This document provides a summary of the Level 1 metrics for the [Building a Fairer City (BFC)](https://www.london.gov.uk/who-we-are/what-mayor-does/priorities-london/londons-recovery-coronavirus-crisis/london-partnership-board/building-fairer-city-plan) work programme.

Level 1 metrics are city-wide quantitative measures that are outcome focused. These provide an overall picture on structural inequalities relating to the four priority areas of the plan across London.

These measures will be linked to many influences, such as living and poverty levels, and it will not be possible to directly link improvements or a worsening picture solely to work relating to the plan. However, they will provide an indication of where further action is needed. These seven measures agreed by members are:

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| --- | --- | --- |
| **Priority area** | **Measure number** | **Measure description** |
| Labour Market Inequality | 1 | Narrowing Employment Gaps – Gender, Ethnicity, Disability |
| 2 | Narrowing Pay Gaps – Gender Pay Gap, Ethnicity Pay Gap, Disability Pay Gap |
| Financial Hardship and Living Standards | 3 | Proportion of Londoners experiencing financial hardship (GLA polling by YouGov) |
| 4 | Economic Fairness Measures (living standards and population in poverty) |
| Equity in Public Services | 5 | Institutional trust – State of London polling by YouGov |
| 6 | Experience of unfair treatment (Survey of Londoners) |
| Civil Society Strength | 7 | Value of grants awarded to charitable organisations |

**Labour Market Inequality**

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| **Measure number** | **Measure description** | **Source** |
| 1a | **Gender employment gap:**  Employment rate of Females in London vs Males in London (age 16-64) | [Annual Population Survey (APS)](https://data.london.gov.uk/economic-fairness/labour-market/employment-gaps/) |
| |  |  |  |  | | --- | --- | --- | --- | |  | **London** | | | | **Year** | **Employment rate males (%)** | **Employment rate females (%)** | **Female employment gap** | | 2020 | 78.8 | 71.5 | -7.3 | | 2021 | 78.7 | 71.0 | -7.7 | | 2022 | 80.8 | 71.5 | -7.9 | | |
| 1b | **Ethnicity employment gap:**  Employment rate within various Ethnic Groups (vs. White) in London | [Annual Population Survey (APS)](https://data.london.gov.uk/economic-fairness/labour-market/employment-gaps/) |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | |  | **London** | | | | | | | | **Year** | **Employment rate (%)** | | | | | | | | **White** | **Other than White** | **Mixed** | **Indian** | **Pakistani/ Bangladeshi** | **Black or Black British** | **Other** | | 2020 | 79.3 | 68.8 | 70.7 | 77.9 | 59.9 | 65.8 | 68.8 | | 2021 | 78.9 | 68.8 | 64.0 | 79.9 | 60.9 | 67.4 | 68.8 | | 2022 | 80.1 | 70.7 | 70.8 | 78.9 | 62.9 | 69.8 | 70.8 | | **Year** | **Employment gap** | | | | | | | |  | **Other than White** | **Mixed** | **Indian** | **Pakistani/ Bangladeshi** | **Black or Black British** | **Other** | | 2020 |  | -10.5 | -8.6 | -1.4 | -19.4 | -13.5 | -10.5 | | 2021 |  | -10.1 | -14.9 | 1.0 | -18.0 | -11.5 | -10.1 | | 2022 |  | -9.3 | -9.3 | -1.2 | -17.2 | -10.3 | -9.3 | | |
| 1c | **Disability employment gap:**  Employment rate of Disabled and Not Disabled people in London (age 16-64) | [Annual Population Survey (APS)](https://data.london.gov.uk/economic-fairness/labour-market/employment-gaps/) |
| |  |  |  |  | | --- | --- | --- | --- | |  | **London** | | | | **Year** | **Employment rate disabled (%)** | **Employment rate not disabled (%)** | **All people disabled employment gap** | | 2020 | 54.6 | 79.6 | -25.0 | | 2021 | 56.3 | 79.3 | -23.0 | | 2022 | 57.8 | 80.7 | -22.9 | | |

**Commentary – employment rate gaps**

* The gender employment rate gap across London has increased since 2020. This is largely due to the male employment rate increasing between 2021 and 2022.
* The employment rate gap between White and Other than White has fallen below 10 percentage points in London in 2022, a marked decline since 2020.
* However, there remain some significant gaps between the employment rates of White groups and some specific ethnic groups, most notably in London between White Londoners and Pakistani/Bangladeshi Londoners (17.2%).
* The employment rate gap between disabled and non-disabled Londoners has decreased since 2020. However, it is still much larger than the gender employment rate gap and most ethnicity employment rate gaps at 22.9% in 2022.

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| 2a | **Gender Pay Gap (employee jobs)** | [Annual Survey of Hours and Earnings (ASHE)](https://data.london.gov.uk/economic-fairness/labour-market/gender-pay-gap/) |
| |  |  |  |  | | --- | --- | --- | --- | |  | **London** | | | | **Year** | **Male Median Hourly Pay (£)** | **Female Median Hourly Pay (£)** | **Pay Gap (%)** | | 2020 | 20.19 | 16.61 | 17.7 | | 2021 | 20.36 | 17.09 | 16.1 | | 2022 (provisional) | 20.75 | 18.05 | 13.0 | | |
| 2b | **Ethnicity pay gap (workplace-based)** | [Annual Population Survey (APS)](https://data.london.gov.uk/economic-fairness/labour-market/ethnicity-pay-gap/) |
| |  |  |  | | --- | --- | --- | | **London** | **2019** | | |  | **Median pay (£ per hour)** | **Median pay gaps (%)** | | White | 18.75 |  | | White British | 19.24 |  | | **White/Other than White** | 13.46 | 28.2 | |  |  |  | | White British/White Irish | 21.63 | -12.4 | | White British/Any Other White | 15.88 | 17.5 | | White British/Mixed or Multiple ethnic groups | 14.64 | 23.9 | | White British/Chinese | 17.71 | 8.0 | | White British/Indian | 17.71 | 8.0 | | White British/Pakistani | 12.12 | 37.0 | | White British/Bangladeshi | 12.63 | 34.4 | | White British/Any other Asian | 12.76 | 33.7 | | White British/Black African | 12.16 | 36.8 | | White British/Black Caribbean or any other Black | 13.20 | 31.4 | | White British/Any other ethnic group | 13.12 | 31.8 | | |
| 2c | **Disability pay gap (workplace-based)** | [Annual Population Survey (APS)](https://data.london.gov.uk/economic-fairness/labour-market/disability-pay-gap/) |
| |  |  |  |  | | --- | --- | --- | --- | |  | **London** | | | | **Year** | **Disabled Median Hourly Pay (£)** | **Not disabled Median Hourly Pay (£)** | **Pay Gap (%)** | | 2019 | 14.43 | 17.30 | 16.6 | | |

**Commentary – pay gaps**

* The gender pay gap in hourly pay across London has decreased since 2020, In 2022, it was 13%.
* The pay gaps between the median pay for individual groups and the median pay for White British Londoners vary over time as samples change, but the Black African, Pakistani and Bangladeshi Londoners are consistently among the lowest paid. The overall White/Other than White pay gap stood at 28.2% in London in 2019.
* Disabled people that find work are paid less on average than their non-disabled colleagues, with a difference in the median pay of 16.6% in London in 2019.
* The latest data for ethnicity and disability pay gaps comes from 2019, as the survey this data is taken from was severely affected by the Covid-19 pandemic in 2020. Therefore, any estimates taken from that survey since then are subject to greater uncertainty.

**Financial Hardship and Living Standards**

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| **Measure number** | **Measure description** | **Source** |
| 3 | **Proportion of Londoners experiencing financial hardship:**  Proportion of Londoners who are ‘financially struggling’ (“I am having to go without my basic needs and/or rely on debt to pay for my basic needs” or “I'm struggling to make ends meet”) | [GLA polling by YouGov](https://data.london.gov.uk/dataset/gla-poll-results-cost-of-living-2022) |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Month** | **Financially struggling** | **White** | **Asian** | **Black** | **Other and mixed** | | Jan-22 | 12% | 10% | 16% | 18% | 14% | | Feb-22 | 14% | 14% | 14% | 13% | 17% | | Apr-22 | 14% | 13% | 15% | 15% | 14% | | May-22 | 15% | 15% | 18% | 12% | 13% | | Jun-22 | 17% | 16% | 17% | 21% | 18% | | Jul-22 | 19% | 16% | 20% | 31% | 14% | | Aug-22 | 19% | 17% | 17% | 29% | 20% | | Sep-22 | 20% | 20% | 16% | 23% | 22% | | Oct-22 | 18% | 16% | 18% | 32% | 18% | | Nov-22 | 19% | 18% | 19% | 23% | 17% | | Dec-22 | 20% | 18% | 21% | 23% | 20% | | Jan-23 | 17% | 16% | 18% | 21% | 14% | | Feb-23 | 17% | 14% | 21% | 25% | 22% | | Mar-23 | 20% | 20% | 18% | 22% | 20% | | Apr-23 | 20% | 17% | 23% | 34% | 18% | | May-23 | 22% | 20% | 21% | 30% | 22% |  |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Month** | **Disabled** | **Not disabled** | **Working age (18-64)** | **65 and over** | | Jan-22 | 23% | 9% | 13% | 9% | | Feb-22 | 27% | 10% | 16% | 7% | | Apr-22 | 26% | 10% | 14% | 13% | | May-22 | 26% | 11% | 16% | 9% | | Jun-22 | 35% | 12% | 19% | 9% | | Jul-22 | 31% | 15% | 20% | 9% | | Aug-22 | 32% | 15% | 21% | 11% | | Sep-22 | 29% | 17% | 22% | 11% | | Oct-22 | 27% | 15% | 20% | 8% | | Nov-22 | 34% | 14% | 21% | 10% | | Dec-22 | 32% | 15% | 20% | 16% | | Jan-23 | 29% | 13% | 18% | 12% | | Feb-23 | 30% | 12% | 19% | 7% | | Mar-23 | 29% | 17% | 22% | 12% | | Apr-23 | 34% | 14% | 22% | 6% | | May-23 | 39% | 16% | 24% | 9% | | |

**Commentary – Londoners experiencing financial hardship**

* Since tracking began, the proportion of Londoners who are ‘financially struggling’ has increased from 12% in January 2022 to 22% in May 2023.
* In May 2023, Black Londoners were more likely to be financially struggling (30%) compared with all other ethnic groups (between 20-22%).
* In May 2023, Disabled Londoners were over twice as likely to be financially struggling than non-disabled Londoners (39% and 16% respectively).
* In May 2023, Londoners aged 65 and over were less likely be financially struggling than Londoners aged 18-64 (9% and 24% respectively).

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| 4a | **Raising living standards:**  Median weekly disposable household income in London (after housing costs) | [Family Resources Survey, 3-year average median equivalised weekly income AHC indexed to 2021/22 prices](https://data.london.gov.uk/economic-fairness/living-standards/disposable-income/) |
| |  |  | | --- | --- | | **Year** | **London (£)** | | 2017/18-2019/20 | 497 | | 2018/19-2020/21\* | 509 | | 2019/20-2021/22\* | 540 |   \* Data are three-year averages, but no data available for 2020/21, so estimates for years including 2020/21 are averages of the two remaining time points. | |
| 4b | **Population in poverty:**  Relative poverty: % of people living in households with income below 60% contemporary median – after housing costs (AHC) | [Households Below Average Income, DWP](https://data.london.gov.uk/economic-fairness/living-standards/population-in-poverty/) |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Year** | **All people (%)** | **Children (%)** | **Working age (%)** | **Pensioners (%)** | | 17/18-19/20 | 27 | 38 | 24 | 25 | | 18/19-20/21\* | 27 | 37 | 24 | 26 | | 19/20-21/22\* | 25 | 33 | 22 | 23 |   \* Due to the Coronavirus pandemic affecting the Family Resources Survey, there are no data for regions for 2020/21, so data presented including that year are averages from the two remaining years. Because of this and lower response rates in 2021/22, there is increased uncertainty in these estimates. | |

**Commentary – living standards**

* Disposable household income after basic housing costs – rent, mortgage interest payments, council tax etc, but not fuel or food – is around £540 per week for a household in London formed of a couple with no children at the middle of the income distribution, with the average having grown in recent years. To compare over time, the figure is adjusted for earlier years using an overall national inflation measure.
* Around 2.2 million Londoners (25 per cent) were in relative poverty after taking housing costs into account in 2019/20-2021/22. This has fallen since the run-up to the pandemic from 2.4 million Londoners (27 per cent) living in relative poverty.
* However, issues with carrying out surveys during the pandemic and reduced response rates since March 2020 mean there is increased uncertainty in the figures.
* Children are most likely to be living below the poverty line, though this has fallen to one in three of London’s children in low-income households in the latest estimates, while the proportion of London’s pension-aged population living in poverty is also above the rate among working-age Londoners in the latest figures. The estimates for all age groups have fallen sharply in the latest figures, for 2019/20-2021/22.

**Equity in Public Services**

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| **Measure number** | **Measure description** | **Source** |
| 5 | **Institutional trust:**  Proportion of Londoners who trust various services, using a five-point scale where 1 is 'Very trustworthy' and 5 is 'Very untrustworthy' (%); scores ‘1’ & ‘2’ have been combined to create a ‘trustworthy’ variable | [State of London polling by YouGov](https://data.london.gov.uk/dataset/state-of-london) |
| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | **Feb-22** | **May-22** | **Aug-22** | **Nov-22** | **Feb-23** | **May-23** | | Your own GP | 52% | 53% | 48% | 48% | 48% | 45% | | Your local hospital | 51% | 48% | 47% | 44% | 47% | 41% | | Schools in your local area | 34% | 37% | 35% | 29% | 32% | 31% | | Transport for London | 37% | 35% | 35% | 35% | 33% | 32% | | Metropolitan Police Service | 23% | 26% | 25% | 25% | 21% | 21% | | Your borough council | 21% | 23% | 22% | 19% | 20% | 21% | | London local media | 20% | 19% | 20% | 19% | 17% | 20% |   **Inequalities data for May-23**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | **Male** | **Female** | **White** | **Asian** | **Black** | **Other and mixed** | | Your own GP | 45% | 46% | 51% | 33% | 41% | 38% | | Your local hospital | 43% | 40% | 48% | 33% | 31% | 29% | | Schools in your local area | 31% | 30% | 32% | 33% | 27% | 28% | | Transport for London | 33% | 31% | 34% | 31% | 37% | 24% | | Metropolitan Police Service | 23% | 18% | 25% | 18% | 13% | 11% | | Your borough council | 23% | 19% | 22% | 25% | 19% | 8% | | London local media | 26% | 14% | 19% | 17% | 30% | 19% |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | **Disabled** | **Not disabled** | **18-24** | **25-49** | **50-64** | **65 and over** | | Your own GP | 40% | 48% | 44% | 38% | 55% | 57% | | Your local hospital | 37% | 44% | 41% | 34% | 50% | 55% | | Schools in your local area | 25% | 33% | 30% | 27% | 36% | 36% | | Transport for London | 29% | 34% | 39% | 30% | 39% | 25% | | Metropolitan Police Service | 21% | 21% | 21% | 16% | 27% | 27% | | Your borough council | 22% | 21% | 26% | 19% | 24% | 22% | | London local media | 27% | 18% | 31% | 19% | 22% | 14% | | |

**Commentary – institutional trust**

* In May 2023, less than half of all Londoners said that they had trust in each of the seven services presented to them.
* Londoners were most trusting of medical institutions; their own GP (52%) and their local hospital (51%) were most likely to be scored as trustworthy. However, trust in these institutions had declined to 45% and 41% respectively by May 2023. Trust in Transport for London (TfL) had also declined from 37% in February 2022 to 32% in May 2023.
* Trust in local schools had seen a small decline from February 2022 to May 2023 (34% and 31% deeming them as trustworthy respectively).
* In February 2022, trust was lowest for London media, borough councils and the Metropolitan Police Service (MPS). This remained the case by May 2023, with trustworthiness standing at 20%, 21% and 21% respectively.
* In May 2023, trust varied between males and females for the MPS, borough councils and London local media. Females reported lower trust than males for these three services.
* White Londoners tended to be more trusting of medical institutions i.e. their own GP and the local hospital, and the MPS, than Londoners from all other ethnic groups.
* Black Londoners were more likely to be trusting of London local media than Londoners from all other ethnic groups, while disabled Londoners also reported to a greater extent trust of this service than non-disabled Londoners.
* Disabled Londoners tended to be less trusting of medical institutions i.e. their own GP and the local hospital, TfL, and schools in their local area than non-disabled Londoners.
* Older Londoners aged 50 and over tended to be more trusting of medical institutions i.e. their own GP and the local hospital, than Londoners aged under 50.
* Londoners aged 25-49 were the age group least likely to trust each of the service listed, apart from London local media, where Londoners aged 65 and over were the least trustful.

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| 6 | **Experience of unfair treatment:**  Proportion of Londoners treated unfairly in the last 12 months because of one or several protected characteristics or because of their social class | [Survey of Londoners](https://data.london.gov.uk/dataset/survey-of-londoners-2021-22) |
| |  |  |  |  | | --- | --- | --- | --- | |  |  | **2018-19 (%)** | **2021-22 (%)** | | **Total** |  | **35** | **36** | | Gender | Man | 31 | 29 | |  | Woman | 38 | 41 | | Age | 16 to 24 | 44 | 48 | |  | 25 to 34 | 43 | 42 | |  | 35 to 49 | 34 | 36 | |  | 50 to 64 | 30 | 30 | |  | 65 and over | 22 | 19 | | Ethnicity | White British | 33 | 30 | |  | White (Other) | 32 | 36 | |  | Mixed / multiple ethnic groups | 42 | 40 | |  | Asian / Asian British | 39 | 41 | |  | Black / African / Caribbean / Black British | 38 | 49 | |  | Other ethnic group | 38 | 39 | | Disability | Disabled | 46 | 50 | |  | Not disabled | 32 | 33 | | |

**Commentary – unfair treatment**

* In 2021-22, 36% of Londoners had been treated unfairly in the past 12 months because of one or several protected characteristics, or because of their social class, excluding any unfair treatment from friends and family. This is not significantly different from 2018-19 (35%).
* In 2021-22, women were more likely to have been treated unfairly in the past 12 months than men (41% and 29% respectively).
* In 2021-22, younger Londoners aged 16-24 were more likely to have been treated unfairly than Londoners aged 65 and over (48% and 19% respectively).
* In 2021-22, all ethnic groups other than White British were more likely to have been treated unfairly in the past 12 months than White British Londoners. Black Londoners are the ethnic group most likely to have experienced unfair treatment in the past 12 months (49%) and they are the only ethnic group to have seen an increase in unfair treatment since 2018-19 (from 38%).
* In 2021-22, disabled Londoners were more likely to have been treated unfairly in the past 12 months than non-disabled Londoners (50% and 33% respectively).

**Civil Society Strength**

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| **Measure number** | **Measure description** | **Source** |
| 7 | * **Value of grants awarded to charitable organisations:**   Value of grants awarded by funders in central government, lottery distributors, and grant-making organisations (in £) to charitable organisations, where the grant’s beneficiaries are in London. | GLA analysis of [360Giving](https://grantnav.threesixtygiving.org/) data |
| |  |  |  |  | | --- | --- | --- | --- | |  | **2019** | **2020** | **2021** | | By Central government funders | £7.2m | £46.4m | £20.2m | | By Lottery distributors | £49.1m | £50.2m | £92.8m | | By Grant-making organisations | £90.7m | £119.5m | £90.7m | | **Total** | **£146.9m** | **£216.0m** | **£203.7m** |   \* Data published on 360giving is liable to change as funders can publish new data at any time. 360giving has produced a [Quality Dashboard](https://qualitydashboard.threesixtygiving.org/alldata), which details the extent to which the grants data for each year are complete.  \* Only covers grants awarded to organisations that were a Charitable Incorporated Organisation; Community Amateur Sports Club; Community Benefit Society; Community Interest Company; Registered Charity; or Registered Society.  \* As no beneficiary location was recorded on central government grants, grants were only included if they included the term ‘London’ in the grant title, grant description or recipient organisation name. This was done to help with the head office effect, where the data is skewed significantly by grants awarded to head offices of national or international charities that happen to be registered in London. However, this is likely to exclude some grants that would normally expect to be included. | |