
Mayor's Annual Equality Report 2011/12

MAYOR OF LONDON

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**Greater London Authority
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FOREWORD FROM THE MAYOR

I am proud that London is a city in which people from many different backgrounds live together peacefully and contribute a huge amount to the capital's culture and economy. This contribution was demonstrated in the wonderful success of the Olympic and Paralympic Games.



I want all Londoners to benefit from the progress and wealth in our city. Londoners share similar concerns: they want to go about in safety, to have decent jobs and incomes, to receive a good education, to live in good housing and to be able to rely on an efficient and accessible transport system. I am very pleased with the progress we have made at City Hall on all these fronts.

I am particularly proud of the progress we have made in increasing apprenticeships to provide young people with the skills they need for good careers. In 2011/12 there was great progress towards meeting my target of 100,000 new apprenticeships by the end of 2012.

Crime has been driven down once more and London's public transport is becoming continually safer and more accessible.

I have delivered even more affordable homes – the highest number since 2001.

I am also extremely proud of our volunteering projects. Londoners from all backgrounds have shown they are only too ready to give up their valuable time and expertise to help others and contribute to improve life in our city.

Of course, challenges remain: we must ensure that employment increases for all Londoners and that we tackle rising levels of homelessness. Where specific challenges or issues are identified, I am determined to ensure that City Hall addresses these.

We have made progress this year despite tough economic times and I will continue to go forward with my plan for uniting Londoners and providing equal life chances for all.

A handwritten signature in black ink, which appears to be 'Boris Johnson', written in a cursive style.

Boris Johnson
Mayor of London

1 INTRODUCTION

This report is the first new-style Mayor's Annual Equality Report. It combines two reports in one document: the Mayor's duties to report on equality under the GLA Act 1999; and a report on how far his equality objectives have been met.

The Equality Act 2010 led to a review of the Mayor's equalities framework, Equal Life Chances for All. The revised version, published in February 2012, sets out his arrangements to ensure the principle of equality of opportunity is embedded in the GLA's work. It also sets out his statutory objectives for tackling inequalities in London in the coming years and the measures used to track progress.

This report highlights the progress made during the financial year April 2011 to March 2012 towards achieving the GLA's equality objectives, including case studies illustrating some of the key activities. It also shows the latest figures and trends for the indicators of progress.

Section 2 sets out the Mayor's arrangements and principles to ensure equality of opportunity is firmly embedded in the work the GLA does and gives examples of how these principles have been put into practice.

Section 3 shows the Mayor's objectives to tackle inequality, actions taken by the Mayor during 2011/12 to achieve these objectives, together with measures of progress towards meeting them.

Section 4 draws out some broad conclusions on achievement.

Section 5 sets out the London Assembly's contribution to promoting equality in 2011/12.

2 ARRANGEMENTS AND PRINCIPLES

The Mayor's main arrangements for ensuring there is due regard to the equality of opportunity in all his activities are set in his Equal Life Chances for All equalities framework, revised in February 2012. This set out specific and measurable objectives which the Greater London Authority was required to publish under the Equality Act 2010. A full list of these is given in Section 3.

The revised framework also set out the arrangements for meeting the objectives. These are as follows:

- use the process of mainstreaming – which is where the principle of equality is integrated into everything the organisation does and the work that everyone does on behalf of the organisation
- adopt an evidence and needs based approach where we seek quantitative and qualitative evidence and undertake research into inequality and disadvantage experienced within London
- assess the impact of our strategies, policies and programmes as we develop them and consider what actions, if any, may be appropriate to improve upon any identified adverse impacts on specific groups.
- monitor the impact on equality as we implement our strategies, policies and programmes
- be open and transparent and publish all information regarding our progress on achieving equal life chances
- work in partnership with the range of local, pan-London, and national organisations to create new and better actions
- make consultation and engagement with diverse stakeholders in London a cornerstone of developing new equality actions
- promote best practice.

For example:

Housing in London, published in December 2011, provides the **evidence** base for the London Housing Strategy.

Where appropriate and possible, the GLA **monitors** and reports on the proportions of men and women, different age groups, disabled people, ethnic and faith groups, lesbian, gay, bisexual and transgender people benefiting from its projects.

This report and its technical appendix report on our progress in achieving equal life chances, and together with other information on equality issues published by the GLA on its main website and on the *Datastore* show how we are being **open and transparent**.

Partnership working by the Metropolitan Police Service has co-ordinated activity to raise awareness and reporting of hate crime in all its forms.

The Mayor's Transport Strategy Implementation Plan was published in March 2012, following extensive **consultation** over four months, including an independently recruited Citizens' Jury of deaf or disabled people, who were representative of all of London's communities.

3 EQUALITY OBJECTIVES AND ACHIEVEMENTS DURING 2011/12

This section sets out in detail the equality objectives in the Mayor's equalities framework, Equal Life Chances for All, published in February 2012, and activity carried out in 2011/12 to deliver these objectives. For objectives which were new in February 2012, it was too soon to report in detail on achievements in this report. A fuller account of these will be provided in the next report.

This section also shows data on desired outcomes for London in order to reduce inequality and improve the quality of life in the capital. Some of these are measures of delivery of policies and programmes directly under the control of the Mayor and his partners. Others are statistical measures on issues outside the Mayor's direct influence, but included as part of the Mayor's role in spotlighting, for all our partners, the key equality issues affecting Londoners. Again, some of the measures were new in 2011/12, so it has not been possible to report on them all fully.

For each topic, there is a summary of the measures of success with a 'rag' rating to indicate the direction of change, which is indicated as follows:

	At a representative level or moving in the right direction – does not necessarily imply the level is satisfactory.
	An increase in the difference between groups or indicating significant inequality.
	No change/direction unclear/mixed results

Further data and charts are shown for some key areas, where more detailed statistics are available, including breakdowns by equality groups.

The GLA is making information on all the measures freely available, so that it can assist in promoting debate on equality and inequality across London. This report sets out the most recent trends on the measures at mostly headline levels. Behind these figures are many nuances and qualifications. A series of bulletins on key topics and containing more detail are disseminated to stakeholders and available from the GLA website at <http://www.london.gov.uk/equalities-measuring-success>.

3.1 Employment, pay & skills

Objective 1	Work to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.
How we will achieve objective 1	<p>Work with London's employers to maximise the number, variety and quality of jobs needed to provide work opportunities for Londoners, and to meet the needs of London's growing and developing economy.</p> <p>Work to close the employment rate gap between London and the national level by 2020 and maintain the London employment rate at or above the national level subsequently.</p> <p>Work to ensure that all young people in London have appropriate opportunities to gain the knowledge, skills and confidence to succeed in London's labour market.</p> <p>Help people to secure and retain a job, working with partners to significantly improve training and employability support, with a particular focus on neighbourhoods with high concentrations of worklessness.</p> <p>Work with other partners to meet the aspirations of Londoners to acquire relevant skills and qualifications to progress in their careers.</p>

Achievements in 2011/12

- In 2011/12 GLA-funded projects provided nearly 8,000 unemployed adults and young people with help to get a job or develop their skills. More than 3,400 people secured employment or paid apprenticeships.
- About 3,800 people received employment support through the Mayor's Olympics skills projects last year. He is also making sure that City Hall programmes deliver jobs for Londoners wherever possible. So, for example, nearly 300 jobs have been directly created by the Mayor's RE:FIT and RE:NEW retrofitting programmes.
- The Mayor is working with businesses and the National Apprenticeship Service (NAS) to increase the number of apprentices in London. Since July 2010, 63,700 apprenticeship opportunities have been created – including 1,000 apprentices who joined the GLA group in 2011/12. Every apprentice earns a wage and works towards a nationally recognised qualification.

[Women into Construction](#)

The Women into Construction project was developed by the ODA and funded by the LDA and Construction Skills to address the low proportion of women in construction. It was felt that, if this could be done on a high profile site such as the Olympic Park and Village, it would have a positive effect on the construction industry generally.

Case study – Women into construction - Jadene Thomas

Jadene came to the Women's project as a 17 year old carpentry student.

She had achieved a Level 2 qualification but had no site experience. She completed a 13 week work-placement on the Olympic Park Aquatics centre through Balfour Beatty, who then offered her paid employment for the rest of the project.

During her time on this project she also developed an interest in engineering and wanted to develop her skills in this area.

As a result of her experience on the Aquatics centre, she secured a position with Mace as an assistant engineer on the Shard.



Jadene working on the Aquatics Centre

Photograph © London Legacy Development Corporation

The project was very successful, engaging with over 800 women, offering construction related training, work-placements, and brokering women into employment. As a result, the numbers

- In August 2011, following the riots across London, the Mayor set up his Regeneration Fund, providing £70m towards major long term improvements for the damaged town centres and high streets. The fund is focused both on the boroughs affected, and areas where there is potential to drive growth and prosperity. The aim is to make the most of the investment by ensuring all development contracts bring jobs and apprenticeships to the local area.
- Co-funded by the European Social Fund (ESF), the GLA is running a new Youth Programme to give young people opportunities to improve their skills and increase their chances to access further education and long-term sustainable employment. The GLA's ESF Youth Programme Prospectus was published on 28 February 2012. The £10m programme will fund three projects, focusing on 6–25 year olds with learning difficulties and/or disabilities; enhanced resettlement support to young offenders aged 14–17 leaving custody; and support to 14–16 year olds who have been excluded from mainstream education.
- The Mayor is working in partnership with London Citizens and the Living Wage Foundation to increase the take-up of the Living Wage in London.

- In 2011 London Citizens and the Living Wage Foundation established an accreditation process, to provide a definitive way of ensuring that employers are paying the Living Wage and bring changes to the way that we recognise Living Wage. At the end of 2011/12, there were over 100 employers in London paying the Living Wage.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in the employment gap between different groups of Londoners:	Gender: The gap between men's and women's employment rates narrowed in 2011 to 13.9 percentage points, compared with 14.5 percentage points in 2010.	
	Ethnicity: The gap in employment rates between all Black, Asian and minority ethnic groups and all white groups widened from 13.2 percentage points in 2010 to 14.6 percentage points in 2011, however there is considerable variation between groups.	
	Disability: The employment rate gap for disabled people widened in 2011 (27.4%), compared with 2010 (26.7%) but was narrower than in 2007 (28.6%)	
	Parenthood: The employment rate of women with children in London was 55% in London in 2011, compared with 75% of women without children and 87% of men with children. It was also much lower than the employment rate of women with children in the rest of the UK (69%). There has been little change in recent years.	
Reduction in the proportion of Londoners with no qualifications (aged 16 to 64)	The overall proportion of Londoners of working age with no qualifications has been continuing to gradually reduce, from 14.4% in 2004 to 9.3% in 2011.	
	Disabled people are still are more than twice as likely as non-disabled people to have no qualifications (20.7%, compared with 6.9% in 2011).	
	A slightly higher proportion of women have no qualifications than men (9.7%, compared with 8.9% in 2011), but the gap is decreasing.	
	The proportion of all white groups with no qualifications stood at 7.9% in 2011, compared with 11.2% of all BAME groups. The gap was slightly wider than in 2010.	
Increase in the numbers of apprenticeships	The number of apprenticeships started in London has been increasing markedly in the last few years, reaching 41,400 in 2010-11, compared with just over 11,000 in 2006/07. London's share of the UK total went up from 5% to 9.1% in 2010-11. The number of starts for the part-year between August 2011 and April 2012 was 34,390.	

Outcome sought	Trends	Direction of change
Increase in the proportion of apprenticeships taken up by BAME groups, women and disabled people.	The only breakdown available at present for London is by gender. Nearly 55% of apprenticeship starts in London between August 2010 and April 2012 were for women, a higher proportion than the England average (52.5%).	
Reduction in the pay gap between different groups of Londoners and their comparators	Gender: The gap between men's and women's median hourly earnings continued its slow decrease and stood at 12.9% in 2011.	
	Ethnicity: The gap in median pay between all BAME groups and all white groups in London increased to 26.2% in 2011, after decreasing the year before, but there is considerable variation between groups.	
	Disability: The gap in median hourly earnings between disabled and non-disabled London workers decreased to 12.5% after increasing the previous year	
Increase in the number of employers who have adopted the London Living Wage.	A new process is being set up to accredit employers paying the London Living Wage. The total number was over 100 at the end of 2011/12.	

Detailed statistics and trends

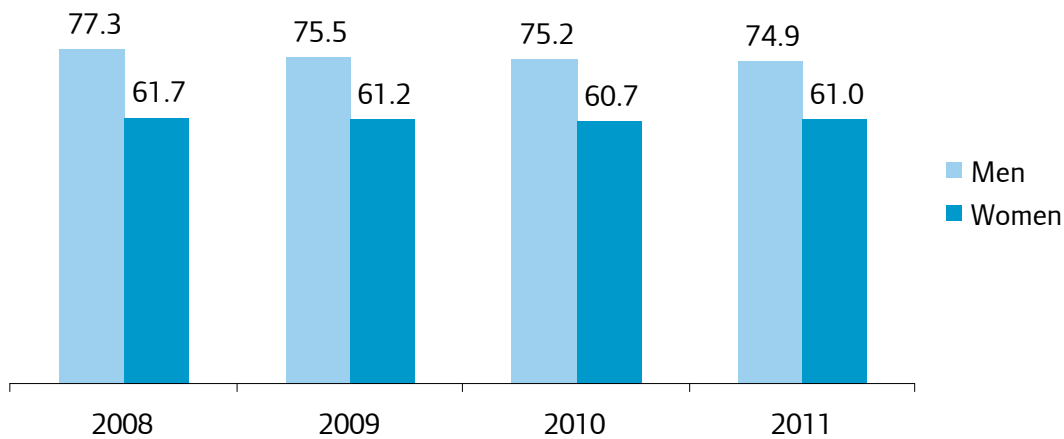
Employment

The overall employment rate in London has stayed very stable over the last three years, at around 68 per cent of the population aged 16 to 64, in spite of the difficult economic situation. However, disparities remain among groups of Londoners, and in the case of BAME groups taken together, the difference in employment rates has widened in comparison with white groups.

The **gender employment gap** stood at 13.9 percentage points in the year ending December 2011, continuing the generally narrowing trend. In 2008, the gap was 15.6 percentage points.

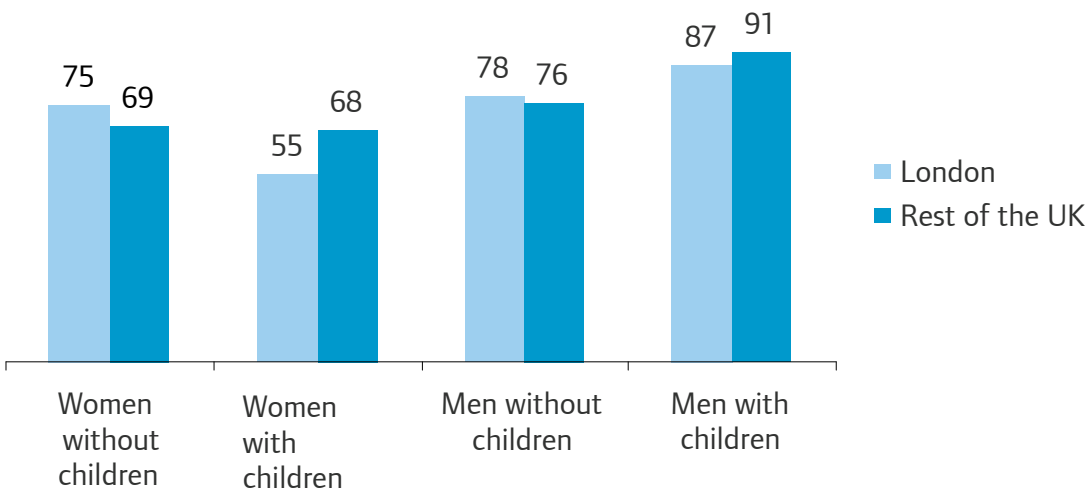
Parenthood makes a large difference to the employment rates of women and there is a bigger impact in London than in the rest of the UK. In 2011, the employment rate for women without dependent children was higher in London (75 per cent) than in the rest of the UK (69 per cent), while for women with children, the rate was much lower in London – 55 per cent, compared with 68 per cent in the rest of the UK. There is a similar, but far less marked, pattern for men in London as compared with the rest of the UK.

Chart 1 Employment rate of men and women aged 16 to 64 in London, 2008 to 2011 (%)



Source: Annual Population Survey

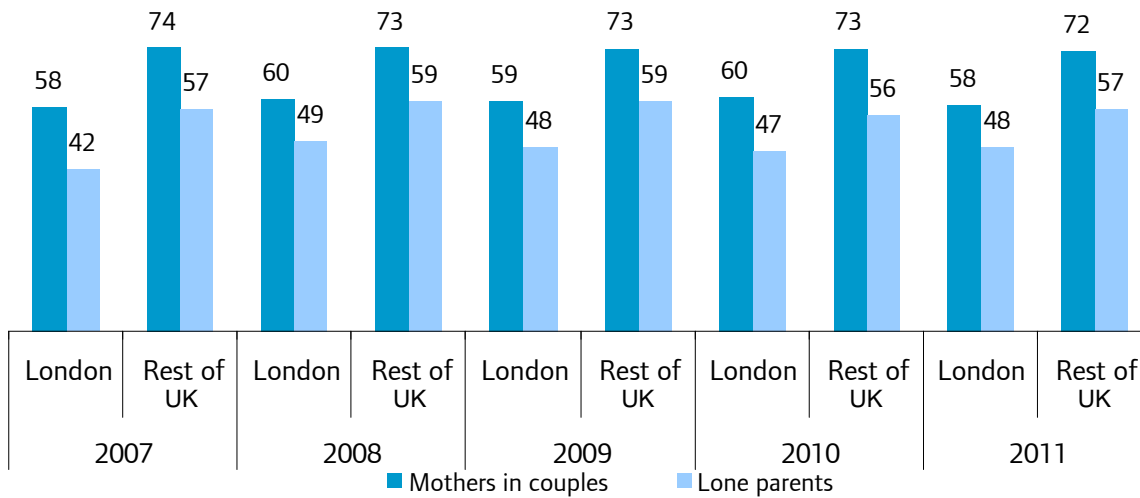
Chart 2 Employment rates of women and men (%), by whether or not they have dependent children, London and the rest of the UK, 2011



Source: Annual Population Survey

Employment rates of lone parents, the great majority of whom are women, are lower than those of women in couples with dependent children. As Chart 3 shows, after a large increase in 2008, the lone parent employment rate in London has hovered around 48 per cent in the last few years. The gap between London and the rest of the UK reduced from 15 percentage points in 2007 to nine percentage points in 2010 and 2011. The employment rate of mothers in couples has changed little over these five years, and the gap between London and the rest of the UK stood at 14 percentage points in 2011, having only narrowed slightly since 2007, when the difference was 16 percentage points.

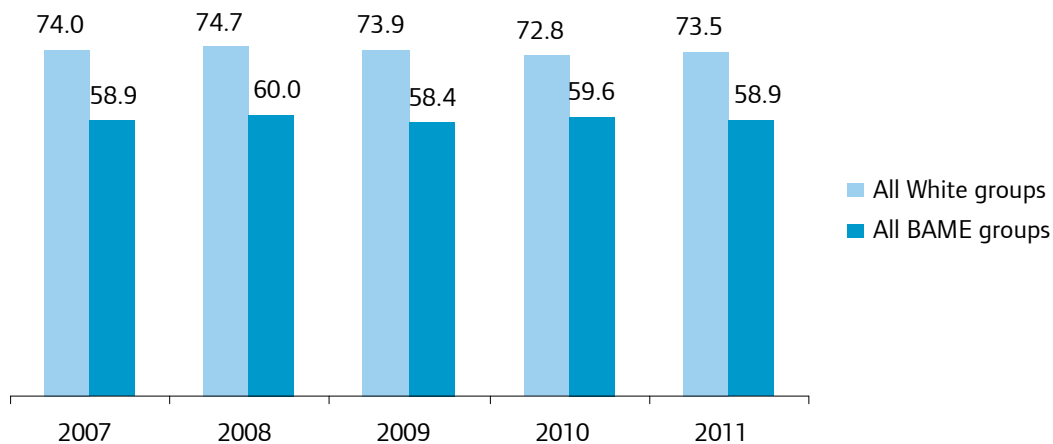
Chart 3 Employment rates of mothers with children and lone parents in London and the rest of the UK, 2007 to 2011 (%)



Source: Labour Force Survey (includes full-time students)

In 2011, the employment rate increased for all white groups, but went down for all BAME groups, widening the **ethnic employment gap** to 14.6 percentage points, after a decrease in 2010.

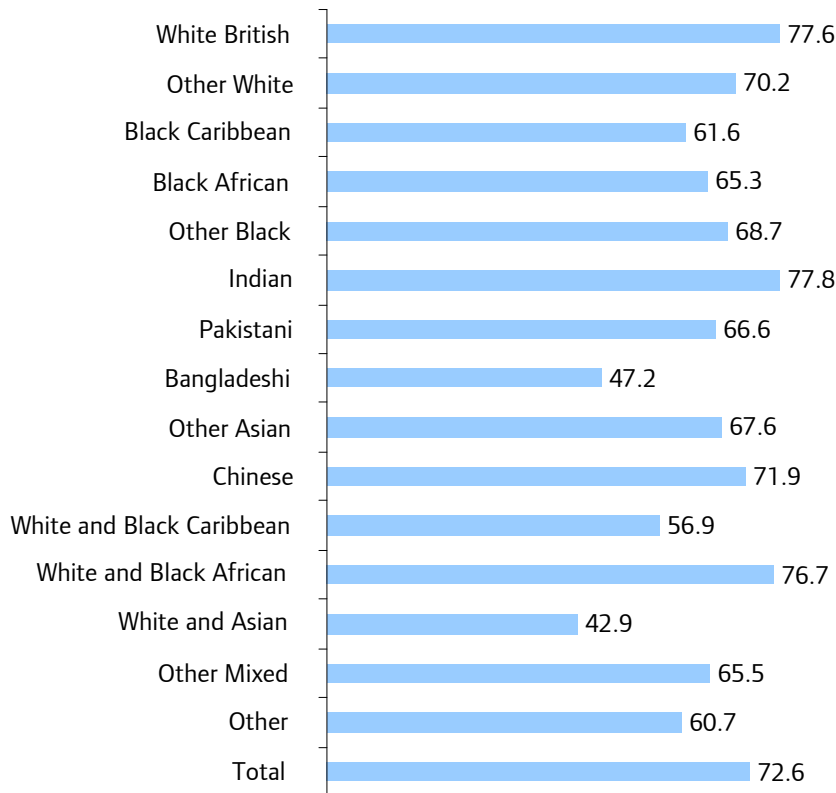
Chart 4 Employment rate (%) of BAME and white groups in London, 2007 to 2011



Source: Annual Population Survey

The broad groups mask large differences between different ethnic groups. Londoners of Indian origin having an employment rate at a similar level to White British people (77.8 per cent and 77.6 per cent respectively), as shown in Chart 5. The lowest rates are for people of Bangladeshi origin (47.2 per cent in 2011). Much of the difference is accounted for by the much lower rates of employment for Bangladeshi women.

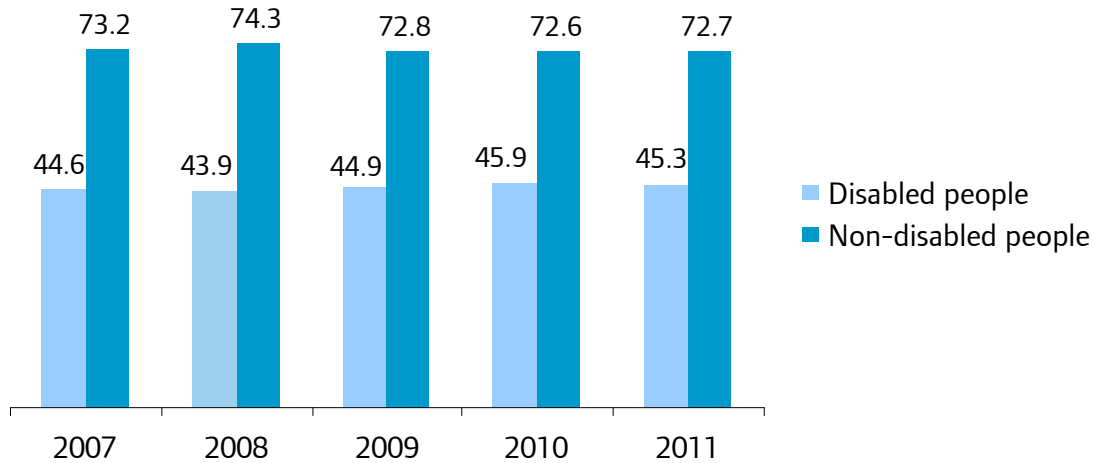
Chart 5 Employment rate (%) of people aged 16 to 64 in London by detailed ethnic group, excluding full-time students, 2011



Source: Annual Population Survey

The employment rate of **disabled people** in London was 45.3 per cent in 2011, compared with 72.7 per cent for non-disabled people. The gap had widened slightly to 27.4 percentage points, compared with 26.7 in 2010, but was narrower than in 2007, when it was 28.6 percentage points.

Chart 6 Employment rates of disabled and non-disabled people in London, 2007 to 2011 (%)

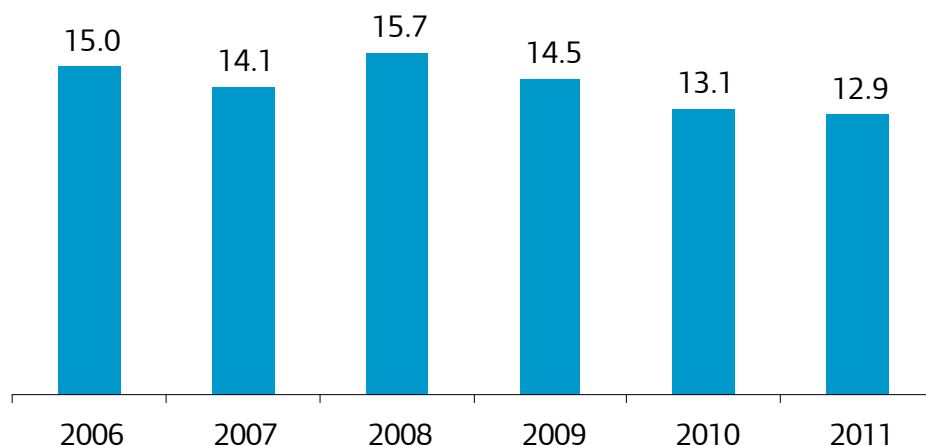


Source: Annual Population Survey

Pay

The **gender pay gap** in London continued its very slow decrease, after a peak in 2008. In 2011, median gross earnings for men working full-time stood at £15.40 per hour, compared with £13.42 for women working full-time. Women's earnings increased marginally more than men's, so the gap narrowed from 13.1 per cent in 2010 to 12.9 per cent in 2011.

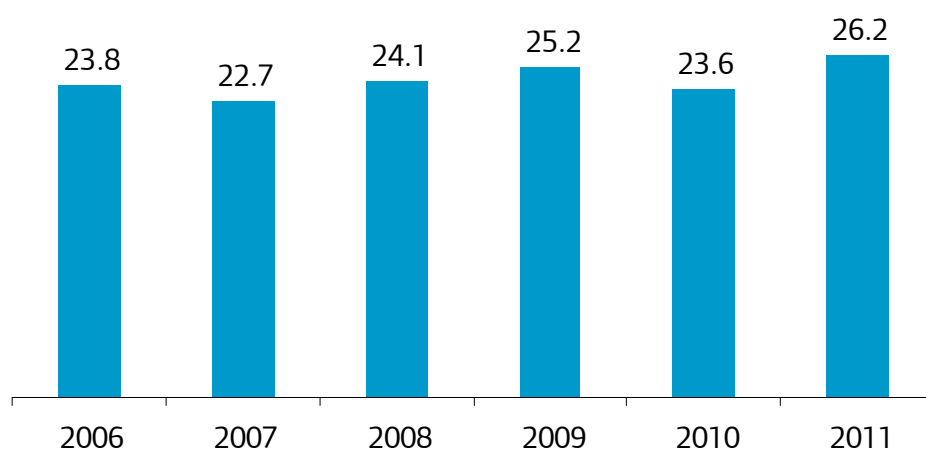
Chart 7 Gender pay gap, London, 2006 to 2011 (%)



Source: Annual Survey of Hours and Earnings

The **ethnic pay gap** increased again in 2011, after decreasing the previous year. Median gross earnings in London were £15.63 per hour for all white groups, 26.2% higher than median earnings for all BAME groups.

Chart 8 Gap in median earnings between all white groups and all BAME groups, London, 2006 to 2011 (%)

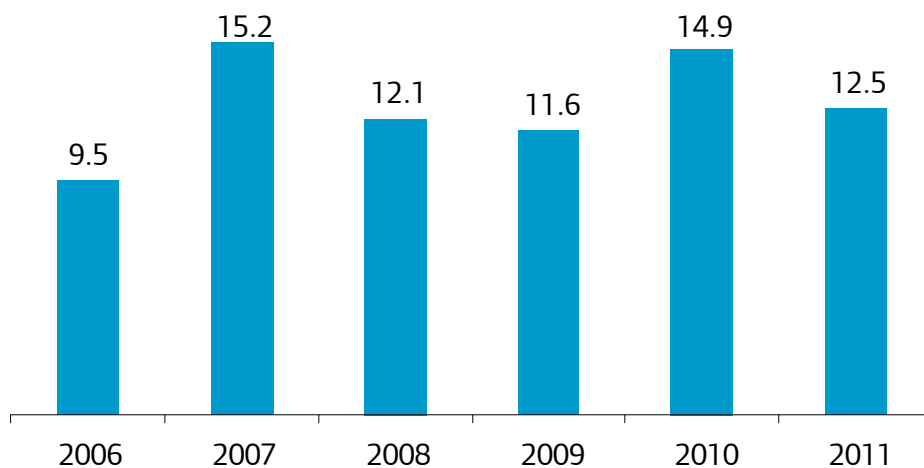


Source: Annual Population Survey

Disabled pay gap

The gap in median earnings between disabled people and non-disabled people decreased in 2011 to 12.5 per cent after increasing the year before. In 2011, median earnings for disabled people in London were £12.50 per hour, compared with £14.49 for non-disabled people. This is for those working full-time. It needs to be borne in mind that disabled people are more likely than non-disabled people to be working part-time or not working at all.

Chart 9 Gap in median earnings between disabled people and non-disabled people in London, 2006 to 2011 (%)



Source: Annual Population Survey

3.2 Education and child poverty

Objective 1 <i>(Continued from previous section)</i>	Work to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.
How we will achieve objective 1	Help to ensure that all children in London get a good start in life and encourage partners to work towards the government's target to end child poverty being achieved in London by 2020.

Achievements in 2011/12

- The latest in the series of annual conferences focusing on raising aspiration and achievement amongst black children was held in November 2011, and was attended by the Mayor and the Secretary of State for Education.
- The Mayor launched an Education Inquiry in November 2011 to look at the challenges facing London's schools and to recommend practical solutions. The issues considered included tackling underachievement of particular ethnic groups, boys and those from disadvantaged backgrounds. The inquiry published its first report in February 2012 and its final report in October 2012.
- The Mayor's support for children in care and care leavers included an extended Near Peer Mentoring Programme to boost educational achievement and the aspirations of young people in care, who are six times less likely to attend university than other young Londoners, through personalised support and advice from care leavers who have successfully gone on to university.
- The Mayor hosted a major foster carers recognition event in May 2011 and hosted 'Family Finding for the Future – What's Next?' in partnership with the British Association for Adoption & Fostering, as part of National Adoption Week in November 2011. This aimed to raise awareness of the urgent need for more Londoners interested in adopting to come forward.
- A third 'Wise Up' event was held in September 2011 for London's children in care over 13 to raise aspiration and promote positive pathways into higher education and employment. The GLA worked with local authorities, the charity Buttle UK and London higher education institutions to improve collaborative working and direct support to London care leavers.
- 'Mayor's Young Readers', a Team London project, helped to improve young children's literacy by harnessing the time and enthusiasm of volunteers.

Case study - Young readers

Alexisse from Croydon had her two children, now aged five and two, when she was a teenager. She spent five weeks working with Esha, one of our volunteers who, like Alexisse, is a young single mum.

Each week they have met and talked about easy ways to support their children's literacy. Alexisse has discovered how many words her son already knows and has realised the importance of reading with her children even at an early age.

Alexisse said: "Reading with my son was something I wasn't confident to do as a parent – it was a burden to me, another thing I had to do on top of everything else. But this has been really good! It's pushed me to do more reading, and now we're doing lots of reading at home. And it's made me see things about my son I didn't know – he can read words I didn't know he could, and he could write words I didn't know he could. I had never been to the library before but now I have joined and go regularly with the children."

- The Mayor hosted the London launch event for National Citizen Service in February 2012, an initiative combining personal development with community volunteering and both state and independent school pupils. With around 7000 places available in summer 2012, the Mayor was keen to make sure that those 16 year olds who complete it go on to the many volunteering opportunities across London under his Team London programme.
- The GLA's team of over forty Peer Outreach Workers (15 to 25 year-olds) continued to deliver a wide range of well-regarded projects with other young people right across London. They worked primarily on issues including community safety, health and engagement with education.
- The Mayor continued to address child poverty through his Health Inequalities Strategy; through programmes to provide more employment and apprenticeships; through concessionary fares and free transport for children and young people and through promoting the London Living Wage.
- The Mayor also launched the fourth annual Know Your Rights benefits take-up campaign in November 2011. This time, the campaign focused on fuel poverty, estimated to affect 24 per cent of London's households. A poster, advertisement and postcard campaign encouraged those affected by fuel poverty to get practical help and advice in reducing energy bills and claiming any benefits or grants to which they were entitled. This campaign ran alongside RE:NEW, the Mayor's homes energy efficiency programme which aimed to retrofit 55,000 homes with energy efficiency measures by May 2012. The programme operated in some of London's most deprived wards and benefit checks were offered alongside home energy surveys.
- A second strand of the 'Know Your Rights' campaign provided capacity training for staff and volunteers from 85 community organisations in London to enable them to provide first-level advice on benefit entitlement to their members and help in making claims.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in the gap in achievement of 5 GCSEs graded A* to C, including English and Maths, by groups of pupils as compared with average or comparator group.	<p>Gender: In 2010/11, 65% of girls in London's maintained schools achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 58% of boys. Results have continued to improve overall and the gap between boys and girls has narrowed from 9 percentage points in 2007/08 to 7 in 2010/11.</p>	
	<p>Ethnic group: Achievement is highest among Chinese pupils – in 2010/11, 85% gained 5+ GCSEs graded A* to C, including English and Maths, followed by 69% of Asian pupils (in one group), and 61% of white and mixed groups. While Black pupils achieved the lowest level at 57%, their achievement has increased faster than other groups.</p>	
	<p>Special educational needs (SEN): In 2010/11, 32% of London pupils with SEN, but without a statement and 10% of those with a statement achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 74% of those with no identified SEN. While attainment has improved, the gap has widened.</p>	
	<p>Free school meals. In 2010/11, 47% of London pupils eligible for free school meals achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 66% of pupils not eligible for free school meals. The gap has continued to decrease and is much less marked than the England average.</p>	
Reduction in the percentage of NEETs.	<p>Between 2006 and 2009, the number of young people aged 16 to 18 known to the Connexions Service and not in education, employment or training (NEETs) decreased in London from 7.5% to 5.3%. More recent data comes from a different source, the local authorities' Client Caseload Information System. In November 2011 to January 2012, this showed 4.5% of 16-18 year olds known to London local authorities to be NEET, continuing the decrease.</p>	
Reduction in the proportion of children living in poverty	<p>The child poverty rate in London has declined slightly over the last few years, but at 37% after housing costs in 2008/11 (three year average) it was still considerably higher than the UK average of 29%. On this measure London continues to be the region with the highest rate of child poverty.</p>	
	<p>Children in certain ethnic groups, those with lone parents (mostly women) and in households with at least one disabled adult are more likely to be living in poverty. The highest rates in London in 2008/11 were for children in Pakistani and Bangladeshi households (59%), and Black African/Black Other households (55%). 53% of children with a lone parent lived in poverty and 48% of children in households with at least one disabled adult, compared with 35% of children in households with no disabled members. These proportions have decreased slightly.</p>	

Detailed statistics and trends

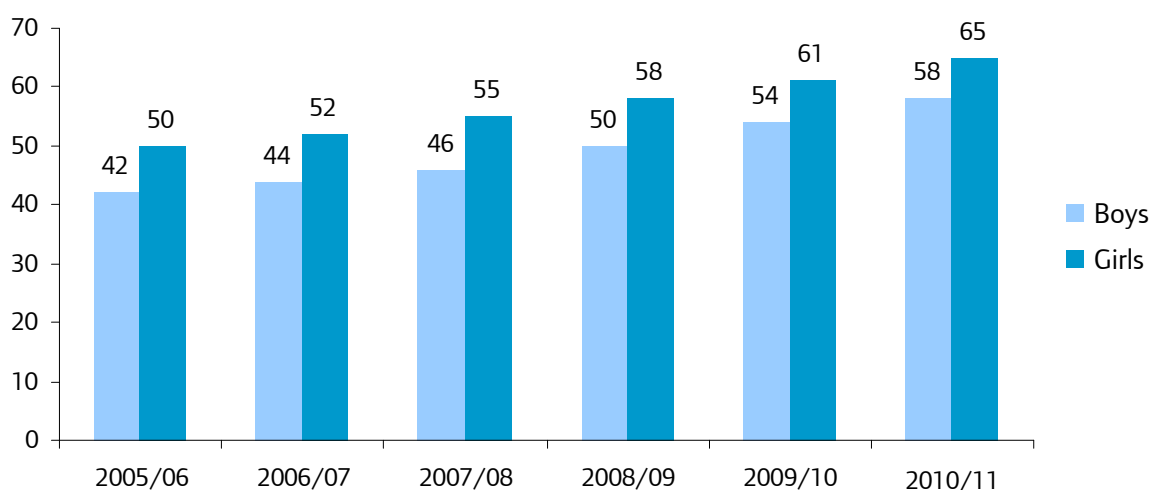
GCSE attainment

The percentage of pupils in London's maintained schools gaining five or more GCSEs graded A* to C, including English and Maths, continued to increase, with 61.9 per cent achieving this level in 2010/11. This was higher than the England average of 58.4 per cent.

Gender

While girls continue to out-perform boys, the gap has narrowed slightly, and in 2010/11 stood at just over seven percentage points, compared with eight in 2005/06.

Chart 10 Percentage of pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, including English and Maths, by gender, 2005/06 to 2010/11



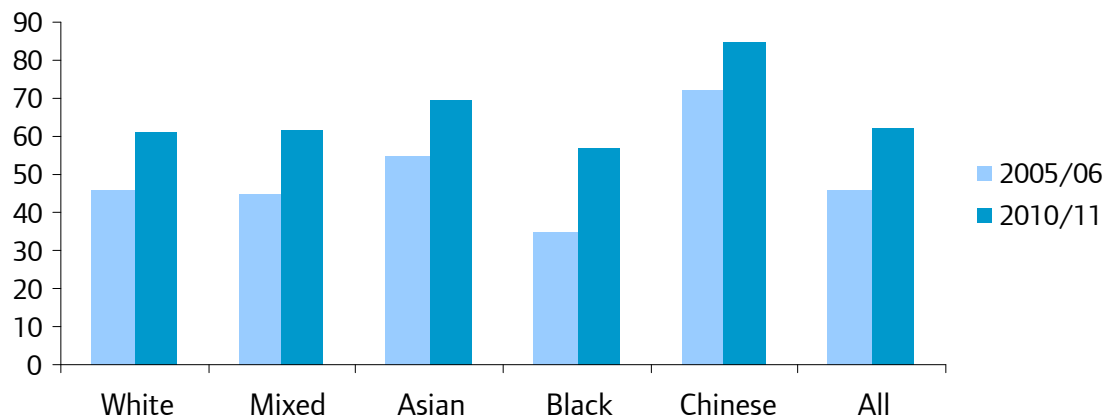
Source: Department for Education

Ethnicity

Among broad ethnic groups in London, achievement is highest among Chinese pupils – in 2010/11, 85 per cent gained five or more GCSEs graded A* to C, including English and Maths, followed by 69% of Asian pupils (in one group), and 61% of white and mixed groups. While Black pupils achieved the lowest level at 57%, their achievement rate has increased faster than other groups.

More detailed information available at England level shows that attainment is much higher for Indian pupils than those from Bangladeshi and Pakistani backgrounds, and a higher proportion of Black Africans achieve this level than those from other Black backgrounds. The lowest levels of attainment in England are amongst Travellers of Irish Heritage and Gypsy/Roma pupils.

Chart 11 Percentage of pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, English and Maths by broad ethnic group, 2005-06 and 2010-11

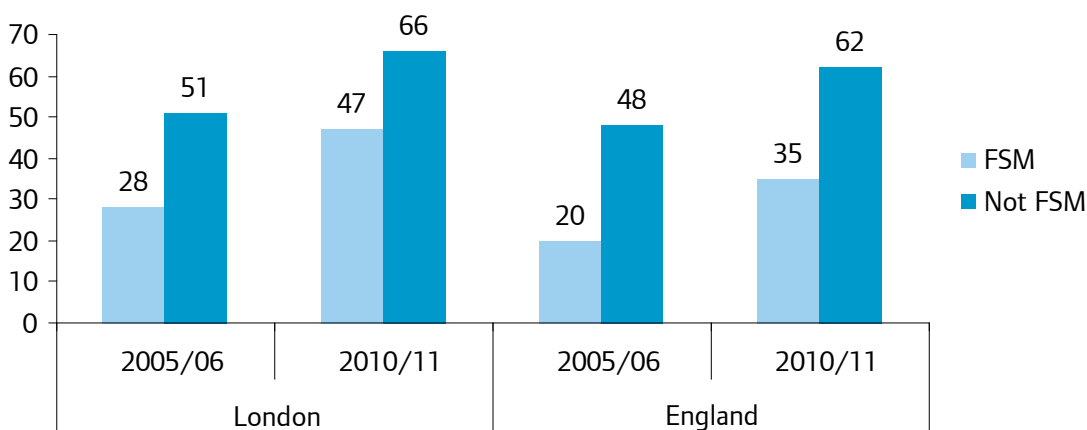


Source: Department for Education

Free school meals

In 2010/11, 47 per cent of pupils in London eligible for free school meals gained five or more GCSEs graded A* to C, including English and Maths, compared with 66 per cent of those not eligible. The gap in attainment has decreased from 19 percentage points in 2005/06 to 15 percentage points in 2010/11. The gap is less pronounced than the England average, which stood at 27 percentage points in 2010/11, having only narrowed by one percentage point since 2005/06.

Chart 12 Percentage of pupils in maintained schools in London and England attaining 5 or more GCSEs graded A* to C, English and Maths by whether or not eligible for free school meals (FSM), 2005-06 and 2010-11

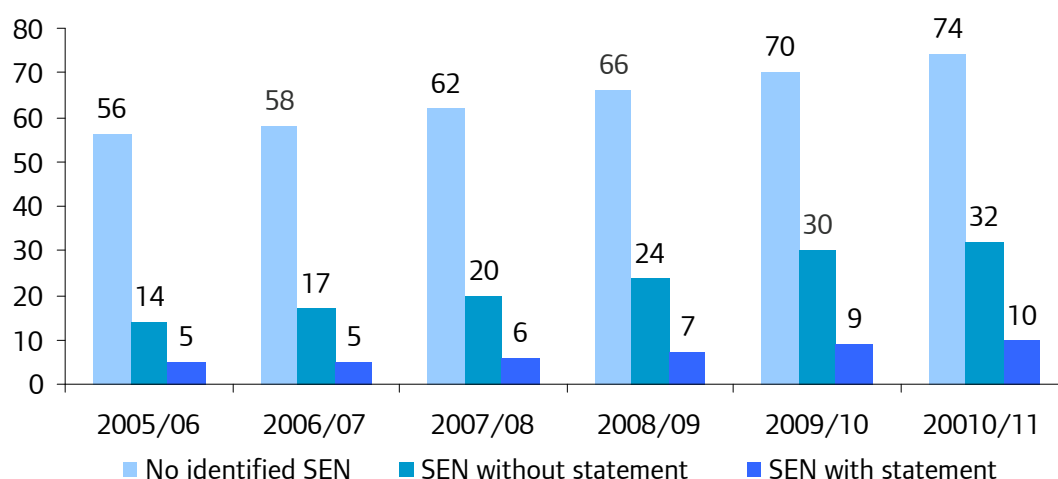


Source: Department for Education

Special needs

There is no published information on the attainment of disabled pupils, only for those with special educational needs (SEN), which covers a wide range of issues. In 2010/11, 32 per cent of London pupils with SEN, but without a statement and 10 per cent of those with a statement achieved 5+ GCSEs graded A* to C, including English and Maths, compared with 74 per cent of those with no identified SEN. While attainment has improved, the gap has widened.

Chart 13 Percentage of pupils in maintained schools in London attaining 5 or more GCSEs graded A* to C, including English and Maths, by whether or not have any special educational needs, 2005-06 to 2010-11

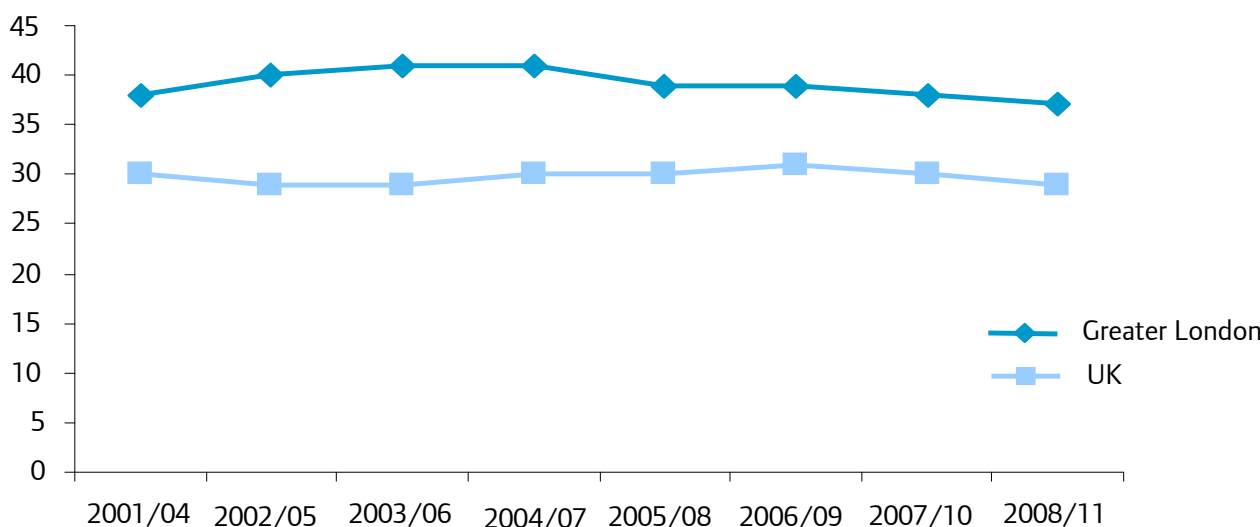


Source: Department for Education

Child poverty

The child poverty rate in London has declined slightly over the last few years, but at 37 per cent after housing costs in 2008/11 (three year average) it was still considerably higher than the UK average of 29 per cent.ⁱ On this measure London continues to be the region with the highest rate of child poverty.

Chart 14 Percentage of children living in poverty, after housing costs, London and the UK, 2001 to 2011



Source: Households Below Average Income series, DWP

Children in certain ethnic groups, those with lone parents (mostly women) and in households with at least one disabled adult are more likely to be living in poverty. The highest rates in London in 2008/11 were for children in Pakistani and Bangladeshi households (59%), and Black African/Black Other households (55%). Fifty-three per cent of children with a lone parent lived in poverty and 48 per cent of children in households with at least one disabled adult, compared with 35 per cent of children in households with no disabled members. These proportions have decreased slightly.

3.3 Workforce

Objective 1	Achieve a workforce across the GLA group which reflects London's diversity in all occupations and at all levels
How we will achieve objective 1	Introduce placements where necessary to provide an opportunity for work experience in a political environment
	Ongoing work on apprenticeship and pre apprenticeship programmes
	Put in place development programmes for particular groups not represented at senior levels (i.e. Springboard)
	Ongoing work on the mentoring programme
	Monitor and analyse the data that we record to identify where we need to take mitigating action
	Complete and publish Equality Impact Assessments (EQIAs) for restructures and workforce changes to ensure we mitigate any disproportionate and negative impacts
	Analyse staff survey outcomes and take action where necessary to reverse any perceptions of the workplace from a particular equality group

GLA achievements in 2011/12

- Steps are taken to ensure that processes used for recruitment and selection are fair, transparent, objective and efficient. Ensuring that behavioural competencies as well as technical skills are assessed throughout the process helps to ensure that candidates from a diverse range of backgrounds and role profiles are given the opportunity to demonstrate transferable skills developed from a range of experiences.
- The GLA operate a guaranteed interview scheme for disabled applicants. The HR team cross-checks all applications and short-list decisions to ensure that candidates who meet the minimum requirements for the role and who have declared a disability are offered an interview.
- The GLA has continued to provide a number of work placement opportunities for 'year in industry' students, apprentices and pre-apprentices (NEETS).
- An independent staff survey was carried out and analysed and the survey results were outlined to staff in September 2011. The survey indicates that staff remain highly engaged and motivated. Improvements have been made in key areas such as vision and leadership, communication, safety to speak up and change management. Local actions plans will continue to address other areas for improvement in the GLA.
- The GLA has been running a successful mentoring programme to help improve diversity at every level.

Measures of success

Outcome sought	Trends	Direction of change
<p>GLA workforce reflects London’s diversity at all levels.</p>	<p>The proportion of women employed at the GLA decreased from 54% in March 2011 to 52% in March 2012, but this is the same as the proportion in London’s adult population. The proportion of women amongst senior staffⁱⁱ increased from 32% to 37%</p>	
	<p>The proportion of BAME staff increased slightly from 24% to 25% in 2012 and amongst senior staff stayed at 16%.</p>	
	<p>The proportion of disabled people amongst all staff declined slightly from 8% to 7% in 2012 and amongst senior staff from 8.5% to 5%.</p>	

Note: The rest of the GLA Group report separately on the diversity of their workforces.

3.4 Health

Objective 1	Ensure that the work overseen by the shadow London Health Improvement Board is aware of its impact on variations in health across London.
How we will achieve objective 1	Refresh the Mayor's Health Inequalities Strategy, integrating it into the work of the shadow London Health Improvement Board.
	All work streams of the shadow London Health Improvement Board, once decided upon, will undertake Equality Impact Assessments.
Objective 2	Improve access to health and social care for all Londoners, across all protected characteristic and particularly for the more disadvantaged and migrant Londoners.
How we will achieve objective 2	Work with Regional Public Health Group and NHS to increase awareness of migrants' entitlements and needs to improve access to health services.
	Use outcomes of the Refugee Mental Health Practitioners' Forum, to influence mental health service planners, commissioners and providers to integrate the needs of London's migrant populations, in particular refugees and asylum seekers, in delivery of mental health services.
	Advocate for required changes to delivery of maternity services to migrant women in order to reduce inequality in migrants' maternal and infant mortality rates.

Achievements in 2011/12

The London Health Improvement Board (LHIB) was established in shadow form in June 2011. Work will begin in 2012-13 on LHIB's initial priorities for action: alcohol abuse; childhood obesity; prevention and early diagnosis of cancer and information transparency to drive improvements in health. The workstreams will undertake a health inequalities impact assessment on their programmes of work; they will address findings on an ongoing basis, aiming to reduce health inequalities.

Activity in 2011/12 included:

- Launch of the Healthier Catering Commitment at City Hall in March 2012, in a partnership between the Chartered Institute of Environmental Health and London boroughs to develop commitments for fast food outlets and takeaways to encourage them to make easy, cost-effective changes that provide healthier meals to Londoners. To date 20 boroughs and more than 80 businesses have signed up.
- On World Aids Day in December 2011, Annie Lennox, the Mayor's HIV Ambassador, launched 'Life in my shoes', a ground-breaking youth-led campaign which challenges the stigma and associated inequalities that still surround HIV and is backed by London charity Body and Soul.
- In partnership with the Regional Public Health Group (London) the GLA has supported a number of health work and wellbeing initiatives aimed at reducing inequalities associated with poor quality work and unemployment, including piloting a workplace well-being accreditation framework with employers and ongoing work with Jobcentre Plus and NHS partners to support better integration of welfare reforms with health programmes.

- Publication in January 2012 of *How do I get medical help in London?* - an easy to follow guide to accessing primary health care, as part of *London Enriched*, the Mayor of London's integration strategy for refugees and migrants.

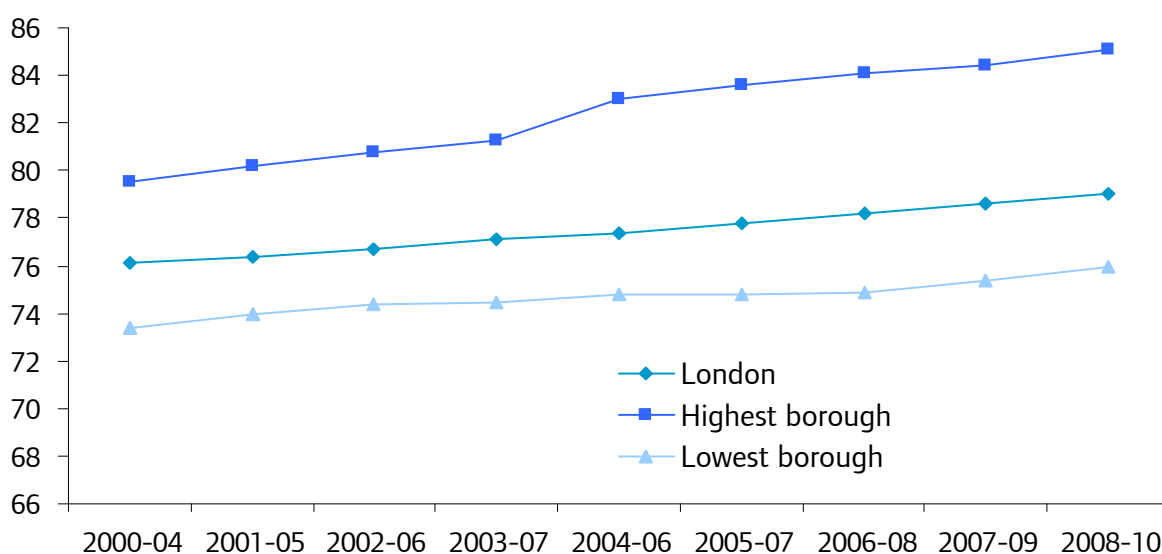
Measures of success

Outcome sought	Trends	Direction of change
Increase in average life expectancy in London and reduction in the gap between the areas with the lowest and highest life expectancy.	The average life expectancy in London has continued to increase and is higher than the England average. For males it increased in London from 76.1 years in 2000-04 to 79 in 2008-10. For females, life expectancy in London increased from 80.9 to 83.3 over the same period.	
	The gap between the boroughs with the highest and lowest life expectancy for males increased over this period from 6.1 years to 9.1 years.	
	The gap between the boroughs with the highest and lowest life expectancy for females increased from 5.6 years to 8.7 years.	

On average, Londoners are living longer today than they were in 2000-04 and longer than the average for England. In 2008-10, average life expectancy for males in London was 78.6, compared with 78.3 in England and 76.1 in London in 2000-04. For females, life expectancy in London stood at 83.3 in 2008-10, compared to 82.6 in England and 80.9 in London in 2000-04

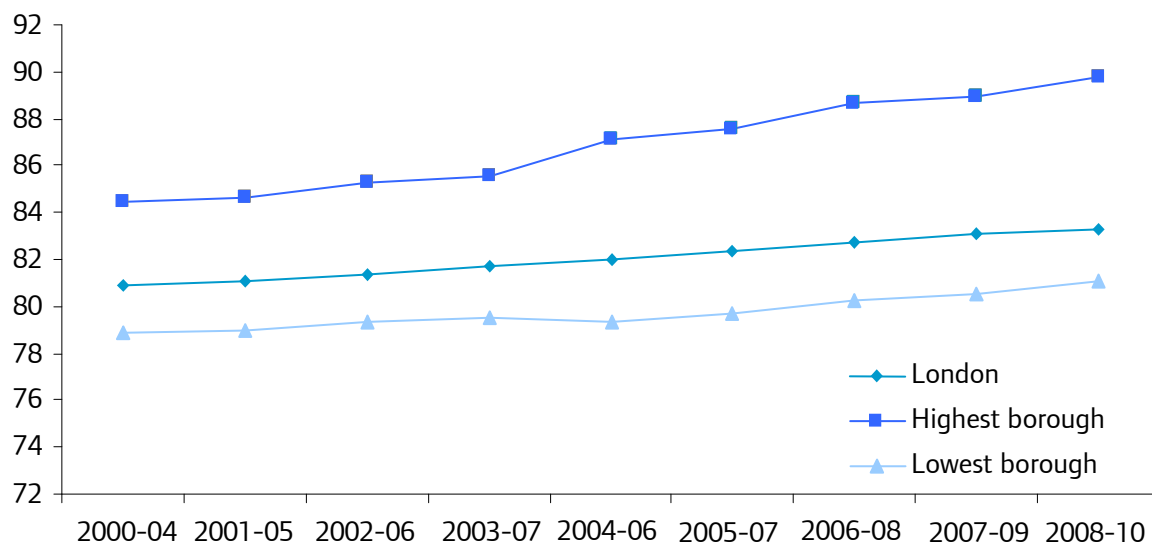
However, the difference in life expectancy between different boroughs has increased for both males and females. In 2008-10 average life expectancy for males was 85.1 years in Kensington & Chelsea, 9.1 years more than in Islington, where it was 76 years. In 2000-04, the difference was 6.1 years. For females, the difference stood at 8.7 years in 2008-10, compared with 5.6 years in 2000-04.

Chart 15 Life expectancy, males, 2000 to 2010



Source: Office for National Statistics

Chart 16 Life expectancy, females, 2000 to 2010



Source: Office for National Statistics

3.5 Housing

Objective 1	Increase the supply of affordable housing, particularly family-sized homes
How we will achieve objective 1	By meeting the London Plan target of 13,200 affordable completions every year
	By ensuring that 36 per cent of new Affordable Rent homes allocated funding in 2011-15 are family sized (excluding supported housing)
Objective 2	Raise the standard of homes and neighbourhoods
How we will achieve objective 2	By ensuring that all new homes are built to the Mayor's housing design standards, including all meeting Lifetime Homes standards and 10 per cent being wheelchair accessible.
	By the Mayor taking responsibility for Decent Homes funding and working with boroughs to ensure they are delivering value for money in delivering Decent Homes
Objective 3	Enhance choice and mobility
How we will achieve objective 3	By meeting the London Plan target of 13,200 affordable completions ever year.
	By delivering over 17,000 First Steps homes between 2011 and 2015.
	By increasing opportunities for London's social tenants to move over borough boundaries (mobility scheme) and out of the capital (to seaside homes).
Objective 4	Tackle housing need
How we will achieve objective 4	By ensuring that by 2016 the level of severe overcrowding in social rented housing is halved to 7,000.
	Where the homelessness duty is discharged into the private rented sector, by encouraging landlords to offer tenancies that are for a longer period than the statutory minimum and encouraging boroughs to use only those landlords with a recognised accreditation (no data is or will be collected on this, so there is no measure attached)
	By ensuring nobody will live on the streets of London and nobody arriving on the streets will sleep out for a second night.

Achievements in 2011/12

Increasing the supply of affordable housing, particularly family-sized homes

- The London Plan 2011 and London Housing Strategy both contain policies driving an increase in the amount of affordable family-sized housing that is being built.

- The Mayor has provided a record number of affordable homes for low and middle income Londoners. His First Steps programme is helping people into low-cost home ownership – not just key workers but any household earning less than £77,200 a year needing a home with three or more bedrooms, or less than £64,200 otherwise.

Raising the standard of homes and neighbourhoods

- The London Plan 2011 applied new standards to all tenures, including private sector housing, to ensure that all new homes are built to space standards that are broadly 10 per cent above the historic "Parker Morris" standards and at least ten per cent are wheelchair accessible.
- In 2011/12 just over 8,000 lifetime homesⁱⁱⁱ and just over 1,500 wheelchair homes were completed.

Enhancing choice and mobility

- The GLA has developed the London Accessible Housing Register and has promoted choice based lettings schemes to help make it possible for people, particularly those in social housing, to be able to move to somewhere that better meets their current needs.
- The Mayor has responsibility for the Seaside and Country Homes scheme, giving older people who want to make a new life outside the capital the opportunity to do so and making homes available in London to families previously living in overcrowded housing.
- The Housing Moves pan-London mobility scheme was launched on 24 May 2012. Each year, up to 1,300 properties will be made available by London boroughs and 190 direct from housing associations. The Mayor has also secured 68 homes in the East Village (formerly the Athletes' Village) for pan-London moves.

Tackling housing need

- The Mayor, the London boroughs and others have set up a London Overcrowding Board, which met for the first time in February 2012. Its aim is to halve severe overcrowding in social housing by 2016.
- The Mayor is committed both to addressing entrenched rough sleeping – ensuring no one is living on the street – and ensuring that anyone who does arrive on the street does not spend a second night out. At the start of 2011/12 the Mayor launched No Second Night Out, a groundbreaking project to directly target the second part of that pledge.
- The Mayor is seeking to improve the standards in private rented property and his draft revised London Housing Strategy, published for public consultation in December 2011 encourages landlords to offer tenancies that are for a longer period than the statutory minimum, where the homelessness duty is discharged into the private rented sector, and boroughs are encouraged to use only those landlords with a recognised accreditation.

Measures of success

Outcome sought	Trends	Direction of change
Increase in the amount of affordable housing	The number of affordable housing completions in 2011/12 was 16,176, the highest number since 1995/96.	
Decrease in the number of non-decent homes	In 2009/10, there were around 940,000 non-decent homes in London, around 30 per cent of the total. In 2008/9, the proportion was 34%. Within London, rates of non-decency are highest in private rented and council rented homes, and lowest (by far) in housing association homes.	
Pan-London mobility schemes in place	Housing Moves pan-London mobility scheme launched in May 2012	
Number of moves through Seaside and Country Homes	There were 204 moves in 2010/11, slightly fewer than in 2009/10, but more than in the two previous years.	
Decrease in the number of severely overcrowded homes in the social rented sector.	In 2010, there were approximately 13,000 severely overcrowded homes ^{iv} in the social rented sector in London, compared with around 14,000 in 2008/09.	
Increase in the number of family size homes completed.	In 2010/11 there were 4,326 new homes with three or more bedrooms in London, of which 1,911 were affordable. As a proportion of total supply they fell from 35% in 1996/97 to 13% in 2008/09, before rising to 20% in 2010/11.	
Decrease in the numbers sleeping rough and in the % sleeping out for more than one night.	There was a large increase in the number of people seen sleeping out in London in 2011/12 - 5,678, compared with 3,975 in 2010/11, but enhanced levels of outreach services as part of 'No Second Night Out' means that people sleeping rough, and in particular people new to the streets, are more likely to be contacted. The proportion seen only once increased from 67% to 80%.	
Decrease in the levels of homeless acceptances	The number of households accepted as statutorily homeless in London went up in both 2010/11 and 2011/12, after a previously decreasing trend. 12,720 households were accepted in London in 2011/12, making up just over a quarter of the England total.	
	A disproportionate number of London's homeless households are from Black, Asian and minority ethnic communities, making up 64% of the total in 2011/12, a slight increase on previous years.	

3.6 Crime - young people

Objective 1	Reduce serious youth violence in London.
How we will achieve objective 1	Project Daedalus- Reduce offending with a smarter approach to custody and enhanced resettlement
	Project Brodie- Raise attainment and reduce the risk of offending by keeping young people in education. Three strands: 1) Safer Learning: To improve outcomes for learners, families, communities, schools and colleges by a coordinated partnership approach at pan London level, matched with local level intervention to help keep learners safe. <ul style="list-style-type: none"> ▪ We want all young people to be achieving the best they can in their studies ▪ We want to promote the positive contribution young people make in their schools/colleges and communities ▪ We want to minimise the risk of harm to young people ▪ Reviews and evaluation ▪ Development of the Safer Learning Framework web resource 2) Parent Advocacy in Pupil Referral Unit Pathfinder: 5 pilots (Barking and Dagenham, Ealing, Hillingdon, Lewisham and Sutton) 3) Study on court enforcement measures
	Project Titan- Build character, self respect and responsibility.
	Project Oracle- Understanding and sharing what really works.

Achievements in 2011/12

A range of activity continued in 2011/12 on the Mayor's plan to tackle youth crime and violence, launched in *Time for Action* in November 2008:

- Five schools and Pupil Referral Units (PRUs) have signed up to the *Safer Learners* framework. This aims to improve outcomes for learners, families, communities, schools and colleges by a coordinated partnership approach at pan London level, matched with local level intervention to help keep learners safe.
- The GLA funded five PRU pathfinders to develop parent advocacy working with 68 parents with 70 children in PRUs. The learning is captured in the handbook 'Turning Walls into Windows', available from <http://www.londonprus.co.uk/>
- The Mayor's *Mentoring Programme* is delivering mentoring relationships for black boys at risk of offending in London. By April 2012, the Mayor's Mentoring Programme was supporting approximately 100 live relationships between mentor and mentee, with over 250 mentors trained and almost 300 boys referred to the programme.
- The *You Matter Programme* aims to increase the number of 'at risk' young people in uniformed youth organizations. In the first year of the programme, the uniformed groups have

substantially exceeded the targets for the recruitment of new adult volunteers (429 by March 2012, compared with a target of 300). This has enabled the local units to take on more young people (3,376, rather than 2,148). A total of 16 units were set up, compared with the target of eight, and ten of these were in the 12 target boroughs that have high levels of young people not in education, training or employment.

- The Metropolitan Black Police Association runs the *VOYAGE programme* (Voice of Youth and Genuine Empowerment) to improve BME young people's impression of the police and to build positive leadership skills amongst those who may be at risk of offending.
- *Project Oracle* aims to build a repository of independently assessed and evaluated programmes, to inform decision-making when commissioning (and de-commissioning) services to prevent and reduce youth crime and violence. By the end of March 2012, 28 projects had made it onto the website following a review of over 100.
- *Project Daedalus* aims to break the cycle of youth re-offending by delivering intensive support, which begins inside custody and continues beyond the prison gate upon release into the community to improve the chances of successful resettlement. Up to March 2012, 289 young people had started on the programme, of whom 55 per cent had gone into education, training or employment, with 36 per cent of those staying in education, training or employment for six months or more.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in youth violence in London	There were 13 homicide victims aged under 20 in London in 2011/12, less than half the number in 2010/11. ^{vi} Overall serious youth violence increased very slightly - by 0.5% (34 offences) in 2011/12. Personal robbery accounts for 64% of serious youth violence and the number of these offences increased by 14% cent in 2011/12, although there were 15% fewer victims of assaults with injury	
Reduction in youth re-offending rate in London	Project Daedalus achieved a nine month reoffending rate of 41 per cent ^{vii} , compared with an overall average of 61 per cent for 9 months. Early indications are therefore promising.	

Case study - Reducing re-offending

Phil*, 18, spent two months in the Heron Unit at Feltham Young Offenders Institution after being convicted of dangerous driving.

Before being sentenced, Phil was living with his mum in South London. He was suffering from depression and had already been referred to his local youth offending team after being convicted of carrying a dangerous weapon. Police also believed him to be affiliated to a local gang and he was a regular user of cannabis. Phil comes from a troubled family background with a brother having been taken into care. He had been excluded from school, but was due to start a football coaching course with a local club.

While at the Heron Unit, Phil showed a keen interest in pursuing his football coaching course when he got out. To help him achieve this, his resettlement broker helped him to complete a physical education course in diet and nutrition. The resettlement broker also worked with the Phil to change his attitude to offending. This involved helping him to understand the impact that his crime had had on his victim, challenging his negative behaviour towards the police and addressing his use of drugs.

On leaving custody Phil returned to live with his mum and secured a place on a coaching programme at Arsenal FC. He is now working towards his second qualification in coaching and has also completed courses in English and Maths to boost his skills.

*name has been changed

3.7 Safety

Objective 1	The GLA and GLA group will continue to work cooperatively with partners to ensure that hate crime is reported and that people feel safe whenever and wherever they are in London
How we will achieve objective 1	Monitor perceptions of safety, fluctuations in hate crime reporting and sanctions detections rates, and overall satisfaction levels of victims of crime.

Achievements in 2011/12

- The Mayor continued to chair the London Crime Reduction Board, which brings together key stakeholders across London to ensure that crime and community safety is addressed in a coherent and collaborative way.
- The MPS focuses on a visible and accessible community policing presence. During 2011/12 they introduced a new local policing model, putting more officers on the streets, particularly in the evening and at weekends.
- During 2011/12, the MPS Operation Athena targeted dangerous and prolific suspected offenders for hate and faith crimes, with a focus on disability motivated crime. This included raids and arrests, high visibility policing patrols in crime hot spots, 'reporting cars' (dedicated vehicles for reporting crime) staffed by police and partner agencies, and staffed crime reporting sites that are accessible to deaf or disabled people.
- As well as enforcement, the MPS worked with partners to raise awareness across London, including free hate crime awareness training provided by Stop Hate UK and ran events such as a court visit for people with learning difficulties to encourage reporting of hate crime. They supported Mencap's ten point pledge as part of their 'Stand By Me' campaign against all hate crime, and supported the International Day Against Homophobia and Transphobia on 17 May 2011 in local communities.
- The MPS continued to promote their online reporting tool that allows victims and witnesses to report hate crime in confidence through a secure link to the Police National Network, part of the True Vision website. They also consolidated their early warning system that identifies repeat disabled victims as well as repeat victims of lesbian, gay, bisexual and transgender hate crime to enable early intervention.

Measures of success

Outcome sought	Trends	Direction of change
Decrease in the percentage of people who are worried about crime in their area.	In 2011/12, 34.5% of Londoners were fairly or very worried about crime in their area, compared with 29.8% the year before, but this was lower than the figure in 2008/09 - 36.2%. Women (38.5%) were more likely to be worried than men (30.5%), and disabled people (36.3%) slightly more likely to be worried than non-disabled people (34.3%). Londoners of Indian (43.2%) and Pakistani (41.1%) and Bangladeshi (39.2%) origin were the most likely to be worried.	
Increase in the detection rate ^{viii} following reports of homophobic, racist and faith hate crimes.	From 1999-00 to 2010-11, the detection rate for race hate crime increased from 15.1% to 50.2% and the detection rate for homophobic hate crime increased from 14.7% to 54.5%. However the short term trend indicates a decrease in the detection rate for all hate crimes other than transgender hate crime.	
Increase in satisfaction levels of victims of racial and homophobic crime in relation to MPS overall service.	<p>The overall satisfaction rate of racially motivated crime victims in FY 2011/12 was 76 per cent, compared with 72% in 2010-11, and now has parity with other crime types.</p> <p>There is no data on homophobic crime victim satisfaction levels. There is no significant difference in terms of overall satisfaction when comparing LGB respondents with heterosexual respondents.</p>	

Detailed statistics and trends

Fear of crime

The figures come from the Public Attitudes Survey, carried out for the Metropolitan Police Service.^{ix} This is a large-scale annual survey seeking Londoners' views about policing and crime. The overall figures are subject to a great deal of fluctuation from year to year and quarter to quarter, possibly as a reflection of specific events. The figures for 2011/12 were higher overall than the previous two years, but lower than 2008/09, when 36.2 per cent were very or fairly worried about crime in their area. However, the differentials by gender, disability and ethnicity have generally remained similar over these years.

Increase in reporting of hate crimes

An increase in the number of hate crimes recorded has been regarded as a positive indicator for equality, as indicating that people are more willing to report such offences to the police. However, there were reductions in the reporting of all hate crimes in 2011/12, following a previously increasing trend. The exception is disability offences, where there was a slight increase. Further work will be required by the MPS to determine whether this decrease is a result of a decrease in actual offences or

is due to a decrease in the number of victims reporting hate crimes to the police. Because of this uncertainty, the measure has not been included in the summary table.

Table 1 Number of hate crimes reported to Metropolitan Police, 2010/11 and 2011/12

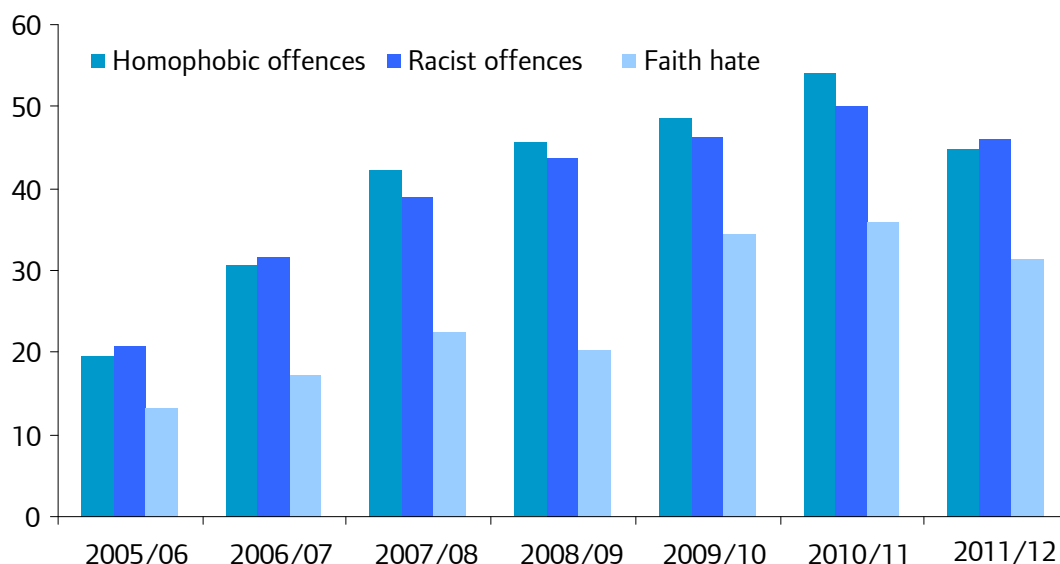
Type of offence	2010/11	2011/12
Homophobic offences	1,335	1,261
Racist and religious offences	8,796	8,217
Faith hate crime offences	615	581
Transgender offences	89	65
Disability offences	123	154
Anti-Semitic offences	194	174
Islamophobic offences	333	294

Source: MPS Metstats and MetMIS database

Increase in the detection rate for hate crimes

The long term trend for detections for race hate, homophobic and transgender hate offences had shown an increase. From 2005/06 to 2010-11, the sanction detection rate^x for race hate crime increased from 20.7 per cent to 50.2 per cent and the sanction detection rate for homophobic hate crime increased from 14.7% to 54.5%, as shown in chart 17. However the short term trend as shown in table 2 indicates a decrease in the sanction detection rate for all hate crimes other than transgender hate crime.

Chart 17 Sanction detection rate for homophobic, race and rate hate crimes, 2005/06 to 2011/12



Source: MPS Metstats and MetMIS database. (Note that from 2010/11 the category of race hate crime was changed to racist and religious hate crime)

Table 2 Sanction detection rates for hate crimes, 2010/11 and 2011/12

Sanction detection rate	2010/11	2011/12
	%	%
Homophobic hate crime	54.2	45.0
Racist and religious hate crime	50.1	46.1
Faith hate crime	35.9	31.5
Transgender hate crime	15.7	27.7
Disability hate crime	36.6	23.4
Anti-Semitic hate crime	39.2	34.5
Islamophobic hate crime	35.1	26.9

Source: MPS Metstats and MetMIS database

3.8 Violence against women and girls

Objective 1	Show leadership in ending violence against women by developing, evaluating and improving interventions that will be a beacon for other cities and countries.
How we will achieve objective 1	Develop a range of measures to reduce the prevalence of violence against women over time with a strong emphasis on cultural change.
	Improve the safety, wellbeing and freedom of women and children through access to better services that meet the needs of London's diverse communities.
	Support measures that reduce the long-term consequences of violence for women who experience it, improve their life chances and support them in rebuilding their lives.
	Work with partners to ensure that the criminal justice system provides protection to women who need it.

Achievements in 2011/12

- London is the first global city to develop and deliver a violence against women and girls (VAWG) strategy. During 2011/12, several London boroughs developed VAWG strategies locally and many are extending their domestic violence strategies to include sexual violence and other forms of VAWG.
- The Mayor's Office for Policing and Crime (MOPAC) produced *The Missing Link* in November 2011, a report on harmful practices including forced marriage, so-called 'honour'-based violence, female genital mutilation.
- In February 2012, MOPAC commissioned an organisation called Tender to produce and deliver a healthy relationships programme for use in out-of-school settings. This is being developed and delivered by young people and disseminated through social media channels.
- The Mayor continued to fund Rape Crisis service provision in London, ensuring that thousands of victims of rape and sexual assault are able to access local support.
- The *Know Where to Go* directory, developed in conjunction with Eaves, was published in April 2011. This is a searchable directory of more than 200 organisations in London that provide help and support for women and girls who are suffering or have suffered from any type of violence.
- In October 2011 MOPAC commissioned the Women's Resource Centre to develop a strategic framework and minimum standards in responding to girls and gangs across London. This will influence the developments of local strategies and service provision to ensure girls who are gang-associated are supported to exit and improve their life chances by moving away from the gang lifestyle.
- MOPAC officers worked with the End Violence against Women coalition and LOCOG during 2011/12 to produce awareness-raising information to include in the athletes guide for the London 2012 Games.

Measures of success

Outcome sought	Trends	Direction of change
Increase in the detection rate following reports of domestic violence.	The detection rate ^{xi} for domestic violence offences decreased to just under 45 per cent after a previously increasing trend.	
Increase in the detection rate following reports of rape and other sexual offences.	The detection rate for rape and sexual offences went down in 2009/10 and 2010/11 after a previously increasing trend, but this was against the background of an increase of 53% in rapes reported to the police over the last four years.	

3.9 Transport and road safety

Objective 1	Improve safety and security on the transport system, reduce the crime rate on London Underground and London buses, and reduce the proportion of Londoners who have significant concerns about crime and anti-social behaviour on public transport such that it deters them from using it, and in the pedestrian environment
How we will achieve objective 1	<p>Increase confidence in the safety and security of travelling in, and moving around, London.</p> <p>To reduce crime and anti-social behaviour on the transport network we will:</p> <ul style="list-style-type: none"> • Provide high visibility enforcement at transport hubs • Integrate transport policing at priority hubs • Target repeat sexual offenders • Provide dedicated resource to catch and convict offenders who assault transport staff • Tackle bogus cabs • Continue to improve the safety of night time travel <p>To increase confidence in the safety and security of travelling in London with a particular focus on women, younger people, and older people we will:</p> <ul style="list-style-type: none"> • Provide reassurance to front line staff and passengers through policing, CCTV, lighting, signage and well trained staff • Tackle fear of crime by listening and responding to local concerns about crime and anti-social behaviour. • Engage with younger people to reduce fear among vulnerable young people • Reassure older people travelling by providing high visibility policing <p>To improve cyclists' safety and security we will:</p> <ul style="list-style-type: none"> • Support the implementation of the Mayor's Cycle Security and Cycle Safety Action Plan • Reduce the volume of thefts in hotspots and increase detections of prolific cycle thieves • Raise awareness amongst cyclists and other road users of how to reduce the risk of collisions • Offer training to cyclists • Tackle irresponsible and antisocial road use <p>To contribute to the step change in the walking experience through removing crime and the fear of crime as a barrier to walking we will:</p> <ul style="list-style-type: none"> • Enhance joint working between safer transport and safer neighbourhood teams to ensure Londoners are provided with reassurance along their whole journey • Work with local authorities and schools to place a greater emphasis on safe walking and safe cycling in school travel plans

Objective 2	Reduce the number of people killed and seriously injured on London's roads
How we will achieve objective 2	<ul style="list-style-type: none"> • Work with London boroughs to monitor road safety schemes • Improve reporting for near misses and antisocial driving • Publish a new road safety plan • Undertake enforcement operations • Trial new intelligent speed adaptation technology

Achievements in 2011/12

Reducing crime

- Transport for London has undertaken a range of initiatives in partnership with the police forces in London, as set out in *The Right Direction*, the Mayor's Strategy to improve transport safety and security in London^{xii}. The work has focused on:
 - Visible and accessible policing
 - Targeted and intelligence-led enforcement
 - Staffing on stations
 - Improvements in design, incorporating new evidence on crime prevention
 - Introducing new technologies, including CCTV, environmental improvements and listening to, and informing, the travelling public and staff.
- *Project Spiderweb*, a partnership initiative between TfL, the MPS and British Transport Police, to tackle pickpockets ahead of the 2012 games, contributed to a reduction of nearly 13 per cent in thefts across the transport network.^{xiii}

Improving road safety

- TfL installed Pedestrian Countdown at eight traffic light junctions, as part of a trial which began in June 2010. The technology proved popular, with 83 per cent of those surveyed saying they liked it and fewer feeling rushed when they crossed the road.
- TfL continued its safety campaign aimed at teenagers, using a series of posters with powerful images. Since the annual campaigns began in 2000, the number of teenagers killed or seriously injured on London's roads has decreased by nearly 62 per cent.
- The MPS 30-strong Cycle Task Force, funded by TfL, continued to improve the safety and security of London's road users by making more than 177 arrests and security-marking 12,000 bicycles in 2011/12. More than 5,700 offences were reported, including driving in mandatory cycle lanes and cycling through red lights.
- Thorough cycling safety reviews were carried out on 150 major junctions, planned schemes on TfL's roads and on the Barclays Cycle Superhighways.

Measures of success

Outcome sought	Trends	Direction of change
Reduction in crime rate on LU/DLR	The number of crimes on London Underground and Docklands Light Railway has continued to decline, and in 2011/12 fell to 9.6 crimes per million passenger journeys, compared with 13.1 in 2008/09.	
Reduction in crime rate on buses.	The number of crimes on buses also continued to decrease, and in 2011/12 fell to 9.3 per million passenger journeys, compared with 12.1 in 2008/09	
Reduction in % of women, younger people and older people who are deterred from using public transport because of concerns about crime and anti-social behaviour.	<p>The percentages of women, older people and young people who said their concern over crime and anti-social behaviour affected the frequency with which they use public transport a lot went up in 2011/12 compared with 2010/11.</p> <p>Latest figures are for January 2012, when 39% of women, 34% of young people aged 16-24 and 29% of people aged 65+ said their frequency of use of public transport was affected a lot by such concerns, compared with 35% of women, 33% of young people and 25% of older people in January 2011.</p>	
Reduction in the numbers of killed and seriously injured people involved in road traffic collisions.	The number of traffic collision casualties who were killed or seriously injured fell by 3% in 2011, compared with the year before, and was the lowest figure since 1986. The number of children killed or seriously injured decreased by 8% and was the lowest number since 1986.	

3.10 Transport accessibility

Objective 1	Ensure that the transport system is accessible for the whole journey from the start to the end by overcoming the barriers that exist for some users and maintain concessionary fares for children, pensioners and jobseekers
How we will achieve objective 1	The Mayor, through TfL, and working with partners and other stakeholders, will seek to increase accessibility for all Londoners by promoting measures to improve: <ul style="list-style-type: none"> • The physical accessibility of the transport system, including streets, bus stops, stations and vehicles • Information provision, staff service and the travelling environment
	The Mayor will continue to support the Freedom Pass
	The Mayor will keep and improve Dial-a-Ride services

Achievements in 2011/12

- The Mayor's Transport Strategy Accessibility Implementation Plan was published in March 2012, following extensive consultation.^{xiv} The report sets out the approach that will be taken to improve the accessibility of London's transport system beyond current investment programmes.
- TfL's target of making 60 per cent of bus stops accessible by 2011/12 was exceeded by one percentage point. All 8,500 buses are wheelchair-accessible (except a small number of 'heritage' Routemasters that operate as a complimentary service on two central London routes), making it the most accessible fleet in the world. Each bus has a wheelchair ramp and allocated space for wheelchair users. All buses have real-time audio and visual 'next stop' information.
- All of London Overground's old rolling stock has been replaced with new accessible trains.
- TfL introduced a Travel Support Card for people with hidden disabilities, such as learning and communication difficulties, to alert staff that the passenger may need support.
- TfL trialled Pedestrian Countdown at eight traffic light junctions in London. This shows people how much time they have left to cross the road. The trials were popular with users, including 94 per cent of those with mobility issues, so TfL plans to install the technology at 200 further busy junctions over the next two years.
- A new byelaw allowing guide dogs to use escalators came into force in October 2011, following collaboration between TfL and the Guide Dogs for the Blind Association. Previously dogs had to be carried on moving escalators, or the escalator had to be stopped to enable them to walk down.
- The Mayor continued to provide concessionary travel for young people under the age of 18, students and those seeking work, and injured veteran soldiers. He also maintained the full 24-

hour Freedom Pass for disabled people and pensioners. The age at which Londoners are eligible to receive the Freedom Pass has been increasing in line with the state pension age for women. The Mayor pledged to return the age of eligibility to 60 (taking place from November 2012).

- The number of Dial-a Ride trips increased to a record 1.4 million in 2011/12 and the satisfaction rating of customers remained high, at 91 per cent. An additional 49 new low-floor minibuses were added to the fleet in 2011/12.

Measures of success

Outcome sought	Trends	Direction of change
Concessionary fares available for children, pensioners and jobseekers	The Mayor has continued to support the Freedom Pass, available 24 hours a day for disabled people and pensioners, and concessionary fares for children and those seeking work.	
Number of step-free underground stations & number of accessible overground stations.	<p>The number of step-free underground stations has increased from 48 in 2007/08 to 64 in 2011/12.</p> <p>The number of accessible London Overground stations has increased from 19 out of 55 (35%) in 2007/08 to 37 out of 78 (47%) in 2011/12.</p>	

3.11 Volunteering

Objective 1	Harness volunteers, drawn from all London's diverse groups, to target some of our most pressing community needs to reduce crime, improve quality of life, and increase youth opportunities
How we will achieve objective 1	<p>Roll-out the Mayor's programme to promote volunteering, 'Team London', across London and reflect London's population. This will target the most disadvantaged and include:</p> <ul style="list-style-type: none"> • volunteering programmes aimed at improving social and community cohesion as well as literacy, reducing crime and improving quality of life • Rewarding and recognising volunteers • Harnessing the volunteering interest in the Olympics from all of London's communities • Increase support for volunteering in London

Achievements in 2011/12

Team London is the Mayor of London's programme for all Londoners, aiming to make volunteering easier to do and easier to find out about. Team London also rewards and recognises the work of everyday Londoners and the many voluntary groups and charities in the capital.

- In 2011/2012, Team London invested over £4.5m in funding, including £2m donated by the Reuben Foundation, in six programmes focused on the three Team London priority areas: reducing crime, improving quality of life and increasing youth opportunities. A number of projects started in June 2011, including the following:
- *Londoners Love Trees*: Nearly 5,000 volunteers have contributed to the Mayor's goal of a 25 per cent increase in the city's tree cover by 2025, by joining the planting and maintenance programme running in 15 boroughs.
- *MiCommunity - Connecting Older People*: Over 1,000 young volunteers shared their IT skills one-to-one with people over 60. Over 1,000 older people learned how to use the Internet, email and Skype, understand social networks, shop on-line and to work with photos.
- *Young Readers*: Over 400 volunteer literacy champions helped children aged three to five and their families to make a positive start towards literacy with storytelling and reading together.
- In October 2011, the Team London Small Grants Fund awarded grants to more than 50 smaller organisations wanting to build volunteering capacity, followed by Team London Micro Grants, which were designed to help smaller, unconstituted and/or grassroots voluntary sector and community organisations with an annual turnover of less than £10,000.

Measures of success

Outcome sought	Trends	Direction of change
Increase in the level of volunteering in London, with volunteers representing London's diversity	Available information for volunteers Team London funded projects (not including Team London ambassadors) up to the end of April 2012 show that there was a very good representation of London's diversity: 60% were women and four people stated they were transgender 49% were BAME 5% were Lesbian, gay or bisexual 15% were disabled.	

Case Study – MiCommunity

Carlton Gaskin, 87, one of the learners on the MiCommunity project, said: "My nephews in America always send me anything which is of interest to them. I told them that I am just starting so I can't yet send back such interesting materials. But they say that for me to be attempting to use computers is quite an achievement because most people my age decide they can't be bothered. Now I've got a laptop and I'm on it all the time - the computer is the library of the world."



Carlton (right) with Tobi

His volunteer Tobi Olusola, 17, who attends St Charles Sixth Form College, added: "He learns so quickly. I've also learned too. He's taught me all about the music and singers that he enjoys and we listen together to Tom Jones and Lou Rawls. I would definitely volunteer again."

Photograph © Age UK Kensington and Chelsea and St Charles' Catholic Sixth Form

3.12 Olympic and Paralympic Games

Objective 1	Work with our partners to ensure that Games-related employment programmes benefit a diverse range of Londoners, and that the Games workforce reflects London's diversity.
How we will achieve objective 1	Mayor's £14m Olympic Employment and Skills programme, supporting previously workless people into sustained employment, working with specialist brokerages, and focuses on disadvantaged host boroughs.
	Work with LOCOG and Games-time contractors to support and encourage diverse recruitment
	Targeted recruitment of London Ambassadors who meet the language and cultural needs of the role.
	Effective monitoring of the London Ambassador Programme
Objective 2	Improve the accessibility of London as a visitor experience
How we will achieve objective 2	Work with the London Boroughs of Southwark and Lambeth to deliver infrastructure improvements between Tower Bridge and Jubilee Gardens, with the aim of making the South Bank more physically accessible by June 2012
	Continue to develop and market Inclusive London website
	Improve accessibility in the hospitality sector by developing a website providing online training for staff.
	Produce guidelines for businesses on access requirements, and develop a triage service to support businesses in implementing the guidelines
Objective 3	Create an accessible and inspiring new place in the Olympic Park which welcomes and attracts diverse communities
How we will achieve objective 3	Olympic Park Legacy Company (OPLC) to establish and implement an Equality & Inclusion Policy and an Inclusive Design Strategy
	OPLC to embed accessibility and inclusion within the company's planning applications
	Work with OPLC to embed accessibility and inclusion within the Olympic Park operations & venues and real estate work programmes

Achievements in 2011/12

Accessibility for visitors

The GLA developed a programme of work to improve accessibility for visitors to London for the summer of 2012

- Working with the London boroughs of Southwark and Lambeth, the Mayor invested £4 million to improve the South Bank, so that 3.9 kilometres of historic, varied and attractive promenade – from Westminster Bridge to Tower Bridge - has been made more accessible, linking some of the capital's finest cultural institutions including the Southbank Centre, the Tate Modern, the Globe Theatre and Southwark Cathedral.
- Launched in March 2011 the GLA partnered Direct Inquiries to set up the www.inclusivelondon.com website, which provides information about the accessibility of the

capital's hotels, restaurants, pubs, shops, attractions and a host of other locations. The website and its smartphone app have proved a great success: by July 2012 the website had received nearly 12 million hits since its launch^{xv}, and the app was named *app of the week* by the Sunday Times.

- The Mayor's 2012 team created *Destination London*, a free online training course to assist staff in hospitality, retail and other customer-facing organisations to gain a better understanding how to meet the needs of those with access requirements. The course is fully interactive using videos, top tips, first hand accounts and links to other useful information.

Creating an accessible and inspiring new place in the Olympic Park

- The London Legacy Development Corporation (LLDC) replaced the Olympic Park Legacy Company to take responsibility for the long-term planning, development, management and maintenance of the Olympic Park and its facilities after the London 2012 Games. The LLDC is also the local planning authority for the Park and surrounding area. The LLDC has adopted 'championing equalities and inclusion' as one of the priority themes for its work.
- The LLDC adopted the ODA's Inclusive Design Standards (IDS) and produced its own IDS to ensure that the hard work and progress made in delivering an integrated and accessible Olympic Park is not lost and becomes fit for legacy use. A new section on residential buildings has been added to the IDS.

The achievements and measures for the remainder of the Olympics and Paralympics objectives will be covered in the final report of the 2012 Equality and Diversity Forum, which will be published separately in January 2013.

3.13 Sport

Objective 1	Deliver a grass-roots sporting legacy for Londoners from the 2012 Olympic and Paralympic Games by securing a sustained increase in participation in sport and physical activity amongst all groups of Londoners and using sport to assist in tackling social problems, including a lack of community cohesion.
How we will achieve objective 1	<p>Supporting projects specifically designed to get young women into regular physical exercise.</p> <p>Where mainstream sports provision is not suitable, ensuring that the Mayor's Sports Legacy Fund caters for those most severely disabled young people.</p> <p>Ensuring every organisation that receives Mayoral funding is required to formally adopt the Inclusive and Active Strategy and a condition of funding is full implementation</p> <p>Lobbying local authorities and other major providers to adopt the Inclusive and Active Strategy and begin making a cultural shift in attitudes towards disabled people participating in sport.</p> <p>Sign up to the Charter for Action to stamp out LGBT discrimination in sport.</p>

Achievements in 2011/12

The Mayor's Sports Legacy Programme is a three year programme which started in 2009 and consists of the following projects:

- The **Freesport** programme gives grants of up to £1,500 to a diverse range of sports clubs and other small community organisations so that they can provide free sports coaching for Londoners. Each year around 250 organisations are supported through this programme with investment totalling £429,000 in 2011/12. This money was spent on providing coaching across 38 different sports to 16,615 people.
- **Inclusive and Active 2** is the Mayor's strategy for increasing participation in sport among disabled people in London. The GLA has been working with NHS London and Interactive to ensure that it is rolled out as widely as possible. 76 organisations have formally adopted the strategy and now have an action plan in place for rolling it out. This includes 49 national governing bodies of sport, 12 local authorities and leading leisure providers. All sports organisations which receive a grant from the Mayor of London were required to adopt Inclusive and Active 2.
- The Mayor's **Participation Fund** has awarded £3.5 million to 32 different projects in London with the aim of increasing participation in sport amongst Londoners (that's an extra £1.3m in the last year). Each project must ensure that at least ten per cent of the participants it engages were previously inactive – i.e. doing no sport or physical activity at all. In many cases the percentage is far higher. Sport England research shows that rates of inactivity are highest among women, older people, disabled people and some groups of BAME people.
- The Mayor's **Skills Fund** provided subsidised training to Londoners who wish to receive training to help them with their role in a community club. In 2011/12 over 10,000 people

received training, mainly to become sports coaches. The training has helped over 600 disabled people get a new job in the sports and leisure sector. 37 per cent of the newly qualified coaches were Black, Asian or Minority Ethnic and 35 per cent were women.

Measures of success

Outcome sought	Trends	Direction of change
Increased participation rates in sport amongst protected groups.	Across the Freesport programme, female participation was 46%. 62% of participants whose ethnicity was known were Black, Asian or Minority Ethnic, and 12% of participants were disabled people.	
Increase in the proportion of Londoners undertaking physical activity	The proportion of people in London who had undertaken at least four sessions of at least moderate intensity for at least 30 minutes in the previous 28 days went up to 36% by April 2012, compared with 35% in 2006.	

3.14 Community engagement

Objective 1	Engage with London's diverse communities to effectively inform, develop and deliver Mayoral strategies, priorities and programmes
How we will achieve objective 1	<p>Develop and deliver a programme of engagement, projects and activities to communicate and implement Mayoral priorities.</p> <p>Identify partnership opportunities with other organisations and community groups in communicating and delivering Mayoral priorities.</p> <ul style="list-style-type: none"> • Hold a series of community receptions • Hold a series of Community Conversations focusing on serious youth violence • Hold an Interfaith conference • Host the Older People's Assembly • Hold the London Schools & the Black Child Conference • Hold Community Briefings for 2012 Games • Develop an educational/citizenship programme • Develop a social action/volunteering programme • Build inter-community and inter-generational relations and bring communities together. • Make City Hall accessible to more London communities including addressing barriers that might hinder the full participation of communities
Objective 2	Use traditional forms of social research and innovative digital engagement and social media monitoring to establish how Londoners see the world around them and respond to policy proposals.
How we will achieve objective 2	<p>Complete quarterly telephone polls of Londoners to monitor and generate intelligence and weight results by gender, age, ethnicity, tenure, working status and area of London lived in.</p> <p>Monitor social media and the Mayor's correspondence to provide real time public opinion data to inform policy debate.</p> <p>Provide robust and trustworthy demographic, social and economic data on London's population to inform policy development.</p> <p>Monitor key indicators contained in the Strategic Regeneration Framework for achieving convergence of the socio-economic conditions of the people of the Olympic host boroughs.</p>

Achievements in 2011/12

Throughout 2011/12 the Mayor continued to engage with communities across London, to find out about and respond to their views and the issues that concerned them.

- The GLA celebrated International Women's Day and the Statutory Deputy Mayor held regular engagement meetings with key women's organisations; carers organisations; organisations of and for disabled and Deaf Londoners; faith organisations; trans organisations; and lesbian, gay and bisexual organisations. As chair of the London Strategic Migration Partnership (LSMP),

he also engaged with organisations which monitor and respond to the impact on London of migration policy.^{xvi} The LSMP is advised by the Migrant and Refugee Advisory Panel, whose members are drawn from migrant, refugee and asylum seeker communities.

- Engagement with older people and older people's organisations was carried out through the London Older People's Strategies Group, the Mayor's Older People's Advisory Forum and the annual Older People's Assembly. The voice of young people was captured through the Mayor's 'Lynk Up Crew' of young advisors (a cross-section of London children between the ages of 7 and 15) and the team of over 40 Peer Outreach Workers (15 to 25 year-olds).
- The Mayor held two **People's Question Time** events, in Havering in November 2011 and Hammersmith in March 2012, giving Londoners the chance to question him and the London Assembly about their plans, priorities and policies for London.
- Other community engagement activities carried out by the Mayor included:
 - The Community Conversations Programme in 2011 - a series of events in Croydon, Waltham Forest, Brent, Haringey, Hackney, Southwark and Lambeth, engaging with local communities on the issues around serious youth violence.
 - Community Receptions - A series of receptions inviting local community figures from all the London boroughs to join the Mayor at City Hall to thank them for their contribution to London.
- The GLA also undertakes engagement with diverse communities for GLA events, including Chanukah, Eid, Diwali, Vaisakhi and the Christmas Carol Service. As its annual contribution to Black History Month, a City Hall exhibition of photographs showed influential black figures from the past and present day.

Establishing how Londoners see the world around them and respond to policy proposals

- Four telephone polls of 1,000 adult Londoners were carried out between April 2011 and March 2012. The sample was representative of the adult London population by gender, age, tenure, socio-economic group, working status, ethnicity and borough. The content explored organisational policy and priority. Questions covered a broad range of subjects including volunteering, safety, the environment, transport and physical activity, and were used to inform policy development.
- A large amount of equalities data is provided for public consumption on the London Datastore, with more detail available directly from the Intelligence Unit.

3.15 Responsible procurement

Objective 1	Support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA Diversity Works for London and Responsible Procurement programmes
How we will achieve objective 1	Use our procurement tools and influence to spread equality through business by championing equality in our own supply chains, encouraging more businesses to sign up to Diversity Works for London, and improving access to public sector contracts for small and diverse businesses.

Achievements in 2011/12

- In February 2012, the Mayor published *Delivering Responsible Procurement*, to report on progress on the responsible procurement programme by which the GLA group uses its £8 billion per year spending power to deliver social, economic and environmental benefits for London. This highlighted how the GLA Group used responsible procurement to:

 - ensure over 3,400 contracted employees in its supply chain receive the London Living Wage
 - provide jobs for more than 1,200 long-term unemployed Londoners (2009 to 2011)
 - provide more than 1,900 new apprenticeships (2009 to 2011)
 - assist the cash-flow of small and medium sized enterprises through the prompt payment of invoices (nearly 87 per cent within 10 days)
 - maintain annual spend with SMEs at 19 per cent of total expenditure.

- The GLA Group works closely with the Mayor's *Diversity Works for London* (DWfL) programme to provide suppliers with access to tools and a structured framework for improving their diversity practice.

- Early in 2012, DWfL launched research^{xvii} which showed that equality, diversity and inclusion activities have the potential to bring significant benefit to business, by:

 - increasing productivity by inclusively engaging diverse workforces
 - attracting and retaining talent
 - delivering more creative and longer-lasting solutions to business problems
 - generating competitive advantage through working with diverse supply chains and meeting the needs of diverse customers.

- By the end of March 2012, 46,000 businesses had registered on *CompeteFor*, a free service that enables businesses to compete for contract opportunities linked to the London 2012 Games and other major public and private sector buying organisations, such as Transport for London, Crossrail and the Metropolitan Police.

Measures of success

Outcome sought	Trends	Direction of change
Number of businesses signed up to the Diversity Works for London programme	5,210 businesses were registered with the Diversity Works for London programme at the end of March 2012, compared with 4,500 at the end of March 2011.	
Number of diverse London businesses registered with CompeteFor	In March 2012, over 46,000 London based businesses had registered on CompeteFor, compared with nearly 39,000 the previous year. Of these, nearly 18% declared themselves to be BAME-owned, 20% were women owned, 1.7% were owned by disabled people and 2% were LGBT owned. These proportions were similar to the year before.	

4 CONCLUSION

This report shows considerable success in achieving equality objectives in a challenging year. Central to this success were the increased opportunities for young people through apprenticeships.

Challenges remain: the low employment rates and pay of certain ethnic groups area cause for concern, while the low employment rates of mothers, together with low pay and London's high costs are a major contributor to London's high child poverty rate. Further training and job opportunities will be provided by the GLA's European Social Fund programme for young people and through the Mayor's drive to increase the number of quality part-time jobs and apprenticeships.

The Mayor's drive to promote volunteering resulted in a range of successful schemes, and engaged a very diverse range of Londoners.

The number of affordable homes completed was the highest since 2000, and this will continue to be driven by policies in the London Plan and London Housing Strategy, against a background of increasing need.

Safety improved both on public transport and more generally across London and the number of youth homicides was halved. There will continue to be a focus on hate crime, both to encourage reporting and improve the detection rate.

There was considerable progress too, in achieving a more accessible transport system, although there is still some way to go. The Mayor continued to provide concessionary travel for young people under the age of 18, students and those seeking work, and injured veteran soldiers. He also maintained the full 24-hour Freedom Pass for disabled people and pensioners, and has restored concessions to those aged 60 plus.

In the coming year, the Mayor will continue to focus on ensuring that all Londoners benefit from, and contribute to, the progress made in the capital, including reaping the rewards of the fantastic success of the Olympic and Paralympic Games.

5 HOW THE LONDON ASSEMBLY PROMOTED EQUALITY OF OPPORTUNITY IN 2011/12

The London Assembly is elected to hold the Mayor to account and investigate issues of importance to Londoners. The following paragraphs provide some examples of the Assembly's equalities-related work during 2011/12. More information about the Assembly's work and how the public can get involved is available at www.london.gov.uk.

Tackling fuel poverty

The former Health and Public Services Committee investigated the role that energy suppliers and the Mayor can play in helping to reduce fuel poverty in the capital.¹ It looked at current initiatives to tackle fuel poverty, and what further work is needed to achieve the government's target of eradicating the problem by 2016. Its investigation included examination of the factors that increase the risk of fuel poverty, such as age, health and income indicators. It developed a mapping tool to help policy makers identify areas at higher risk of fuel poverty and to enable programmes to be better targeted towards communities most at risk.

Following the investigation, the Assembly passed a motion calling upon the Mayor to join with the Assembly in calling upon the six main UK energy suppliers to address the imbalance, caused by London repeatedly losing out under national energy saving initiatives and housing costs taking a heavier toll on Londoners than those in the rest of the UK, by fulfilling their CERT and CESP obligations equally across the UK and implement measures that ensure Londoners are no longer disproportionately in fuel poverty.

Air quality

The former Environment Committee continued to press the Mayor on measures to improve London's air quality. The Committee had called for and therefore welcomed the publication of a health impact assessment that provided an estimate of the number of additional premature deaths that poor air quality contributes to across London, providing a strong public health imperative for further work in this area. The Committee promoted a series of recommendations for tackling PM10 hotspots that are found predominantly in the most deprived parts of London. Additionally the Assembly agreed a motion calling on the Mayor to update his air quality strategy to include faster and stronger action in London to ensure that the capital's air meets legal standards for nitrogen dioxide by 2015, at the latest.

Public Playgrounds

The Assembly agreed a motion in July 2011 calling on the Mayor to oppose entrance charges to public playgrounds and make representations against charges to Wandsworth Council and to any other council considering their introduction, so as to promote social development generally in London, and to promote health equalities in particular.

Disabled Londoners' participation in sport and physical activity

The Committee returned in 2012 to the barriers to sports participation among disabled Londoners, such as a lack of skills among sports coaches and teachers in mainstream schools, inadequate information about opportunities, and inaccessible public transport, following the publication of data

¹ People in fuel poverty spend at least one tenth of their income on energy for heating, lighting and cooking in their homes.

that showed that just 10.8 per cent of disabled Londoners meet recommended levels of activity, well below the 2007 target of 14 per cent and the figure had barely changed over the past five years.

The update report focused on how national government needs to support the provision of training and support for teachers in mainstream schools that may have disabled pupils in their classes, TfL's promotion of active transport options for disabled people and how the Mayor might be able to boost volunteering support for disabled people keen to get active.

Responses to the report can be read here: <http://www.london.gov.uk/publication/disabled-londoners-participation-sport-and-physical-activity>.

Transport Accessibility Plans

The Transport Committee continued to press for improvements in service provision for disabled or mobility impaired travellers on the public transport system. The Committee's responses to TfL's accessibility proposals called for more urgency when it comes to improving access to Tubes, trains and buses.

The Committee called for a number of improvements including more practical training particularly for bus drivers, more help points at stations and "accessibility champions" at interchanges to ensure coordinated support across different providers.

Accessing the Games

The Transport Committee's work on transport preparations for the 2012 Games included calls for more actions to improve accessibility. It highlighted that on the busiest days of the Games, 23,000 spectators with reduced mobility could be seeking to use the transport system and called for further actions to assist these spectators to travel, such as more temporary manual boarding ramps and platform humps on the Tube network, which the ODA agreed to. The Committee also raised issues about ensuring there was adequate provision of accessible shuttle buses for spectators with reduced mobility, and sufficient travel information and door-to-door transport services for Londoners with reduced mobility, who were not going to the Games, so they could continue to make their usual journeys.

Access to Public Toilets

The former Health and Public Services Committee published a report on public toilet provision in July 2011. This included the findings of the first comprehensive survey of London toilet provision for several years. The Committee received evidence from a range of vulnerable groups that have specific needs regarding toilet provision - both in terms of the number of toilets and the available facilities - such as older people, disabled people, those with certain medical conditions and parents with young children. The report recommended much more coherent, standardised information about toilet provision be published by the Mayor and boroughs, additional toilet provision at Crossrail stations, and an extension of 'community toilet' schemes.

The report and responses from the Mayor and Crossrail are available at:
<http://www.london.gov.uk/publication/public-toilets-london>

Mental health

In 2011, the former Health and Public Services Committee met with mental health experts from the NHS and the voluntary sector to discuss changes needed to ensure people with mental health problems can access the right care quickly, and the implications of efficiency savings and NHS reorganisation on mental health services. One of the key issues discussed was the need for a greater focus on mental health promotion and prevention among young people. Following this meeting, the Chair wrote to the Mayor's Advisor on Health and Families recommending that the new London Health Improvement Board considers developing a workstream into mental health promotion among children and young people. The Advisor agreed to explore opportunities for working with NHS London on this important issue.

Looked after children

In 2012, the former Health and Public Services Committee held a meeting on the experiences and outcomes of London's looked after children. One of the key issues discussed was the shortage of foster carers in London. This shortage means that children may be moved frequently, placed with families who are not able to meet their needs, or placed with families that are not a good match in terms of ethnicity or religion. To help tackle this issue, the Committee called on the Mayor to liaise with London Councils about the feasibility and benefits of a London-wide campaign to recruit foster carers. In response, the Mayor agreed to explore the potential for a London-wide campaign with London Councils, and to work with partners to consider what further work could take place to encourage more Londoners to foster children.

Olympic Ticketing

The former Economy, Culture and Sport Committee published several reports on the ticketing arrangements for the 2012 Olympic and Paralympic Games, most recently the report *Sold Out?* in February 2012, which provided an update on the progress of previous recommendations. The Committee had previously pressed for LOCOG to make as many tickets as possible available at affordable prices, and the report recommended greater transparency in the ticket sale process to ensure this. The report also highlighted concerns with the small number of tickets sold to disabled people and their carers through the Ticketcare scheme, and recommended LOCOG publish more comprehensive information about this.

The report and the response from LOCOG are available at:
<http://www.london.gov.uk/publication/sold-out>

Tackling Childcare Affordability in London

The former Health and Public Services Committee investigated the cost of childcare in the capital following an assessment of data that showed that childcare costs in the capital are up to a third higher than elsewhere in the UK - an average of £119 a week for a child under two years old. Furthermore on average, London families spend a larger proportion of their income on childcare and travel than people in the rest of the country. However, Londoners do not get extra financial help to meet higher childcare costs, with the result that just over half of London mothers with dependent children work compared to almost two thirds across the UK.

The report made a number of recommendations to central government, London Councils and the Mayor. Responses have been broadly supportive of the recommendations made and further work is underway to follow through the work already done. A more detailed update can be read here: <http://www.london.gov.uk/moderngov/documents/s17341/Childcare%20Affordability%20in%20London%20final.pdf>.

A review of the Mayor's Time for Action strategy to tackle serious youth violence

A Panel of Assembly Members reviewed progress with the programmes established by the Mayor to tackle serious youth violence. In particular, it reviewed progress made with the mentoring programme designed to support young black boys at risk of becoming involved in criminal activity. Members of the Panel expressed concern at the lack of progress with the programme and recommendations were made to ensure regular updates were received by Assembly members and to improve the transparency of the process by which grants are awarded by the Authority, particularly those to small community based organizations that come together in consortia to bid for significant sums of funding.

Youth Unemployment

At its meeting of 7 March 2012, the Assembly called on the Mayor to:

- I. Urgently establish a 'task force' or similar body to coordinate and develop London's response to this, including:
- II. Identifying the additional resources London needs from the government to help equip our people, and economy, for new opportunities for growth.
- III. Ensuring that the GLA and Functional Bodies play an active role in participating and promoting the Government's Youth Contract due to start on April 1st that will include:
 - Wage subsidies and new work experience placements.
 - Incentive payments to encourage employers to take on young apprentices.
 - A new programme to help the most disengaged 16 and 17 year olds - getting them back to school or college, onto an apprenticeship or into a job with training.

Fair Pay across London

The Assembly debated the Fair Pay Mark, awarded to private and public sector organisations that commit to publishing and reducing or limiting the difference between the highest and lowest paid staff. It noted that the Mark could assist in implementing the fair pay ratio policy and reducing pay inequality in London as well as within the GLA Group.

This Assembly called on the Mayor of London "to endorse a Fair Pay Mark, and promote it through procurement and other opportunities."

Assembly Events and Public Engagement

The Assembly organises events and meetings to enable Londoners to engage in the government of London. It also held events to recognise the important contribution made by a wide spectrum of Londoners to starting to rebuild their communities following the civil disturbances of August 2011, to mark International Women's Day, and to celebrate the 90th anniversary of the Royal British Legion and

the work it does to support elderly and disabled veterans and their families. It jointly hosts an annual Holocaust Memorial Ceremony in partnership with the Mayor, the Holocaust Memorial Day Trust and the Holocaust Education Trust.

The Assembly conducts a proactive programme of engagement with schools, colleges and universities in London. This includes briefings about the work of the Assembly and a programme of visits to City Hall for Mayor's Question Time.

Working with the London Civic Forum the Assembly organises briefing sessions for representatives of community groups to help them understand how best to influence policy at City Hall.

Work Carried out by Individual Assembly Members

Assembly Members serve as members of the London Fire and Emergency Planning Authority (LFEPA), and they pursue equality issues through that body as well as through their Assembly work.

Members meet the Mayor in public ten times per year for Mayor's Question Time. Members ask questions to hold the Mayor to account, and these have covered a range of issues relating to diversity and social inclusion.

The Assembly debates motions at plenary meetings, and Members present petitions on behalf of Londoners. Details of motions and petitions can be found on the GLA's website.

Finally, Members in their representative roles carry out a range of activities to promote equality of opportunity.

APPENDIX: CHANGES TO MEASURES/ MEASURES NOT AVAILABLE

Health

- Reducing differences in healthy life expectancy between communities (through greater improvements in disadvantaged communities)

We are awaiting the technical definition for the Public Health Outcomes Framework Healthy Life Expectancy indicator in order to be able to track differences in healthy life expectancy between communities in London.

Safety

- Increase in the percentage of people and different groups of people who feel safe whenever and wherever they are in London (as measured in the Annual London Survey.)

The Annual London Survey was not carried out in 2011/12 (and in the past few years the question was not phrased like this). An alternative source has been used – The Police Attitudes Survey, carried out for the Metropolitan Police Service. This asked 'To what extent are you worried about crime in this area?'

- Number of disaggregated hate crime perpetrators who are arrested, brought to justice, leading to a criminal conviction (as measured by CPS data).

MPS/MOPAC report this data is not available.

Transport safety

- Percentage of Londoners who feel personal safety on buses, the tube, and trains has improved.
- Percentage of women who feel safe using the following alone at night: local bus, tube, train, black cabs, mini cabs.
- Percentage of Londoners who feel personal safety in the pedestrian environment has improved.

TfL report that they have no source of information on any of these. Previously some related measures would have been possible from the Annual London Survey, but this was not carried out in 2011/12.

Volunteering

- Increase in the number of volunteer hours in London
- Increase in volunteer satisfaction.
- Increased volunteering and increased diversity of volunteers in the areas of highest identified need with specific impact we can measure and build on.

It is too early to report fully on these, as the Team London programme was established in June 2011.

Olympic and Paralympic Games

- Number of people into 12 months sustained employment is representative of BAME people, disabled people and women by:
 - (a) Legacy and Host borough Employment and Skills project
 - (b) Construction Employer Accord
- At least 80% of Inclusive London website users find the website useful or very useful.
- Improved service satisfaction by visitors with access needs, as measured by a follow-up survey to the one carried out in 2009.

These will be reported later.

REFERENCES AND NOTES

ⁱ Under this definition a child is living in poverty if the household income is below 60% of the median, taking into account the size and make-up of the household.

ⁱⁱ Defined as those earning £60,000 a year or more.

ⁱⁱⁱ Lifetime homes are ordinary homes incorporating design criteria that can be universally applied to new homes at minimal cost and which support the changing needs of individuals and families at different stages of life.

^{iv} Households with two or more bedrooms less than they need are defined as severely overcrowded.

^v Available from <http://www.londonprus.co.uk/>

^{vi} Commissioner's Annual Report 2011/12, Metropolitan Police

^{vii} The preliminary thematic findings report of *Project Daedalus* was published in March 2012. The UK Statistics Authority and the Ministry of Justice have approved and quality assured the 41% re-offending rate figure.

^{viii} This refers to the sanction detection rate. A sanctioned detection occurs when '(1) a notifiable offence (crime) has been committed and recorded; (2) a suspect has been identified and is aware of the detection; (3) the CPS evidential test is satisfied; (4) the victim has been informed that the offence has been detected, and; (5) the suspect has been charged, reported for summons, or cautioned, been issued with a penalty notice for disorder or the offence has been taken into consideration when an offender is sentenced.'

^{ix} <http://www.met.police.uk/about/performance/confidence.htm>

^x See note 8

^{xi} See note 8

^{xii} <http://www.tfl.gov.uk/assets/downloads/corporate/the-right-direction.pdf>

^{xiii} Figures are for the end of February 2012. Source: Transport for London Annual Report and Statement of Accounts 2011/12

^{xiv} <http://www.tfl.gov.uk/assets/downloads/corporate/taking-forward-the-mts-accessibility-implementation-plan-march-2012-final.pdf>

^{xv} User numbers from July 2012

^{xvi} <http://www.london.gov.uk/london-strategic-migration-partnership>

^{xvii} By Westminster Business School on the 'The Strategic Economic Impact of Diversity on Business Performance', available from <http://www.diversityworksforlondon.com/resource/diversity-calculating-return-investment-droi>

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Chinese

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Hindi

यदि आप इस दस्तावेज की प्रति अपनी
भाषा में चाहते हैं, तो कृपया निम्नलिखित
नंबर पर फोन करें अथवा नीचे दिये गये
पते पर संपर्क करें

Vietnamese

Nếu bạn muốn có văn bản tài liệu
này bằng ngôn ngữ của mình, hãy
liên hệ theo số điện thoại hoặc địa
chỉ dưới đây.

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি
(কপি) চান, তা হলে নীচের ফোন নম্বরে
বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος
εγγράφου στη δική σας γλώσσα, παρακαλείστε να
επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυ-
δρομικά στην παρακάτω διεύθυνση.

Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں
چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر
پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Turkish

Bu belgenin kendi dilinizde
hazırlanmış bir nüshasını
edinmek için, lütfen aşağıdaki
telefon numarasını arayınız
veya adrese başvurunuz.

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى
الاتصال برقم الهاتف أو مراسلة العنوان
أدناه

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ
ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫੋਨ ਕਰੋ ਜਾਂ ਹੇਠ
ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં
જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર
ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.