

MAYOR OF LONDON

The GLA's ESF Co-Financing Programme

Gender Equality and Equal Opportunities Policy



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Greater London Authority CFO

Introduction

This document sets out the Greater London Authority's (GLA's) commitment to promoting equality and diversity through the Mayor's European Social Fund (ESF) 2019-23 Programme and provides details on how this policy will be implemented,

This document should be read alongside the "Inclusive London", the GLA's ESF Co-Financing Programme Equality, Diversity and Inclusion Strategy (<https://www.london.gov.uk/what-we-do/communities/mayors-strategy-equality-diversity-inclusion>), which sets out how the Mayor and the GLA will seek to help address the inequalities, barriers and discrimination experienced by groups protected by the Equality Act 2010, as well as wider issues faced by Londoners. The Strategy specifically recognises the contribution that ESF makes to enabling as many Londoners as possible to participate in, and benefit from, employment opportunities in London. Through management of the GLA's ESF Co-Financing Programme the GLA CFO will ensure that providers and their sub-contractors meet the minimum requirements for Equality and Diversity as set out in the ESF Cross Cutting Themes Guidance.

It is a requirement for ESF-funded projects to have a policy for Gender Equality and Equal Opportunities and an implementation plan to comply with the endorsement of 'due regard' to the Public Sector Equality Duty (Equality Act 2010).

The following policy covers the GLA's ESF Co-Financing Programme, the GLA CFO's staff, and indirectly the participants and providers and thus demonstrates our commitment to promoting Gender Equality and Equal Opportunities.

All GLA providers whether public, private or voluntary sector organisations, and their sub-contractors or delivery partners, come under the scope of the Public Sector Equality Duty (Equality Act 2010) and, as such, will have to demonstrate they too have a policy and active implementation plan which meets the basic requirements as set out in the ESF Cross Cutting Themes Guidance.

Equality Policy

The GLA CFO is committed to promoting equality through the GLA ESF Co-Financing Programme in-line with the Public Sector Equality Duty (Equality Act 2010). We are committed to ensuring this policy is communicated to staff, and ensuring that providers, sub-contractors, participants and other service users involved or working on the GLA ESF Co-Financing Programme are aware of equality and diversity and the relevant policy and implementation plan. GLA's ESF Co-

Financing Programme Gender Equality and Equal Opportunities policy will be demonstrated through our actions as outlined in our implementation plan [Annex 1]. This plan sets out the measures we will take to promote equality in line with the Public Sector Equality Duty (Equality Act 2010) and covers all nine of the protected characteristics (as detailed in the Equality Act 2010:

<http://www.legislation.gov.uk/ukpga/2010/15/section/4>):

- Age;
- Disability;
- Gender reassignment;
- Married or Civil Partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation;

Diversity Statement

The GLA aims to recognise, respect and value people's differences to contribute and realise their potential. This will be done by promoting an inclusive and open culture. The GLA will disseminate to providers the expectation that they will:

- Recognise and appreciate difference, factoring this into the programme and individual projects to be delivered;
- Take an asset-based approach which is differentiated, treating people as individuals not as members of 'groups';
- Treat commitment to diversity as the responsibility of all staff, providers sub-contractors and participants;
- Recognise the diversity of the workforce and wider community as a strength to be harnessed.

Implementation

Day to day responsibility for the implementation of the GLA ESF Co-Financing Programme Gender Equality and Equal Opportunities Policy will lie with the Assistant Director for Skills and Employment who will be responsible for reviewing, monitoring and developing the policy on a regular basis. The implementation plan incorporates actions to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;

- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Monitoring, evaluation and assessment

The GLA ESF Co-Financing Programme commits to assessing providers' policies and implementation plans through the procurement process and confirming all providers have a basic Gender Equality and Equal Opportunities Policy and Plan in place which, as a minimum, meets the ESF requirements and the fundamental elements of the Public Sector Equality Duty (Equality Act 2010) prior to the commencement of project delivery. These policies and plans will be organic and subject to review and monitoring by the provider.

In addition, through monitoring visits, the GLA CFO project management team will encourage providers to demonstrate and evidence how they:

- Remove or minimise disadvantages experienced by staff/ participants and others as a result of their protected characteristics, through taking an evidence needs-based approach and utilising qualitative and quantitative evidence;
- Take measures to meet the needs of staff/participants and others from protected groups, where these are different from others, and monitor their impact;
- Encourage staff/participants and others from protected groups to participate in activities where their participation is disproportionately low and take actions to adjust accordingly;
- Monitor and disaggregate data through the grant monitoring process, as part of a continuous cycle of improvement.

The effectiveness of this policy will be monitored through the collection of data which demonstrates the characteristics of participants and will be reviewed during the CFO's normal project monitoring processes.

The GLA ESF Co-Financing Programme, the GLA CFO and its providers will also take into consideration different needs to confirm measures are taken for the inclusion of disabled people's disabilities.

The GLA CFO's Grant Agreements and Contracts will require that providers for the Mayor's ESF 2019-23 Programme and their sub-contractors have in place suitable gender equality and equal opportunities policies and implementation plans that meet the ESF requirements, as a minimum.

The GLA ESF Co-Financing Programme Gender Equality and Equal Opportunities Policy is authorised by the Assistant Director for Skills and Employment who has approved our implementation plan.

The Policy will be communicated to all and refers to staff, participants and providers in the same way.

The GLA CFO (Skills and Employment) Senior Management Team are committed to reviewing and renewing this policy periodically.

Other formats and languages

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Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

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