

MAYOR OF LONDON



GLA ESF 2014 - 2020 CO-FINANCING PROGRAMME

EQUALITY POLICY



European Union
European
Social Fund

Greater London Authority 2014-20 ESF Programme Equality Policy

Introduction

This document sets out the Greater London Authority's (GLA's) commitment to promoting equality and diversity through the GLA Co-Financing (CFO) 2014-20 European Social Fund programme and provides details on how this policy will be implemented,

This document should be read alongside the GLA 'Equal Life Chances for All' Equality Framework

(https://www.london.gov.uk/sites/default/files/equal_life_chances_for_all.pdf), which outlines what the GLA and GLA group wishes to achieve in relation to diversity and inclusion to ensure equality is mainstreamed in what we, and others working on behalf of the GLA, do. Through management of the GLA CFO 2014-20 European Social Fund programme we will ensure that providers and 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 Equality 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 CFO ESF programmes, staff, and indirectly the participants and providers and thus demonstrates our commitment to promoting Equality.

All GLA providers whether private and/ or voluntary sector organisations, and their sub-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 ESF programme is committed to promoting equality 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 and participants and other service users involved or working on the GLA CFO 2014-20 European Social Fund ESF programme are aware of equality and diversity and the relevant policy and implementation plan. The GLA CFO ESF programme Equality 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:

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

As detailed in the Equality Act 2010:

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

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 CFO 2014-20 ESF Programme Gender and Equality Policy will lie with the GLA CFO ESF Programme Manager 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 CFO ESF 2014-20 Programme commits to carrying out assessments of all providers policies and implementation plans during our procurement process, to confirm all have a basic policy and plan in place or that they will commit at the point

of procurement to developing a basic policy and plan, which includes the fundamental elements of the Public Sector Equality Duty [Equality Act 2010]. These policies and plans will be organic and subject to continuous improvements, reviews and monitoring by the GLA grant management team [Delivery Unit]. This will be achieved by encouraging 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 monitoring process.

The GLA CFO 2014-20ESF programme and its delivery providers will also take into consideration different needs to confirm measures are taken for the inclusion of disabled people's disabilities.

The Delivery Partners for the GLA CFO 2014-20 ESF Programme will provide a Equality Policy as part of the GLA request for Proposals documentation and all GLA grant agreements. Subsequently the Delivery Partners will confirm that all sub providers have suitable policies and implementation plans that meet basic ESF requirements.

The GLA CFO ESF 2014-20 programme delivery team are committed to reviewing and renewing this policy periodically.