

## **An Inclusive City for... Women**

### 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, **women**

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

- **Pay gaps:** The Mayor has led the way in publishing information on the pay gaps between male and female employees, ahead of the legislative requirement to do so. The GLA recently published the second gender pay gap report and associated action plans.
- **Good Work:** The Mayor's Good Work Standard will support employers to adopt good practice and achieve high standards in areas such as the promotion of flexible working. The GLA has also signed up to the 'Hire Me My Way' scheme, so that all job adverts promote and offer flexible working.
- **London Family Fund:** As part of his Social Integration Strategy the Mayor launched this £600,000 fund to support innovative projects that bring together families with young children from different backgrounds. He will announce the first round of successful projects in August 2018.

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 women:

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

- Section 1.1 (page 19) outlines our strategic objectives around creating safe, good quality, affordable homes. Current welfare reforms are making the Private Rented Sector unaffordable for low-income Londoners, particularly for women.
- Section 1.3. (page 37) outlines our strategic objectives to promote the use of inclusive design to help to reduce the exclusion that pregnant women and those with babies and young children can face from public spaces.

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

- Section 2.1 (page 50) outlines our strategic objective to help to 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. Families with non-working mothers are at significant risk of living in poverty.

- Section 2.4 (page 63) outlines our strategic objective to support higher levels of educational progress for the lowest attaining groups and to reduce disparities in exclusions. We aim to ensure that school attainment translates into career outcomes for all – something that is not always true, particularly for Asian Muslim girls and women.

**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 gaining the skills they need, including older women, at all levels of learning.
- Section 3.2 (page 78) outlines our strategic objective to ensure that as many women and mothers in London as possible can participate in, and benefit from, employment opportunities available. This includes providing employability and skills support for those who are disadvantaged in London’s skills, enterprise and jobs market.
- Section 3.3 (page 87) outlines our strategic objectives to help ensure London’s employers have fair and inclusive employment practices to retain and help their female employees progress, particularly in traditionally gendered sectors (construction, STEM).
- Section 3.4 (page 92) outlines our strategic objective to encourage inclusive growth in London through better planning and provision of business support, including access to finance for women-led businesses.

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

- Section 4.1 (page 97) outlines our strategic objective to change London’s streets and public places to address barriers to women face to walking and cycling, with a focus on accessibility and inclusion issues in particular.
- Section 4.3 (page 105) outlines our strategic objective to ensure that inclusive design is an important principle in all new transport schemes and those where major renewal work is being done so that, for example mothers with babies in buggies can travel easily around the city.
- Section 4.4 (page 109) outlines our strategic objective to work to help reduce crime, and the fear of crime, on London’s streets and transport system, making journey’s safer for London’s women and girls.

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

- Section 5.1 (page 111) outlines our strategic objective to help address the impact of crime on those groups and communities disproportionately affected, particularly with respect to hate crime, violence and violence against women and girls.
- Section 5.3 (page 130) outlines our strategic objectives to address the inequalities and barriers that limit some women’s ability to build strong relationships and to be active citizens in London, and to volunteer. This is informed by evidence that some parents of

young children – typically mothers – are missing the opportunity to mix with parents from different backgrounds and that some women from volunteering, such as family or caring commitments.