

An Inclusive City for... Younger 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, **younger Londoners**

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

- **Young Londoners Fund:** The Mayor has created the £45 million Young Londoners Fund to help London's children and young adults make the most of our city. It will help children and young adults develop, particularly those who have been left behind or marginalised, and work to prevent them being drawn into crime.
- **Early Years Hubs:** The Mayor is funding three Early Years Hubs to develop area-based activity to support children and parents. A key focus for hubs will be increasing the take-up of the entitlement to 15 hours of free early years provision for disadvantaged two-year-olds.
- **Young Londoners with insecure status:** The Mayor is working to support young Londoners with insecure status to access their legal rights to residence and citizenship through guidance and support. Guidance for young people and the professionals who support them will be launched in July 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 younger Londoners:

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 to increase the supply of affordable homes and to help improve property conditions, management standards, security and affordability for private renters in response to evidence that young people struggle to cover the costs of housing and the growing number of households with children renting privately.
- Section 1.4 (page 44) outlines our strategic objectives to ensure that our actions on air quality are informed by an understanding of those most likely to be affected and to ensure our approach to tackling fuel poverty and improving green spaces are inclusive. These objectives are built on an understanding of the damaging effect that poor air quality, lack of access to green spaces and fuel poverty can have on children and young people.

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, informed by evidence that London's child poverty rates remain the highest in the country and the nature of child poverty has changed.

- Section 2.2 (page 55) outlines our strategic objective to help understand which groups of children and young people are most likely to experience physical and mental health issues and aims to help them to access treatment and support in response to evidence that some groups of children and young people are more likely to experience physical and mental health issues than other groups.
- Section 2.3 (page 60) outlines our strategic objective to support improved access to high quality, flexible early education and childcare for all. This is informed by evidence that children from low-income families and from some disadvantaged groups are not taking up their entitlements to free early education or do not have access to appropriate childcare.
- Section 2.4 (page 63) outlines our strategic objectives to support higher levels of educational progress for the lowest attaining groups; to reduce disparities in exclusions; and to create more opportunities for young people to gain work experience and wider career and employment opportunities. This is in response to evidence that children in care, those with special educational needs (SEN), and children from low-income white and black ethnic groups, are less likely to do well at school, bullying of LGBT+ and disabled children can impact badly on their learning and girls 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 student retention rates in London are the worst of all English regions and that some groups are dropping out more than others.
- Section 3.2 (page 78) outlines our strategic objective to help as many Londoners as possible benefit from employment opportunities. This responds to evidence of young people being out of work, in particular young black men who are more likely to be unemployed even if they have a degree.
- Section 3.3 (page 87) outlines our strategic objective to help ensure London's employers have fair and inclusive employment practices – informed by evidence that young people are over-represented in low-wage sectors.

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 make transport more affordable – informed by evidence of many young Londoners' reliance on low-cost transport.
- 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. Young women are disproportionately likely to experience unwanted sexual behaviour on public transport.

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 help reduce the disproportionate impact of crime on children and young people and reduce differences in groups' experiences of policing and the criminal justice system. Young Londoners – especially young black men – are particularly at risk of being victims and repeat victims of knife crime and there is a potential link between disproportionality in school exclusions of black Caribbean boys and their over-representation in the criminal justice system.
- Section 5.2 (page 122) outlines our strategic objectives to help address health inequalities and ensure London's diverse populations no longer experience stigma associated with mental ill-health. Evidence shows that some groups of children are not fully immunised, whilst some other groups have a greater risk of living in food poverty. Meanwhile, young black men have been shown to be more likely to experience a mental health problem.
- Section 5.3 (page 130) outlines our strategic objectives on tackling barriers to social integration, informed by evidence that some groups face structural inequalities or specific barriers that prevent social integration. For example many young Londoners who have grown up here cannot access higher education or work because of their migration status.
- Section 5.4 (page 137) outlines our strategic objective to ensure diversity, inclusion and social integration are important principles of the Mayor's new sport programme and strategy – drawing on the evidence of cost barriers to young people and how experiences at school influence how LGBT+ young people feel about sport.