend to Publish version.
- Under **Objective 12** he provided grant support for 70 community events during the 2019 National Park City Festival.

**Chapter 4** covers the Mayor's work to make London an easier, cheaper and safer city to travel around:

- Under **Objective 23** he developed a new by-law to enable boroughs to specify where dockless cycles can be parked, helping Londoners to overcome accessibility challenges.
- Under **Objective 24** he promoted TfL's range of free and concessionary fares to those who are eligible, through Job Centres and other locations.
- Under **Objective 25** he used the knowledge gained from the Design for the Mind audit to begin working on and producing a PAS.
- Under **Objective 27** he coordinated plain-clothes and uniformed operations across transport modes to tackle theft offences.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 35** he awarded £144,551 grant funding for the second year of the London Family Fund, prioritising projects that focussed on intergenerational mixing.

*The following outlines the Mayor's work on issues affecting younger Londoners:*

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 2** the Mayor has taken action by publishing his blueprint for reforming the private rented sector to make it more stable, secure and affordable.
- Under **Objective 4** the Mayor has taken action by starting 69 Units through the Homelessness Change and Platform for Life programmes.
- Under **Objective 9** the Mayor has taken action by developing and launching guidance on Making London Child Friendly.
- Under **Objective 10** the Mayor has taken action by funding projects through Crowdfund London and the Good Growth Fund.
- Under **Objective 11** the Mayor has taken action by making sure younger Londoners have access to information on air quality and are able to manage their exposure to poor air quality.

**Chapter 2** outlines the Mayor's efforts to tackle inequalities in childhood experiences:

- Under **Objective 13** the Mayor has taken action by carrying out a pilot project to support primary schools with tackling some of the symptoms and underlying causes of child poverty.
- Under **Objective 14** the Mayor has taken action by funding 90 projects with his £45m Young Londoners Fund focusing on supporting mental wellbeing.
- Under **Objective 16** the Mayor has taken action by investing £8m through his ESF programme to support young people who are at high risk of leaving education.
- Under **Objective 17** the Mayor has taken action by developing ESF 2019-24 youth programmes to support 15 to 24-year-olds into work or return to education.

**Chapter 3:** outlines the Mayor's efforts to make London the best city in the world to work and do business in:

- Under **Objective 19** the Mayor has taken action by delivering ‘Future x Skills’, a Digital Careers event and part of the Digital Talent Programme.
- Under **Objective 21** the Mayor has taken action by continuing, through the £12m Mayor’s Construction Academy, to address the under-representation of younger employees in the construction sector.

**Chapter 4** covers the Mayor’s work to make London an easier, cheaper and safer city to travel around:

- Under **Objective 24** the Mayor has taken action by promoting TfL’s range of free and concessionary fares through schools and Job Centres to those who are eligible.

**Chapter 5** outlines the Mayor’s work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 28** the Mayor has taken action by investing £1.4m in 40 community projects to provide extra support for thousands of young Londoners living in high-crime areas.
- Under **Objective 29** the Mayor has taken action by enhancing the Children and Young People’s Victim Support Service.
- Under **Objective 30** the Mayor has taken action via MOPAC, to ensure there is ongoing work to engage with young people and improve relationships with the MPS.
- Under **Objective 31** the Mayor has taken action via the VRU and invested £350,000 in developing a community-led pilot to support the public health approach to violence reduction.
- Under **Objective 33** the Mayor has taken action by supporting partnership work to tackle HIV through the Fast-Track Cities programme.
- Under **Objective 34** the Mayor has taken action by launching a new £2.35m scheme to support people with mental health needs who are sleeping rough in London.
- Under **Objective 35** the Mayor has taken action by awarding £144,551 in grant funding for the second year of the London Family Fund.
- Under **Objective 36** the Mayor has taken action by providing capacity building support to 10 grassroots organisations across eight London boroughs to deliver the HeadStart Action model.
- Under **Objective 37** the Mayor has taken action by investing in projects focused on social inclusion, including £7.5m awarded to creative projects via the Young Londoners Fund.

***The following outlines the Mayor’s work on issues affecting women in London:***

**Chapter 1** covers the Mayor’s efforts to make London a great city to live in:

- Under **Objective 3**, the Mayor has taken action by encouraging councils and housing associations to sign up to the Domestic Abuse Housing Alliance’s National Domestic Abuse Service Standards.
- Under **Objective 4**, the Mayor has taken action by entering into contracts to deliver homes to enable former victims of domestic abuse who no longer need to live in hostels or refuges to move on.
- Under **Objective 5**, the Mayor has taken action by successfully lobbying the government to support pan-London commissioning of refuges for victims of domestic abuse.

**Chapter 2** outlines the Mayor’s efforts to tackle inequalities in childhood experiences:

- Under **Objective 12**, the Mayor has taken action by carrying out a pilot project supporting primary schools to tackle some of the symptoms and underlying causes of child poverty, by embedding welfare rights advisers in schools. A total of 75 per cent of parents and carers who received advice were women.
- Under **Objective 13**, the Mayor has taken action by lobbying the government on welfare reform, highlighting the findings of a CIA of all tax and welfare reforms on Londoners since 2010, carried out by the GLA. This found that households with children, particularly lone-parent families (90 per cent of which are led by women) would lose out the most.
- Under **Objective 15**, the Mayor has taken action by funding local projects reaching over 2,000 low-income families who weren't accessing free early years education, expanding the Early Years Campaign to engage families with SEND children, and lobbying the government for adequate funding for quality accessible early-years provision.
- Under **Objective 17**, the Mayor has taken action by supporting over 300 education settings in London to sign up to the Gender Action charter mark to tackle gender stereotyping in nurseries and schools. He has also held targeted careers events and funding resources to inspire young people under-represented in STEM sectors, including girls, young BAME people and young people with SEND, into STEM careers

**Chapter 3** outlines the Mayor's efforts to make London the best city in the world to work and do business in:

- Under **Objective 18**, the Mayor has taken action by extending full funding of AEB courses in 2019-20 to eligible in-work groups earning below the London Living Wage, and awarding £7.2m in Skills for Londoners Innovation Fund grants to support 25 AEB grant-funded providers in London.
- Under **Objective 19**, the Mayor has taken action by addressing London's parental employment gap through £6.5m of ESF funding. This has been assigned for projects to support workless or low-paid parents to take up childcare entitlements and access provision. He has also set out how to prioritise under-represented groups in project delivery through the Skills for Londoners Round 2 prospectus. For example, the prospectus sets out that there are very few women in specialist tech roles or in computer science courses.
- Under **Objective 20**, the Mayor has taken action by launching his Good Work Standard to set a benchmark for good employment practice, which will include inclusive and flexible working policies. He launched the second cohort of the Our Time scheme, which helps employers address the barriers preventing women from reaching senior levels in their organisations.
- Under **Objective 21**, the Mayor has taken action by delivering training through the £7m Digital Talent Programme, targeted at learners who are BAME, women, disabled people or lone parents. He has also continued to address the gender imbalance in the construction sector through the £12m Mayor's Construction Academy.
- Under **Objective 22**, the Mayor has taken action by developing Funding London, a programme of workshops for women entrepreneurs focusing on early-stage and growth investment. He has held roundtable discussions with the London Economic Action Partnership for Black women entrepreneurs, and partnered with the British Library to invite successful BAME businesswomen to share their experiences of founding a STEM company.

**Chapter 4** covers the Mayor's work to make London an easier, cheaper and safer city to travel around:

- Under **Objective 27**, the Mayor has taken action by promoting Project Guardian and the Report it to Stop it messaging service to make public transport safer for women and girls.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 28**, the Mayor has taken action by continuing investment in the Rescue and Response partnership for a comprehensive programme of one-to-one support for girls and young women exploited by or involved in county lines activity. He also launched MyEnds, a community place-based programme that invests £3.3m in hyper-local neighbourhoods affected by violence where inequalities related to poverty, gender and race intersect.
- Under **Objective 29**, the Mayor has taken action by investing a further £15m funding to support the work of Domestic Abuse Refuges and Rape Crisis Centres in London, including increasing the number of women who can access the support of an Independent Sexual Violence Advocate, and funding the growth and networking of grassroots community organisations responding to violence against women and girls in London.
- Under **Objective 30**, the Mayor has taken action by overseeing implementation of the MPS 'STRIDE' Strategy, which sets out the MPS's ambition for diversity and inclusion through the MOPAC Oversight Board and Audit Panel, helping to make London's police force more reflective of the city it serves.
- Under **Objective 31**, the Mayor has taken action by launching the Blueprint for Women, piloting a new approach to working with female offenders who have committed low-level offences.
- Under **Objective 33**, the Mayor has taken action by supporting partnership work to tackle HIV through the Fast-Track Cities programme. This includes HIV improvement projects targeted at vulnerable groups including people from BAME communities, younger people, women and faith groups.
- Under **Objective 36**, the Mayor has taken action by working with London Plus during Volunteers Week 2019 to distribute £20k in grants to enable organisations to hold recognition events for volunteers.
- Under **Objective 38**, the Mayor has taken action by increasing signatories to the Women's Night Safety Charter from 38 to over 320.

*The following outlines the Mayor's work on issues affecting LGBTQ+ Londoners:*

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 3** the Mayor has taken action to improve engagement and support for LGBTQ+ residents by encouraging councils and housing associations to sign up to the HouseProud pledge scheme, which offers a framework for social housing providers to improve engagement with and support for their LGBTQ+ residents.

**Chapter 2** outlines the Mayor's efforts to tackle inequalities in childhood experiences.

- Under **Objective 8** the Mayor has taken action to continue to successfully focus on developing civic infrastructure through the Good Growth Fund.
- Under **Objective 14** the Mayor has taken action to fund projects through the Young Londoners Fund to support young people at risk of poor mental health, such as LGBTQ+ young people.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives.

- Under **Objective 29** the Mayor has taken action to ensure the VRU work programme is aligned with the MOPAC Hate Crime strategy to ensure that LGBTQ+ individuals and groups are



positively impacted. The Mayor has also funded specialist case work support for victims of LGBTQ+ hate crime.

- Under **Objective 33** the Mayor has taken action by supporting partnership work to tackle HIV through the Fast-Track Cities programme.
- Under **Objective 38** the Mayor has taken action by helping to keep creative and community spaces open through the Culture at Risk Office and increasing signatories to the LGBTQ+ Venues Charter.

***The following outlines the Mayor's work on issues affecting low-income Londoners:***

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 1** the Mayor has taken action to increase the proportion of affordable homes in new developments through the Threshold Approach in the new London Plan. In the past year he also supported 17,256 affordable housing starts and assisted councils to start 3,300 new council homes through the £1bn Building Council Homes for Londoners programme.
- Under **Objective 2** the Mayor has taken action to support fuel-poor households in the private rental sector by including them in the second phase of the Warmer Homes programme, for which he secured government funding.
- Under **Objective 11** the Mayor has taken action to ensure that low-income Londoners are ready for the expansion of the Ultra-Low Emission Zone in 2021 by providing £48m funding for scrappage schemes for charities, micro-businesses, disabled Londoners, and Londoners on low incomes.
- Under **Objective 12** the Mayor has taken action to support households in, or at risk of, fuel poverty by launching London Power, which has provided fairer electricity bills for Londoners, and provided 5,158 households (including 2,601 in 2019-20 alone) with energy bill saving advice through the Warmer Homes Advice Service.

**Chapter 2** outlines the Mayor's efforts to tackle inequalities in childhood experiences:

- Under **Objective 13** the Mayor has taken action to address the root causes of child poverty by carrying out a pilot project to embed welfare advisers in primary schools which generated an average of more than £7,000 in additional income for one in three families that received advice. He also published a CIA of tax and welfare reforms since 2010, and lobbied the government to provide more financial support to low-income families at the start of the pandemic.
- Under **Objective 15** the Mayor has taken action to improve access to childcare for all by funding local projects that have reached 2,000 low-income families who weren't previously accessing free early years education.

**Chapter 3:** outlines the Mayor's efforts to make London the best city in the world to work and do business in:

- Under **Objective 18**, the Mayor has taken action to help Londoners on low incomes gain the skills they need by extending full funding of AEB courses in 2019-20 to eligible in-work groups earning below the London Living Wage.
- Under **Objective 19** the Mayor has taken action to ensure that all Londoners take advantage of employment opportunities by assigning funds to support workless or low-paid parents to take up childcare entitlements and access provision.
- Under **Objective 20** the Mayor has taken action to promote fair and inclusive employment practices by urging London's employers to pay their staff the London Living Wage through targeted approaches.

**Chapter 4** covers the Mayor's work to make London an easier, cheaper and safer city to travel around:

- Under **Objective 24** the Mayor has taken action to keep transport costs down by freezing TFL fares, introducing the hopper bus fare, and promoting concession or other affordable transport initiatives.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 33** the Mayor has taken action to tackle the health inequalities that disproportionately affect low-income Londoners by becoming a signatory to the 'London Vision' that sets out ten priority areas of focus for collaborative, pan-London action.
- Under **Objective 36** the Mayor has taken action to support ex-forces personnel take-up high-quality skilled volunteering opportunities, undertake employability skills training, and secure sustained employment by delivering Forces for London for two years until July 2021.

***The following outlines the Mayor's work on issues affecting migrant Londoners:***

**Chapter 1** covers the Mayor's efforts to make London a great city to live in:

- Under **Objective 4** the Mayor has taken action by entering into contracts to deliver homes to enable former rough sleepers who no longer need to live in hostels or refuges to move on.
- Under **Objective 5** the Mayor has taken action by successfully lobbying the government to support pan-London commissioning of refuges for victims of domestic abuse.
- Under **Objective 6** the Mayor has taken action by more than doubling City Hall's rough-sleeping budget to over £20m.

**Chapter 3** outlines the Mayor's efforts to make London the best city in the world to work and do business in:

- Under **Objective 18** the Mayor has taken action by awarding Round 2 of the Small Projects and Equipment Fund.
- Under **Objective 19** the Mayor has taken action by completing phase 1 of procurement for the 2019-23 ESF programme.
- Under **Objective 20** the Mayor has taken action by supporting unemployed via the Head2Work programme.

**Chapter 5** outlines the Mayor's work to help Londoners lead safe, healthy, fulfilling lives:

- Under **Objective 29** the Mayor has taken action by delivering a Community Outreach Programme to support communities targeted following the EU referendum in 2016.
- Under **Objective 34** the Mayor has taken action by launching a new £2.35m scheme to support people with mental health needs who are sleeping rough in London.
- Under **Objective 35** the Mayor has taken action by providing advice and support to European Londoners and their families facing barriers to accessing the EU Settlement Scheme.
- Under **Objective 37** the Mayor has taken action by launching the ESOL Plus Arts programme.

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