

## **An Inclusive City for... BAME Londoners**

### Introduction

Many of the barriers and challenges that people face are shared across different groups. As a consequence, the Mayor's Equality, Diversity and Inclusion Strategy 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.

We recognise that some issues affect some groups particularly badly, and that many stakeholders and community groups have a focus on working with particular groups. This reader's guide is intended to highlight the sections of the strategy that are particularly relevant to, or make specific reference to, **BAME Londoners**

The Mayor is already delivering a number of initiatives to address some of the objectives outlined in the strategy, including:

- **Workforce Integration Network (WIN):** The Mayor has launched the Workforce Integration Network – a new programme of research and employer engagement aimed at improving pathways into work for young black men.
- **Ethnicity pay gap:** The GLA group recently became the first public sector organisation in the UK to publish information on pay gaps experienced by its BAME staff. We are keen to share learning from this process with other employers in London.

The following sections outline the evidence-based objectives in the Equality, Diversity and Inclusion Strategy that will inform the Mayor's work on issues affecting BAME Londoners:

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

- Section 1.1 (page 19) outlines the Mayor's strategic objectives to increase the provision of safe, good quality, affordable homes; and to tackle homelessness. This is informed by the over-representation of BAME groups in the private and social rented sectors; the fact that BAME groups are more likely to be living in overcrowded conditions; and evidence that Asian households have seen the biggest increase in homelessness since 2010/11 and that black Londoners are the largest single homeless group by ethnicity.
- Section 1.2 (page 33) outlines our strategic objective to regenerate the most deprived parts of London to open up opportunities for the most disadvantaged groups. This is informed by evidence that BAME groups are more likely to live in poor areas.
- Section 1.3 (page 37) outlines our strategic objective to involve communities in the development of their neighbourhoods and the wider city. This is informed by engagement with BAME groups for the development of the draft London Plan.
- Section 1.4 (page 44) outlines our strategic objectives on air quality and on fuel poverty and access to green space. These are informed by evidence that some BAME groups are more likely to be exposed to illegal NO<sub>2</sub> concentrations, that children from BAME groups are less likely to regularly visit a park or green space and that BAME groups are more likely to live in fuel poverty.

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

- Section 2.1 (page 50) outlines our strategic objective to help address the root causes of child poverty. This is informed by evidence that some BAME families are at greater risk of living in poverty and losing out from welfare reforms.
- Section 2.2. (page 55) outlines our strategic objective to help children and young people at risk of health issues to access treatment and support. This is informed by evidence that London's black African and Bangladeshi children are disproportionately likely to be overweight or obese.
- Section 2.3 (page 60) outlines our strategic objective to work to help childcare and early education provision respond to the diverse needs of London's families. This is informed by evidence that some BAME groups are less likely to use their entitlements to free early education and that children from some BAME groups are likely to be concentrated in certain types of provision.
- Section 2.4 (page 63) outlines our strategic objective to improve the progress of the lowest-attaining groups and reduce disparities in school exclusions and to increase young people's career and employment opportunities. This is informed by evidence that children from low-income white and black groups are less likely to do well at school and that black children are more likely to be excluded and face greater barriers in turning school performance into careers.

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

- Section 3.1 (page 71) outlines our strategic objective to help increase the number and diversity of people getting the skills they need. This is informed by evidence that some BAME groups are particularly likely to have no qualifications, the risk that black students face of not completing higher education courses, and the variation by ethnicity in Londoners' high-skill levels.
- Section 3.2 (page 78) outlines our strategic objective to help as many Londoners as possible to benefit from the employment opportunities London offers. This is informed by the variation in employment rates for different ethnic groups, and the low rates of young black men in particular.
- Section 3.3. (page 87) outlines our strategic objectives to promote fair and inclusive employment practices and increase the diversity of workforces of certain employment sectors. This is informed by evidence the pay gaps that BAME men experience and the under-representation of BAME groups in STEM and creative professions, and at senior levels in the workplace.
- Section 3.4 (page 92) outlines our strategic objective to encourage inclusive growth through the provision of better business support. This is informed by evidence of the boost to productivity that BAME-led businesses give, but the barriers they can face in accessing finance.

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

- Section 4.2 (page 102) outlines our strategic objective to offer more affordable transport. This is informed by evidence that those on low-incomes – including certain BAME groups – struggle with transport costs.
- Section 4.4 (page 109) outlines our strategic objective to help reduce crime and the fear of crime on London's streets and transport system. This is informed by evidence that fear of crime on the transport network is a barrier for BAME groups.

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

- Section 5.1 (page 111) outlines our strategic objectives to make London a safer city by improving community safety, confidence in policing and fire safety. This is informed by evidence of the increased risk that young black men face of being victims of knife crime; that BAME groups are particularly likely to victims of hate crimes and crimes characterised by repeat victimisation; BAME groups' lower levels of victim satisfaction and more negative perceptions of policing and the discrimination they face in the criminal justice system; and the disproportionate use of stop and search that black Londoners face.
- Section 5.2 (page 122) outlines our strategic objectives to improve Londoners' physical and mental health. This is informed by evidence that black African Londoners are at higher risk of contracting HIV; that BAME groups are at greater risk of not being fully immunised; that some BAME groups are more likely to experience mental ill-health and the stigma and discrimination associated with it.
- Section 5.3 (page 130) outlines our strategic objectives to improve levels of social integration and volunteering. This is informed by evidence of the structural barriers some groups face, such as the high rates of unemployment faced by young black men and the segregation along ethnic lines that can occur in early education settings; and the barriers to volunteering that some BAME groups can face.
- Section 5.4 (page 137) outlines our strategic objective to help more Londoners experience and engage with the city's culture. This is informed by evidence of the positive effect that the introduction of free admissions had on BAME groups and that they can be excluded by attitudes towards, and awareness of, them.