

# GREATER LONDON AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD1349

### Title: Publication of the Mayor's equality framework, Equal Life Chances for All

#### Executive Summary:

The GLA has reviewed and updated the Mayor's equality framework, Equal Life Chances for All, and is seeking approval to publish this document online in June 2014.

The framework contains the Authority's statutory equality objectives by policy area. These objectives are reviewed every two years to ensure they remain relevant, and continue to reflect Mayoral priorities. This revision ensures that the actions of the Authority remain compliant with all equality legislation.

Approval is sought to publish the Mayor's revised equality framework, Equal life Chances for All, online.

#### Decision:

The Mayor approves:

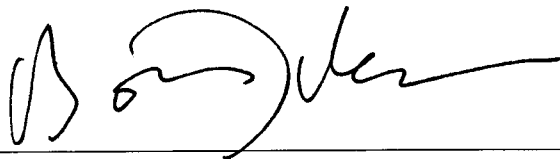
- (a) the GLA equality framework document, 'Equal Life Chances for All' as attached
- (b) its publication on the GLA website

#### Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision, and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature:



Date: 25.6.14

## **PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR**

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1 Approval is sought to publish the Mayor's revised equality framework, Equal life Chances for All, online.
- 1.2 The Mayor's equality framework, 'Equal Life Chances for All', was first published in 2009, and a revised version published in February 2012. When published the framework presented a new approach to combating disadvantage in line with the Mayor's vision for London. This is achieved through a matrix of detailed equality objectives, each owned by an individual team.
- 1.3 The original 2009 publication was approved through MD373. The 2012 revision was approved through DD577 (billed as a non-substantial revision which "reviewed and clarified objectives" and "amalgamation of existing objectives from across the GLA").
- 1.4 This draft document has been considered by the Investment and Performance Board on 28 March 2014.
- 1.5 Other than officer time, there are no financial costs arising from the publication, implementation and monitoring of the revised Equal Life Chances for All Framework.

#### **2. Objectives and expected outcomes**

- 2.1 The Mayor's equality framework is essentially a matrix of detailed equality objectives, each owned by an individual GLA, or GLA group, team.
- 2.2 The revised objectives in this framework aim to deliver concrete, sustainable improvements for the city, and reduce the impact of the economic downturn on the most vulnerable and disadvantaged communities
- 2.3 Progress against the objectives and outcomes identified in Equal Life Chances for All are reported annually in the Mayor's Annual Equality Report. There is a statutory requirement under the GLA Act 1999 (section 46) to report annually on the implementation of Mayoral strategies and the performance of statutory functions.

#### **3. Equality comments**

- 3.1 The GLA has reviewed and updated its statutory equality objectives, to ensure our approach remains relevant to London and all Londoners. The update will also ensure that the Authority is adequately fulfilling its legal obligations under the Equality Act 2010, and the GLA Act 1999.
- 3.2 Progress against the objectives and outcomes identified in 'Equal Life Chances for All' are reported annually in the Mayor's Annual Equality Report.
- 3.3 Failure to produce 'Equal Life Chances for All' could open the Authority up to legal challenge, including enforcement action by the Commission, and potentially damage the reputations of the Greater London Authority

#### **4. Other considerations**

- 4.1 Publication of equality objectives is a statutory requirement for all public authorities, including the Greater London Authority, listed under the Equality Act 2010 (Specific Duties) Regulations 2011.
- 4.2 The public sector equality duty is a transparency measure intended to achieve evidence based policy making and to encourage fairer and clearer decisions in public functions, including the allocation of public money.
- 4.3 The Equality and Human Rights Commission (EHRC) has a statutory remit to protect, enforce and promote equality across the nine protected characteristics, as set out under the Equality Act 2010.
- 4.4 Failure to produce equality objectives could open the Authority up to legal challenge, including enforcement action by the Commission.
- 4.5 The GLA's Business Plan has recently been refreshed to the end of the current Mayoral term (i.e. for 2014-15 and 2015-16). The Business Plan references objectives from the revised Equal Life Chances for All framework; and Unit priorities were reviewed against ELCFA to ensure convergence.
- 4.6 While the objectives within the Business Plan are reported on quarterly, the revised objectives from the Equal Life Chances for All framework will continue to be monitored annually by the Diversity and Social Policy Team. Progress will be reported annually in the Mayor's Annual Equality Report.
- 4.7 All revised objectives have been developed, revised and agreed with individual policy teams, and equality objectives have been cleared by either the relevant Deputy Mayor, or Executive Director, as appropriate.

#### **5. Financial comments**

- 5.1 Other than officer time, there are no other financial costs arising from the publication, implementation and monitoring of the revised Equal Life Chances for All Framework. It should be noted that the document will be published on the GLA website.
- 5.2 The Mayor's equality framework does not propose the development of any new projects, rather demonstrates how the Authority is mainstreaming equality throughout its existing, and future business plans. The framework highlights the Mayor's commitment to tackling inequality, and fulfils our statutory equality requirements.

#### **6. Legal comments**

- 6.1 Section 149 of the Equality Act 2010 places a general duty - the "public sector equality duty" - on public bodies, including the GLA, to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between people with different characteristics.
- 6.2 As noted above, publication of equality objectives is a statutory requirement for public authorities, listed under the Equality Act 2010 (Specific Duties) Regulations 2011, including the GLA.
- 6.3 There is a statutory requirement under the GLA Act 1999 (section 46) to report annually on the implementation of Mayoral strategies and the performance of statutory functions.

**7. Investment & Performance Board**

- 7.1 The Mayor's draft equality framework was endorsed for approval and publication at the IPB meeting on 28 March 2014.

**8. Planned delivery approach and next steps**

- 8.1 The document will be published following approval in June 2014. Progress will be monitored annually in the Mayor's Annual Equality Report.

**9. Appendices and supporting papers:**

GLA equality framework, 'Equal Life Chances for All'.

**Public access to information**

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after approval or on the defer date.

**Part 1 Deferral:**

**Is the publication of Part 1 of this approval to be deferred? NO**

If YES, for what reason:

Until what date: (a date is required if deferring)

**Part 2 Confidentiality:** Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

**Is there a part 2 form – NO**

**ORIGINATING OFFICER DECLARATION:**

Drafting officer to confirm the following (✓)

**Drafting officer:**

Rob Downey has drafted this report in accordance with GLA procedures and confirms the following have been consulted on the final decision.

✓

**Assistant Director/Head of Service:**

Amanda Coyle has reviewed the documentation and is satisfied for it to be referred to the Sponsoring Director for approval.

✓

**Sponsoring Director:**

Jeff Jacobs has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

✓

**Mayoral Adviser:**

Munira Mirza has been consulted about the proposal and agrees the recommendations.

✓

**Advice:**

The Finance and Legal teams have commented on this proposal.

✓

**EXECUTIVE DIRECTOR, RESOURCES:**

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

*M. J. H. C.*

Date

20.6.14

**CHIEF OF STAFF:**

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature

*Edmund H. -*

Date

23.06.2014

