

January 2011

# Mayor's Annual Equality Report 2009/10



**MAYOR OF LONDON**



January 2011

# Mayor's Annual Equality Report

2009/10

**Greater London Authority  
January 2011**

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# Foreword by the Mayor

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I launched my vision Equal Life Chances for All in July 2009 to focus on what needs to be done to achieve a more equitable society in London and I am proud of the progress we have made so far in turning that vision into reality. This report sets out how we are making equality of opportunity for all Londoners an integral part of our core business – from strategy formulation through to decisions about where we spend our money.

London's diversity is one of its major strengths and it brings us enormous economic and social benefits. An increasing majority of Londoners cite 'the mixture of people who live here' as one of the best things about living in London. We need to build on these positive views and make sure that all Londoners have the opportunity to make the best of life in our city, free from discrimination and disadvantage.

Much has been achieved, but in the challenging times ahead we must re-double our efforts to ensure that equality of opportunity continues to grow in London.





# Summary

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This report shows how the Mayor's vision for equal opportunities for all Londoners has been embedded into the GLA's work. This vision, Equal Life Chances for All, was published after extensive consultation in July 2009, and it provides the framework for achieving the Mayor's objectives. Central to delivery of this framework is the process of mainstreaming – making sure equality is integrated into everything the organisation does, including how it procures goods and services.

In 2009/10, the Mayor published four major strategies which have a crucial impact on equality of opportunity within the overall economic and social framework for life in London. These are the London Plan, the Transport Strategy, the Housing Strategy and the Economic Development Strategy. Alongside these the Mayor also produced more specific strategies directly aimed at reducing inequality: the Health Inequalities Strategy; the Way Forward, the Mayor's strategy on taking action to end violence against women and girls; and London Enriched, the Mayor's strategy for refugee integration. All the strategies were under-pinned by a sound evidence base and extensive consultation with Londoners and each was subject to an Equalities Impact Assessment or Integrated Impact Assessment to systematically assess the effects of the policies on people in London.

In addition to the strategies, the GLA carried out a range of other work in 2009/10 to ensure it effectively reached and responded to equality groups and equality issues. This included: the Deputy Mayor's engagement meetings with various representative organisations; and reports and analysis relating to different aspects of equality and communities in London.

As part of his vision of a Fairer London, the Mayor continues to update the London Living Wage and promote it for all employees in London. All GLA group employees or contracted staff working on GLA group premises are paid at or above the London Living Wage and by May 2010, nearly 100 other organisations across London had committed to pay at this level as a minimum.

The Mayor is committed to ensuring that the London 2012 Olympic and Paralympic Games are the most diverse ever and that the benefits of the Games reach all parts of the community. The first annual report of the London 2012 Equality and Diversity Forum was published in December 2009, showing performance against its key indicators.

The GLA group's Responsible Procurement programme ensures that its considerable spending power can be used to work in partnership with London's public, private and

voluntary sectors to deliver economic, social and environmental benefits for the city and its people and businesses. A progress report in October 2009 show that nearly a fifth of the GLA group's procurement expenditure was spent with small or medium sized enterprises, and around half of this was with London-based companies.

The Mayor's Diversity Works for London programme provides practical help to businesses to harness the benefits of a diverse workforce and a diverse supplier base.

Work started during 2009/10 to collate and analyse information on the GLA's measures of success set out in Equal Life Chances for All - a list of indicators to enable us to measure progress in promoting equality of opportunity. Information on these measures will be widely disseminated and updated, including on the *Datastore*,<sup>1</sup> so that it will be widely available to Londoners to access and use, delivering on the Mayor's priority for transparency. This report includes analysis on four of these measures, including Londoners' views on diversity and discrimination and on relations between different ethnic and religious communities, which showed that an increasing proportion of Londoners have very positive views on these issues.

In 2009/10, the London Assembly worked on a range of issues that are relevant to the Mayor's Equal Life Chances for All framework and to the GLA's statutory equalities duties. This included investigations on:

- Safety of vulnerable road users
- Door to door transport
- Care and support for older Londoners
- Health inequalities
- Air quality
- Alcohol misuse among young Londoners
- Young people's sexual health

Overall, significant progress was made during 2009/10 moving towards the Mayor's vision of achieving exemplary equality policies and practices across the GLA. Over the coming year we will be carrying out work to further develop the building blocks of Equal Life Chances for All, including methods of governance, scrutiny and monitoring. We will also be collating and analysing information on all the measures of success identified in the framework and making sure this is widely available. All this will ensure we can give an even clearer picture in the next Mayor's Annual Equality Report of the impact of action to promote equality of opportunity.

# 1 Introduction

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## 1.1 Purpose of this report

This report shows work at the GLA to embed the Mayor's vision on equalities, which was set out in the framework document *Equal Life Chances for All*, published after extensive consultation in July 2009. The Mayor wants his vision to herald a new approach to tackling inequality. It starts with adopting a new definition of an equal society:

An equal society protects and promotes equal, real freedom and the opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.<sup>ii</sup>

The framework recognises the progress that has been made, but focuses on what still needs to be done to provide concrete and sustainable improvements in equality for London. It sets out how the Mayor wants to work with partners in London to deliver the vision and clear equality outcomes.

The Greater London Authority Strategic Plan sets out the Mayor's priorities for London for the medium and short term on a three-year timetable. One of the key roles of the GLA is to ensure that, working through the GLA Group<sup>iii</sup> and other agencies, the Mayor's vision and priorities for London are delivered as effectively and efficiently as possible, and that the best use is made of the available resources.

This report fulfils the Greater London Authority's legal duty<sup>iv</sup> to publish a statement every year about its arrangements to ensure its activities have due regard to the principle of equality of opportunity, together with an assessment of the effectiveness of these arrangements. Ensuring compliance with the Mayor's legal duties sits within the wider framework. During the latter part of 2009/10, work was started on bringing the GLA up to date on its equalities schemes. This led to the publication of the draft Gender Equality Scheme and the draft Race Equality Scheme for consultation in May 2010 and the draft Disability Equality Scheme for consultation in July 2010.

## 1.2 Format of this report

Section 2 sets out our arrangements to ensure the principle of equality of opportunity is firmly embedded in the work we do.

Section 3 presents information on how effective these arrangements have been.

Section 4 gives information on statistical indicators of outcomes for equality in London, focusing on: the views of Londoners about diversity and discrimination in the capital; employment levels for groups of Londoners; and the workforce profiles of the five organisations making up the GLA group.

Section 5 shows the contribution of the London Assembly.

Section 6 draws out some broad conclusions on achievement.

### **1.3 A central resource - Diversity and Social Policy Team**

In October 2009 a new team was set up under the GLA's Organising for Delivery re-structure. The team became fully established in January 2010 and provides a focused resource that:

- Co-ordinates and champions Equal Life Chances for All across the GLA and GLA Group and monitors their performance on equalities.
- Provides expert advice and support across the GLA to ensure equality is mainstreamed into all strategies and programmes.
- Facilitates ongoing strategic dialogue with partners concerned with equality and social policy in London and champions Equal Life Chances for All with partners.
- Ensures the GLA meets its legal duties in regard to equalities.<sup>1</sup>
- Explores the key social policy solutions that are the cause of exclusion and inequality and identifies possible solutions; and seeks and shares quantitative and qualitative evidence to support policy making.
- Develops and champions the Mayor's policy and strategy on migration and refugee integration.

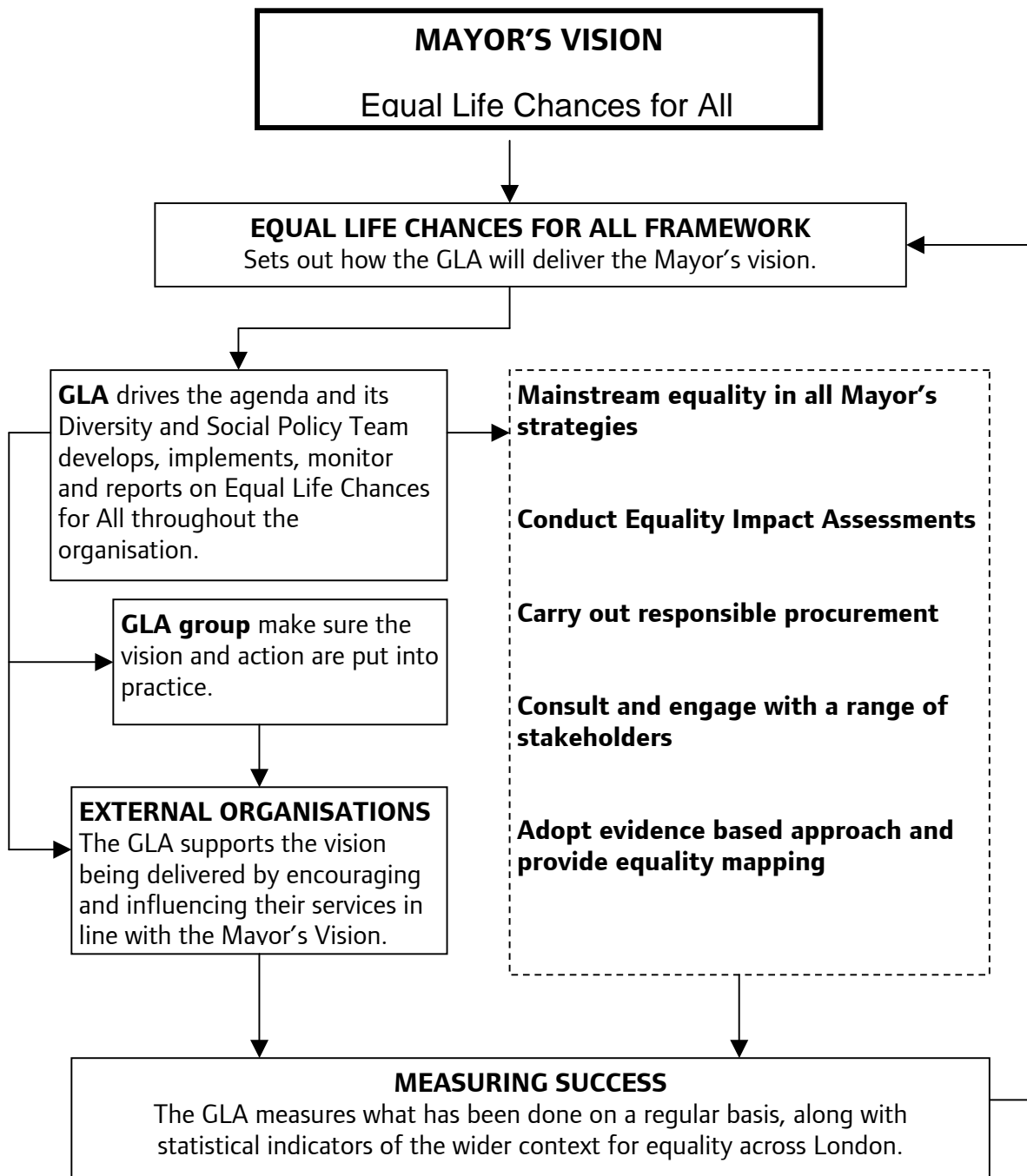
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<sup>1</sup> Under the Greater London Authority Act 1999 and under the Sex Discrimination Act 1975, Race Relations Act 1976 and the Disability Discrimination Act 1995, (the last three to be replaced by the Equality Act 2010).

# 2 How we promote equality

## 2.1 Summary of arrangements

The Mayor's arrangements to ensure there is due regard to the equality of opportunity in all activities are summarised as follows:



This section sets out information about how these arrangements operate at the GLA to promote equal life chances for all.

- Most importantly we use the process of mainstreaming – which is where equality is integrated into everything the organisation does, including how it procures goods and services.
- We carry out an appropriate equality impact assessment or integrated impact assessment on all strategies.
- We promote equality through the GLA Group's Responsible Procurement Programme.
- We engage with other partners concerned with equalities in London.
- We follow an evidence-based approach where we seek quantitative and qualitative information and undertake research into inequality and disadvantage experienced within London.
- We provide a lead as an employer in measuring and promoting workforce equality.
- Lastly we regularly make available information on what has been achieved in promoting equal life chances and on the wider indicators of equality in London.

## 2.2 Mainstreaming equality objectives through Mayoral strategies and policy initiatives

Each one of the Mayor's strategies and programmes can make a contribution towards achieving the Mayor's equality objectives. The process of ensuring this happens is known as mainstreaming equality. During 2009-10 significant work was undertaken to mainstream equality into the following strategies and programmes:

- The London Plan<sup>v</sup>
- The Mayor's Transport Strategy<sup>vi</sup>
- The Mayor's Housing Strategy<sup>vii</sup>
- The Mayor's Economic Development Strategy<sup>viii</sup>
- The Mayor's Health Inequalities Strategy<sup>ix</sup>
- London Enriched: The Mayor's Refugee Integration Strategy<sup>x</sup>
- Hate Crime<sup>xi</sup>
- The Way Forward: Taking Action to End Violence against Women and Girls Strategy<sup>xii</sup>
- London 2012 Olympic and Paralympic Games.<sup>xiii</sup>

The way in which equality was mainstreamed in these areas is detailed in the next section of this report: How effective have we been?

### **2.3 Equality Impact Assessments**

The GLA takes an integrated approach to impact assessment as part of its strategy development process. The approach involves undertaking a single overall assessment or Integrated Impact Assessment (IIA) instead of carrying out separate assessments covering each of the areas of impact: sustainability, health, equalities, climate change, community safety and environment

Assessing the impact on equality is an important part of the development process of GLA policies. An assessment is made to ascertain the impact of strategies, policies and major projects on people from the equality target groups to ensure positive outcomes for all Londoners. Teams across the GLA work together to ensure that all aspects of the impacts on equality are considered in the development of policy, projects and strategies.

The aim is to identify active steps the GLA can make to promote equality. A systematic assessment is made of the likely (or actual) effects of policies on people in respect of disability, gender and racial equality, and, where appropriate, age, faith and sexual orientation. This includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated, where possible.

Further work is being undertaken by the Health and Communities Team during 2010/11 to ensure that the way we assess our impact on equality is the most efficient and effective.

### **2.4 Using procurement to promote diversity to business**

The GLA group has established a group-wide Responsible Procurement programme to influence and advise on delivery of the group's procurement expenditure, which amounts to more than £3 billion per year, representing more than 20 per cent of all local government expenditure in London. As well as ensuring procurement is carried out fairly and openly, and delivers value for money, it also creates a major opportunity to use our purchasing power to work in partnership with London's public, private and third sectors to deliver economic, social and environmental benefits to our people, businesses and city. The aims of the programme include encouraging a diverse base of suppliers; promoting fair employment practices; promoting the welfare of employees; encouraging employment and training opportunities for under-represented groups; and seeking a positive impact on local communities.



The Mayor's Diversity Works for London programme, delivered by the LDA, provides practical help to businesses to harness the benefits of a diverse workforce and a diverse supplier base, to encourage them to employ a workforce that is reflective of London's population and to widen their supplier base.

The Diversity Works for London online toolkit enables suppliers to assess their own performance, guides companies on challenges such as measuring diversity performance against best practice standards, and provides possible approaches to meeting diversity and equality goals.

## 2.5 Engaging with Londoners

It is crucial that Londoners should have a say on how their city is run, which is why we consult Londoners on each and every strategy we produce, as well as undertake regular engagement with the public and specific groups of Londoners. The GLA has published and implements good practice guidelines on consultation, which can be found in 'Listening to London' - good practice guidance for the GLA group, available on the GLA website.<sup>xiv</sup>

Extensive consultation events and meetings were held to arrive at the Mayor's overall equalities framework, 'Equal Life Chances for All', published in July 2009.

The Mayor undertakes strategic engagement with representatives from London's diverse communities. This is pivotal in ensuring that 'inclusive engagement with London's excluded communities informs the development and delivery of all GLA strategies, plans and programmes.'<sup>xv</sup> Further, the engagement meetings provide groups with the forum to raise key priorities, and the Mayor can work with the groups to establish where influence can be used to positively affect change.

The Statutory Deputy Mayor holds engagement meetings with organisations representing London's communities, to keep abreast of their aspirations and concerns and to ensure they inform the Mayor's strategies, policies and priorities. These include regular meetings with key women's organisations; with organisations of and for disabled and Deaf Londoners; with faith organisations and with lesbian, gay and bisexual organisations. There is engagement with older people through the London Older People's Strategies Group, the Older People's Forum and the annual Older People's Assembly. The Statutory Deputy Mayor also holds numerous ad hoc meetings with a range of other organisations and community groups.

The GLA commissions an Annual London Survey as well as telephone surveys on specific strategies to contribute to policy formulation and priority-setting. The responses are analysed by gender, age, and ethnic profile, providing robust information on how issues and policies affect London's diverse communities, along with their views on priorities. The most recent survey was carried out in January 2010, and analysis of key equalities issues emerging from it can be found in Section 4.1 and Appendix 2.

## **2.6 An evidence-based approach**

All the Mayor's strategies and policies are based on sound evidence, which is published in the documents themselves or alongside as a separate report, so that it is open to public examination.

The GLA makes arrangements to ensure that information is collected on London and its communities and that this information is made readily available to all those who want or need it. The provision of appropriate communication support to users of public services is an issue of equality of opportunity. All individuals and communities in London have the right to access accurate and timely information in a manner appropriate to their needs.

The Accessible Communications Policy sets out the requirements for GLA publications. Information offering other formats and languages appear prominently in the document. Publications are available on request in other languages and in Braille and large print, on audio tape, via interpreters and as pdf and rtf files on disc and for the website.

The GLA's Intelligence Unit researches and publishes reports on a wide range of 'official' statistics, including Census data, which includes information on ethnicity, gender, age, disability and faith, where available, as well as aspects of inequality, such as poverty and life expectancy.

GLA Economics also produces reports on particular aspects of the economy in London, many of which have implications for equalities issues.

Together this information is used to identify policy priorities and to help monitor the impact of interventions on Londoners and London life.

## **2.7 Workforce equality**

The Equal Life Chances for All framework aims to ensure that the GLA has a workforce which reflects London's diversity in all occupations and at all levels.

The GLA monitors staff by age, disability, ethnicity, gender, religion and sexual orientation in all employment areas, such as recruitment, training, staff in post, salary, sickness absence and turnover. The findings are regularly reported to the London Assembly Business Management and Administration Committee and reviewed by Directors. See section 4.4 and Appendix 2 for information on the year ending 31 March 2010, in comparison with the previous year.

The Mayor's Annual Report for 2009/10 showed the GLA's performance on a number of corporate health indicators, formerly Best Value Performance Indicators.<sup>xvi</sup> These show the proportion of women, disabled people and people from an ethnic minority group among the top five per cent of earners.

The Chief Executive's Workforce Equality Group was set up in January 2010, to develop and oversee implementation of plans to achieve a workforce representative of London's communities at every level.

An independent staff survey was carried out and analysed by research consultants ORC International, and the survey results were outlined to staff in June 2009. Since then, groups of staff have been working with Directors to come up with actions to improve the GLA's performance in four areas: vision and leadership; empowerment and decision-making; career development; and performance management.

The GLA has also brought in a new competency framework, which is designed to ensure consistency in the recruitment process and ensure that applicants who cannot demonstrate the length of experience traditionally required from the recruitment process are not disadvantaged.

## **2.8 Measures of success**

The Equal Life Chances for All framework sets out the 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 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.

There are 46 overall measures (listed in Appendix 1) and many of these can be further broken down to show the impact on particular groups, most frequently men and women, different age groups, disabled people and people from Black, Asian and minority ethnic

groups. Occasionally a breakdown is also available for faith groups and those without a faith. Information broken down by sexual orientation is available for very few measures.

The GLA is working towards making information on all the measures freely available, so that they can assist in promoting debate on equality and inequality across London.

There is extensive work being undertaken to collate and analyse this information and it is planned to release it over the rest of the financial year, by the end of March 2011. After that it will be updated annually.

Section 4 summarises analysis on four of the measures, while Appendix 2 shows more detail to illustrate the rich depth of the data.



# 3 How effective have we been?

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This section sets out activity by the GLA and GLA Group during the year ending 31 March 2010 demonstrating how effective we have been in promoting equality of opportunity. It gives examples of policies, programmes and other work which directly address issues of equality and inequality, as well as methods of ensuring that these issues are embedded in all other relevant work.

## 3.1 Mainstreaming equalities in strategies and policies

As well as specific policies designed to address issues of inequality, it is crucial that the promotion of equality of opportunity is integrated into more general strategies and policies. Here we set out how equality issues were integrated into Mayoral strategies and programmes which were revised or published for the first time during 2009/10:

- The London Plan
- London Housing Strategy
- Transport Strategy
- Economic Development Strategy
- Health Inequalities Strategy
- Hate Crime
- Violence against women and girls
- London 2012 Olympic and Paralympic Games
- Refugee Integration Strategy

### The London Plan

The Mayor's London Plan sets out an integrated economic, environmental, transport and social framework for the development of the capital over the next 20-25 years. The Mayor has undertaken a full review of the London Plan with the intention of publishing, by the end of 2011, a new plan that will cover the period to 2031. A draft of the replacement Plan was issued for public consultation in October 2009.<sup>xvii</sup> One of the objectives of the draft plan is that London should be a city that meets the challenges of economic and population growth in ways that ensure a sustainable, good and improving quality of life for all Londoners, and helps tackle the huge issue of inequality among Londoners, including inequality in health outcomes.

The London Plan is informed by the work of the Access Steering Group, and Inclusion London facilitated consultation events to develop the draft replacement plan.

The revised London Plan includes a specific policy (3.1) on ensuring equal life chances for all, with clauses covering overall strategic aspects, planning decisions and provision within local development frameworks.

### Housing Strategy

The London Plan and London Housing Strategy contain policies to improve the quality and design of all new homes, and to introduce new minimum design and quality standards in affordable housing by April 2011 and across all tenures by 2012, using the Mayor's London Housing Design Guide. They also contain policies to ensure that all new homes are built to Lifetime homes standards and that ten per cent are wheelchair accessible.

The Mayor's London Housing Strategy, published in February 2010, contains a range of policies that will have a positive impact on disadvantaged households, such as reducing overcrowding, tackling homelessness and ensuring services are accessible.<sup>xviii</sup>

The housing needs of equalities target groups are identified in the strategy's supporting evidence base document and these will be monitored as part of the strategy monitoring process.<sup>xix</sup>

The Mayor has a Housing Equalities Standing Group which has advised the Mayor on the development of the Strategy. It will also monitor the impact of the Strategy.

An Equalities Impact Assessment, published in May 2009, influenced the preparation of the Strategy and the development of its policies.<sup>xx</sup> It also recommended how the delivery of the Strategy should be monitored.

### Transport Strategy

The Mayor's draft Transport Strategy, published in October 2009, sets out the vision for transport in the capital over the next 20 years. It includes the foundation for providing an accessible, affordable and safe transport system for all Londoners.

The Mayor is committed to making London's transport fully accessible to everyone. This includes ensuring that all new developments are based on inclusive design principles, so that everyone can use transport services independently; continuing to provide concessionary fares for children, older people and people on income support and jobseekers allowance; improving safety and security; and making public transport more accessible.

An Independent Disability Advisory Group advises the TfL on accessibility issues and their recommendations will be applied across other areas of activity to ensure seamless journeys for everyone.

The integrated impact assessment on the draft revised Mayor's Transport Strategy concluded that the overall impact of the Strategy's proposals on equalities 'is expected to be positive and moderate to major in magnitude.'<sup>xxi</sup>

### Economic Development Strategy

The Mayor published his draft Economic Development Strategy in October 2009, and the final version, after consultation, in May 2010.<sup>xxii</sup> The Strategy includes actions to ensure effective support and promote equality of opportunity for people at each stage of their life. The Strategy aims to reduce the employment rate gap for disadvantaged groups, by removing barriers and disincentives to work, and providing more personalised and joined-up services to help people into employment and career progression.

As part of his vision of a Fairer London, the Mayor continues to promote the London Living Wage for all employees in London. In May 2009 the Mayor uplifted the London Living Wage to £7.60, an increase of 15 pence over the previous year and £1.80 above the national minimum wage for people aged 22 or over. (In May 2010, there was a further increase to £7.85 per hour.) This rate has been implemented across the GLA group as contracts allow, and means that all GLA group employees or contracted staff working on GLA group premises including caterers, security guards and cleaners are paid at or above the London Living Wage. By May 2010, nearly 100 organisations across London had committed to pay the London Living Wage.

### Health Inequalities Strategy

During 2009/10, the GLA consulted extensively on the draft Health Inequalities Strategy and the final version was published in April 2010.<sup>xxiii</sup> The strategy sets out a framework for partnership action to:

- improve the physical health and mental well-being of all Londoners;
- reduce the gap between Londoners with the best and worst health outcomes;
- create the economic, social and environmental conditions that improve quality of life for all; and
- empower individuals and communities to take control of their lives, with a particular focus on the most disadvantaged.



### Hate crime

Combating hate crime is vital to providing equal life chances for all. It is a form of discrimination that infringes human rights and keeps people from enjoying the full benefits of our society. The Metropolitan Police Authority (MPA) established the London Race Hate Crime Forum in response to the recommendations of the Stephen Lawrence Inquiry report in February 1999, which referred to gaps in cooperation, sharing of information and learning between the agencies responsible for dealing with hate crime. Following a review in 2008, the forum was re-launched in summer 2009, with a new remit as the MPA Hate Crime Forum, covering hate crimes more widely, whether focused on age, gender, disability, religion and belief, race or sexual orientation.

### Violence against women and girls

In March 2010 the Mayor marked International Women's Day with the launch of his Strategy and Action Plan, *The Way Forward: Taking action to end violence against women and girls*, following extensive consultation on the draft Strategy, published in April 2009.<sup>xxiv</sup> The analysis underpinning the Strategy recognises that violence against women is both a barrier to equality and a consequence of inequality.

The Strategy aims to:

- prevent violence happening in the first place by changing attitudes and beliefs
- intervene at an early stage when violence does occur to stop it continuing
- deal effectively with perpetrators to stop violence
- support victims and their children to rebuild their lives and reduce their risk of experiencing further violence.

### London 2012 Olympic and Paralympic Games

The Mayor set up the London 2012 Equality and Diversity Forum, chaired by his statutory Deputy Mayor, to ensure that equality and diversity is effectively co-ordinated, integrated and promoted in the preparation, delivery and legacy of the Games and ensure that the benefits of the Games reach all parts of the community. In December 2009 the London 2012 Equality and Diversity Forum published its first annual report *Working towards an Inclusive Games, the First Annual Report of the London 2012 Equality and Diversity Forum*, which presented information on its activity and performance against its key indicators in 2008/09.<sup>xxv</sup>

The Mayor published *'A Sporting Future for London'* in May 2009 setting out how he will contribute to the delivery of a lasting sports legacy from the 2012 Olympic and Paralympic Games.<sup>xxvi</sup> The plan recognises the positive value of sport in terms of promoting inclusion and cohesion which should be reflected in the projects that are developed and funded. The plan states that it will be incumbent upon all organisations that the Mayor works with "to show what steps they are taking to ensure equality of access and opportunity".

### Refugee Integration Strategy

In December 2009 the Mayor launched his Refugee Integration Strategy, *'London Enriched'*.<sup>xxvii</sup> This vision sees refugees living in security and dignity, sharing with all Londoners the same chances for a decent quality of life and the opportunity to contribute to London and its development.

In February 2010 the Mayor hosted the Eurocities Conference where he signed the Eurocities charter on Integrating Cities. This charter aims to develop a shared vision of integration across major European Cities, and commits the signatories to delivering towards that vision as policy makers, service providers, employers and buyers of goods and services.

The Mayor has continued to support and advocate an earned amnesty for London's irregular migrants. Research commissioned from the London School of Economics and published in April 2009 estimated the financial benefits of a one-off regularisation as adding £3billion to GDP and £843 million in additional tax revenue.<sup>xxviii</sup>

## 3.2 Equality Impact Assessments

All major strategies have an Equality Impact Assessment (EqIA) or Integrated Impact Assessment (IIA). The assessments that the GLA completes or commissions are available online on our website, which also presents detailed information on the EqIA process.<sup>xxix</sup> In 2009/10, the following assessments were carried out:

- Draft London Plan Alterations Crossrail Funding - Integrated Impact Assessment, May 2009
- Equalities Impact Assessment Report - GLA London Housing Strategy – Final, May 2009
- An independent Integrated Impact Assessment of the draft Health Inequalities Strategy, July 2009.<sup>xxx</sup>

- Economic Development Strategy: Equality and Community Cohesion Impact Assessment– Draft Report, August 2009.
- Integrated Impact Assessment of the draft replacement London Plan, October 2009
- Integrated impact assessment of the draft revised Transport Strategy, October 2009<sup>xxxii</sup>
- The GLA also carried out a detailed Equalities Impact assessment into the recent major reorganisation – Organising for Delivery.

### 3.3 Using procurement to promote diversity to business

In April 2009, the Mayor published a refocused framework for responsible procurement, *Getting value for London, Using procurement to make a positive difference for our city.*<sup>xxxii</sup>

Case studies of how equality and diversity outcomes have been delivered can be found on the Responsible Procurement website [www.london.gov.uk/rp](http://www.london.gov.uk/rp). For instance, the London Development Agency has led the development of *CompeteFor*, a web portal and online service matching buyers and potential suppliers, to increase awareness and access opportunities for small and medium-sized enterprises, particularly in relation to the 2012 Olympic and Paralympic Games.

A progress report on the responsible procurement framework, *Delivering Value for London*, was published in October 2009.<sup>xxxiii</sup> The report gives case studies on the way the procurement process has been embedded in the work of each of the GLA group agencies. In 2007-08, 19 per cent of GLA group total procurement expenditure, was spent with small or medium-sized enterprises (SMEs). Around 50 per cent of the spending with SMEs was with London-based companies.

### 3.4 Engaging with Londoners

Given the strategic nature of the GLA, the Mayor's engagement activities must take into account not only Mayoral powers and functions, but also where the Mayor can exert most influence. Through such activities the Mayor can facilitate progress on key issues and inform future service provision.

Some examples of engagement activities that have led to tangible outcomes include:

- Biannual engagement meetings with over 60 organisations representing the interests of London's LGBT communities, chaired by the Deputy Mayor of London. One of the key priorities for the community has been to combat homophobic bullying which affects young people who are, or are perceived to be, gay. (65 per cent of young lesbian and gay pupils report homophobic bullying.<sup>xxxiv</sup>) The Mayor supported Stonewall to distribute the FIT DVD, an educational resource to combat homophobic bullying in schools.<sup>xxxv</sup> The film premiered in January 2010 and was distributed to all secondary schools in the UK.
- One of the key issues for representatives from London's Somali community was to develop structures to support young people within the community; this has included education, advocacy and tackling crime. This led to support from the Deputy Mayor of London for the launch of the Somali Youth Forum, a network for youth organisations to provide support and advocacy on a range of issues that are priorities for the community.
- At meetings with the Deputy Mayor of London, the Latin American community expressed their desire to have Mayoral support to hold events to mark the bicentenary of independence from Spain for many Latin American countries. As a result of this, a programme of events has taken place in 2010.
- It was noted at meetings of the Turkish and Kurdish communities that members would like the GLA to take a strategic lead in highlighting the key issues for the community on a pan-London level. One of the consequences of this was a development of a report produced by the GLA, entitled *Turkish, Kurdish and Turkish Cypriot Communities in London*.<sup>xxxvi</sup> This report brings together existing data on these community groups and highlights key issues facing London's Turkish, Kurdish and Turkish Cypriot populations, with a view to informing key decision makers and service providers.
- Through discussions with Southern and Eastern Region Trade Union Congress (SERTUC), it was noted that unions were campaigning to have the London Living Wage implemented across public sector organisations in London. This was aligned with Mayoral priorities and, as a consequence, the Mayor intends to use his influence with local authorities to encourage them to adopt the London Living Wage for all their workers; he has also lobbied government departments on this issue.<sup>xxxvii</sup>

### 3.5 Evidence based approach

In January 2010, the GLA launched the London *Datastore*,<sup>xxxviii</sup> the first step in releasing London's public sector data for free use by individuals and organisations all over the world. Freely available data is at the core of a global movement to make government more transparent and open. The information is wide-ranging, including, for example, a list of all London Underground stations showing their physical accessibility, and the number of working-age people claiming Incapacity Benefit due to mental illness.

GLA publications on equalities-related topics in 2009/10 included:

#### Intelligence Unit Updates:

Poverty figures for London 2007/08, May 2009

Unemployment in London, July 2009

ONS mid-2007 Ethnic Group Population Estimates, October 2009

Life Expectancy at Birth: 2006-08, October 2009

Unemployment in London, January 2010

Ethnic Group Population Projections, 2010

#### GLA Economics reports:

A Fairer London: The 2009 Living Wage in London - May 2009

Economic impact on the London and UK economy of an earned regularisation of irregular migrants to the UK - June 2009

Economic Evidence Base - October 2009

Employment projections to 2031 - November 2009

Other relevant publications during 2009/10 included:

#### [The Young Londoners' Survey, November 2009](#)

A survey of young Londoners aged 11-16 years, conducted by ICM on behalf of the Greater London Authority, paints a predominantly positive picture of their lives in London, yet the young people surveyed also raise a number of significant challenges to be addressed. The report covers their views on key themes such as education, crime and safety, civic involvement, transport and the environment, and their attitudes to key mayoral policies.

#### [The experiences of Muslim students in further and higher education, August 2009](#)

This report presents recommendations based on statistical and research evidence to help policymakers and learning sector agencies to address the challenges faced by London's Muslim students in further and higher education. The report was researched and written by the Office for Public Management and Dr Serena Hussain.

#### [My London Survey, July 2009](#)

This survey was undertaken to find out from disabled and Deaf people plus parents with young children and older people living, visiting and working in London what they consider to be accessible or inaccessible and why. The study provides quantitative and qualitative data about the capital and its amenities. The results provide the Mayor with a snapshot of the sample's experiences along with suggestions for improving the overall visitor experience.

#### [Taking London to the World, An export promotion programme for the capital, June 2009](#)

From earliest times London has flourished because of trade. Trade has encouraged a culture that is open to business and peoples from all over the world.

#### [Turkish, Kurdish and Turkish Cypriot Communities in London, May 2009](#)

London's Turkish, Kurdish and Turkish Cypriot communities make up a significant proportion of the capital's minority ethnic population. Boroughs such as Hackney, Haringey, Islington, Waltham Forest and Enfield, in particular, reflect the economic, social and cultural contribution Turkish, Turkish Cypriot and Kurdish communities make to London

#### Fuel Poverty in London, July 2009

This shows which households experience fuel poverty. Households with children under the age of 16 are more likely to experience fuel poverty, and the incidence is twice as high in Black, Asian and Minority Ethnic (BAME) households as it is in White households.

### 3.6 Conclusion

Overall, significant progress was made during 2009/10 moving towards the Mayor's vision of achieving exemplary equality policies and practices across the GLA.

In Section 4 we look at some of the concrete measures of equality outcomes showing both what we have achieved and where improvement is still needed.

# 4 Measures of success

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## 4.1 Introduction

Equal Life Chances for All set out a list of outcomes and indicators to enable us to measure progress in promoting equality of opportunity. These include measures of progress in achieving GLA group delivery outcomes as well as statistical indicators of equality and inequality which are outside the Mayor's direct influence. These are included as part of the Mayor's role in spotlighting, for all our partners, the key equality issues affecting Londoners and providing the wider context for activity in the capital.

Work started during 2009/10 to collate and analyse information on the measures in Equal Life Chances for All. We are collecting baseline data which shows the extent of equality and inequality, along with trend data to show how the indicators are changing. We plan to publish as much of this information as possible on the Datastore, so that it will be widely available to Londoners to access and use.

For this report, we have focused our analysis on three areas:

- First we look at Londoners' views on diversity, discrimination and relations between different ethnic and religious communities.
- Secondly we look at the desired outcome of increasing the levels of employment of different groups, since the Mayor has identified the need to reduce the impact of the economic downturn on the most vulnerable and disadvantaged groups as a key priority for his overarching framework for equalities.
- Thirdly we look at the workforce profiles at the Greater London Authority, London Development Agency, Metropolitan Police Service, Metropolitan Police Authority, London Fire and Emergency Planning Authority and Transport for London.

Sections 4.2 to 4.4 give summarised findings on these measures and more detail is given in Appendix 2.



## **4.2 Londoners' views on diversity, discrimination and relations between different ethnic and religious communities.**

The latest Annual London Survey, carried out in January and February 2010 and published on 19 May 2010, showed that Londoners have very positive views about diversity, discrimination and community relations.

### **Diversity**

An increasing proportion of Londoners cite 'the mixture of people who live here' as one of the best things about living in London. This was the third most popular aspect cited in 2010, after the top two answers, which were transport and the range of shops, and ahead of job opportunities. Overall 27 per cent of respondents in 2010 named 'the mixture of people living here' as one of the best things about living in London, compared with 23 per cent in 2009. Only three per cent named it as one of the two or three worst things about living in London.

### **Less discrimination**

An increasing majority of Londoners feel that there is less discrimination on the basis of race or ethnic origin in their neighbourhood than three years ago. In 2010, 56 per cent of respondents agreed with this statement and only six per cent disagreed. The overall proportion who agreed that there was less discrimination than three years ago increased from 53 per cent in 2009.

### **Good relations**

Three-quarters of Londoners consider that there are good relations between different ethnic and religious communities in their neighbourhood. In 2010, 74 per cent of respondents agreed with this statement, a sizeable increase on 2009, when 69 per cent agreed. Only five per cent disagreed in 2010, a decrease from 2009, when seven per cent disagreed.

More detail, showing the views of women and men, different ethnic, age and faith groups and disabled and non-disabled people is shown in Appendix 2.

## **4.3 Closing the employment gaps in London**

The desired outcome in Equal Life Chances for All is to close the employment gap for individuals and communities who experience low participation and success rates, which is also a defined outcome for the London Skills and Employment Board. This is measured by the gap in employment rates between specific groups of Londoners and average or

comparator employment rates. Overall the gap appeared to be closing somewhat for women and disabled people, but increasing for BAME groups.

### Women

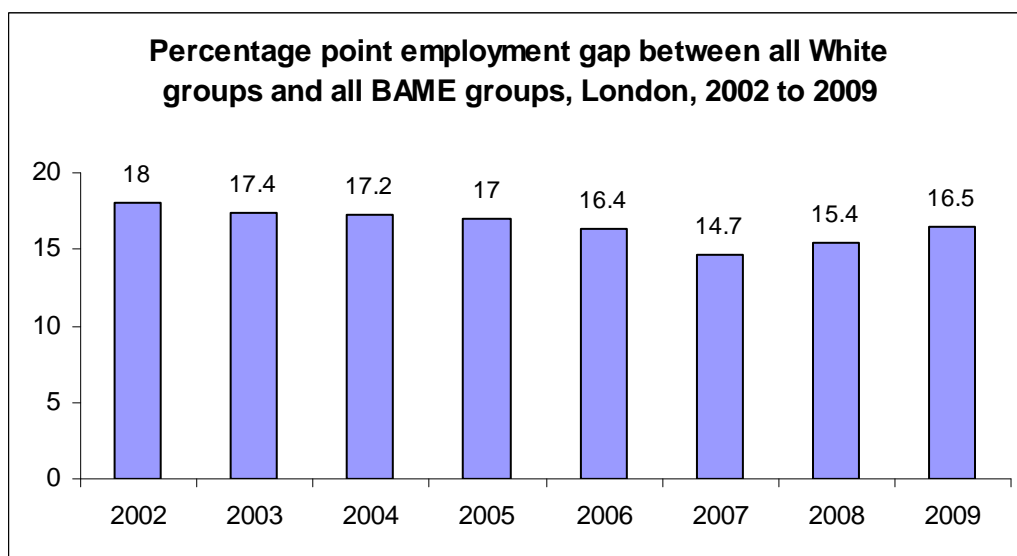
In 2009, the employment rate of women in London stood at 62.7 per cent, compared with 75.5 per cent for men, giving a gap of 12.8 per cent. As the impact of the recession took hold, the overall employment rate decreased for the first time since 2004. The decrease was more marked for men than for women so the gap in the employment rate between women and men decreased for the first time since 2005. See Appendix 2 for more detail.



The impact of parenthood is clear: the employment rate for women without children was 75.1 per cent in 2009, slightly higher than for men without children (74.7 per cent), while for women with dependent children it was 55.5 per cent compared with 85.7 per cent for men.

### Black, Asian and Minority Ethnic Groups

The overall employment rate for all BAME groups was 16.5 percentage points lower than the overall rate for White groups in 2009. This continued a widening of the employment gap since 2007, after a previously narrowing trend.



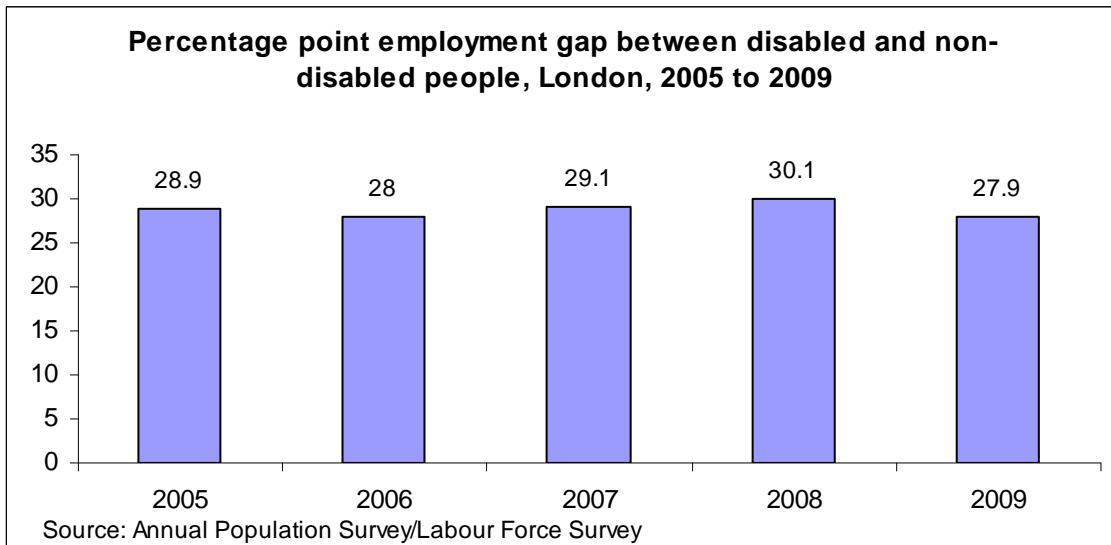
In 2009, the overall employment rate for all Black and Minority Ethnic (BAME) Groups in London was 58.7 per cent, compared with 75.2 per cent for all White groups.

There is considerable variation in employment rates between different BAME groups, ranging from just under 50 per cent for Pakistani/Bangladeshi groups in 2009 to nearly 68 per cent for Indian People. The Black or Black British group was the only group where the employment rate decreased both in 2008 and 2009, while the Pakistani/Bangladeshi group was the only one to show a continuing increase. See Appendix 2 for more detail.

There are even larger differences in employment rates between different BAME groups when gender is taken into account. Women's employment rates range between 29 per cent for Pakistani/Bangladeshi groups to over 70 per cent for White groups. Men's employment rates range between 62 per cent for people of dual or mixed heritage to nearly 80 per cent for White groups. The gender employment gap for White Groups is just over nine per cent, while for all BAME groups it is nearly twice as much – 17.5 per cent. Again more detail is available in Appendix 2.

#### Disabled people

In 2009, the employment rate of all disabled people in London was 43.7 per cent, compared with 73.6 per cent of non-disabled people, giving a gap of nearly 28 per cent. There was a decrease over the gap of 30 per cent in 2008, and the gap was the smallest since 2005. See Appendix 2 for more detail.



#### 4.4 GLA group workforce

The desired outcome in Equal Life Chances for All is that workforces across the GLA group should reflect London's diversity in all occupations and at all levels. To illustrate this, we look at the breakdown across the whole workforce of each organisation together with the breakdown for senior staff, where available. We have not attempted to add together the results across all the organisations, since they are carrying out very different functions and are very different in terms of overall numbers. Where possible, we compare 2010 figures with 2009, to give an indication of the direction of change.

Overall, the percentages of women and BAME staff have been increasing and are generally fairly representative of London's population, but among operational staff like police officers and fire-fighters and among senior staff, the objective remains challenging. The proportion of disabled staff remains low across much of the GLA group, although increasing in some areas.

##### 4.4.1 GLA

The GLA workforce report for the financial year 2009/10 was reported to the Business Management and Administration Committee on 29 June 2010. This compares results with the previous financial year, before the major organisational change programme known as Organising for Delivery.

##### All GLA staff

Women: The proportion of women employees in 2010 was 53 per cent, the same proportion as in the previous year and representative of the population of London.

BAME staff: The proportion of BAME staff in post in March 2010 was 25 per cent, slightly lower than the proportion the previous year (26 per cent) and lower than the target in the GLA's Corporate Health Indicator (29 per cent).

Disabled staff: The proportion of disabled staff stood at eight per cent, compared with the GLA Corporate Health Indicator of ten per cent.

#### GLA Senior Staff

At 31 March 2010, there were 68 GLA staff earning £60,000 a year or more, making up just over 11 per cent of total staff numbers. Of these senior staff, 34 per cent were women and 16 per cent were from BAME groups.

#### 4.4.2 Metropolitan Police Service

Women: At 31 March 2010, 24 per cent of police officers were women, compared with 23 per cent the year before. For all other employee groups, there was little change in the proportion of women. In 2010, women made up 35 per cent of police and community support officers, 59 per cent of police staff and nearly 60 per cent of traffic wardens.

BAME staff: The proportion of police officers from BAME groups grew from 8.8 per cent in 2009 to 9.3 per cent in 2010. There was also an increase in BAME representation among all other groups of staff, apart from police and community support officers, where the proportion decreased from 30.1 to 29.2 per cent.

Disabled staff: Just over 14 per cent of MPS staff provided information on disability, of whom 4.5 per cent stated that they had a disability.

Senior Police Officers: In 2010, 13 per cent of Metropolitan police officers of the rank of Inspector or Detective Inspector and above were women and five per cent were from BAME groups.

#### 4.4.3 Metropolitan Police Authority

The proportions of staff at 31 March 2010 are shown below. There is no comparable information for 2009, due to lack of consistent reporting mechanisms in previous years.

Women: 53.1 per cent

BAME: 30.2 per cent (but ethnic group was not known or not stated for 9 per cent of staff)

Disabled staff: 7.3 per cent (but not known or not stated for 18.9 per cent of staff).

#### 4.4.4 London Fire Brigade

##### All staff

Women: the proportion of women amongst operational staff increased from 3.8 per cent in 2009 to 4.4 per cent in 2010. While there was a slight decrease in the proportion of women amongst other staff groups, they still made up over 70 per cent of control staff and 46 per cent of support staff.

BAME staff: the proportion of fire fighters from BAME groups increased from 8.8 per cent in 2009 to 11.3 per cent in 2010. There was also an increase in the proportion amongst control staff, from 9.1 per cent to 10.4 per cent, while amongst support staff, the proportion fell from 30.4 per cent to 26.7 per cent.

Disabled staff: the proportion of operational staff who stated they were disabled went up from one to two per cent in 2010, while the proportions amongst control staff and support staff remained unchanged, at four per cent and just over seven per cent respectively.

##### Strategic managers

In 2010, 3.2 per cent of operational strategic managers were women and 7.2 per cent were from BAME groups. Amongst control staff, the proportion of women strategic managers was higher, at 28.6 per cent, but none were from BAME groups. For support staff strategic managers, the proportion of women was 39 per cent and the proportion from BAME groups was 11.3 per cent.

#### 4.4.5 Transport for London

##### All staff

Women: Between 2009 and 2010, the overall proportion of women employees increased from 24.6 per cent in 2009 to 25.6 per cent in 2010. The proportion increased from 27.9 per cent to 30.9 per cent in Surface Transport and stayed at 20.4 per cent at London Underground, but decreased marginally in other areas.

BAME staff: The overall proportion of BAME employees at Transport for London decreased marginally from 31.7 per cent in 2009 to 31.4 per cent in 2010. The largest decrease was at London Rail, down from 21.7 per cent in 2009 to 19.9 per cent in 2010. The only increase was for corporate staff, from 26.7 per cent to 27.3 per cent.

Disabled staff: there was little change in the overall proportion of disabled employees, at 3.1 per cent in 2009 and 3 per cent in 2010. Amongst Corporate staff, the proportion

decreased from 4.2 per cent to 3.9 per cent, although this remained the area with the highest proportion of disabled staff.

#### Senior managers (earning £50,000 or more per year)

Women: Overall women made up 22.7 per cent of senior managers in Transport for London in 2010, ranging from 15.8 per cent in London Rail to 42 per cent in the corporate sections.

BAME staff: The overall proportion of BAME staff amongst senior managers was 10.3 per cent in 2010, with the lowest proportion in London Rail (4 per cent) and the highest in the corporate sections (11.6 per cent).

Disabled staff: The overall proportion of disabled people amongst senior managers was 3.3 per cent in 2010, and there was a similar proportion to this in most areas. The exception was London Rail, where the proportion of disabled senior managers was only 1.3 per cent.

### 4.4.6 London Development Agency

#### All staff

Women: In 2010, 52.4 per cent of LDA staff were women, very similar to the proportion the year before (52.3 per cent), and in line with the proportion of women in London's population.

BAME staff: The proportion of staff from BAME groups was 26.8 per cent in 2010, very similar to the year before (26.6 per cent).

Disabled staff: The proportion of disabled staff decreased from 4.7 per cent in 2009 to 3.6 per cent in 2010.

#### Senior staff (earning over £60,000 per year)

In 2010, nearly 43 per cent of LDA senior staff were women, 15.5 per cent were from BAME groups and just under six per cent were disabled.

### **Conclusion for GLA group**

Across the five organisations, the overall picture shows fairly good representation of women and BAME staff. The exceptions are operational staff, especially police officers and fire-fighters, where progress is being made but where the objective remains challenging.

There is also some way to go before the overall proportions of women and BAME staff are reflected in the proportions of senior managers.

The proportions of disabled staff vary considerably and have increased in some areas and decreased in others. Since disclosure is voluntary, it is difficult to know if apparent increases in the proportion of disabled staff actually reflect more disabled people being employed or a greater willingness of staff to identify themselves as disabled, which is also to be welcomed.





# 5 The London Assembly

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The London Assembly holds the Mayor of London to account and investigates issues of importance to Londoners. During 2009/10, the Assembly worked on a range of issues that are relevant to the Mayor's Equal Life Chances for All framework and to the GLA's statutory equalities duties. The following paragraphs provide some examples of the Assembly's work.

## Safety of vulnerable road users

The Transport Committee published a report on 20 mph zones in June 2009. 20 mph zones have been shown to help reduce inequalities in London in relation to road accident casualties. The report noted that 'because zones tend to be introduced in more deprived areas where casualty levels are higher, they have directly reduced the disparities between the least and most deprived areas in terms of road casualties by 15 per cent'.

## Door to door transport

The Transport Committee reviewed the Dial-a-Ride service in March 2009.<sup>xxxix</sup> In October 2009, the Committee received a letter from Transport for London providing an update on improvements to the service. The Committee met in March 2010 to consider what progress had been made in improving the service, and published its findings in June 2010.

## Care and support for older Londoners

The Health and Public Services Committee carried out an investigation into care and support for older Londoners, focusing on issues affecting older Londoners' access to home-based care.<sup>xi</sup> The Committee published its report in February 2010. Some of the recommendations were reflected in the action plan on health inequalities that was published in April 2010.

## Health inequalities

The Mayor published his draft Health Inequalities Strategy for public consultation in September 2009.<sup>xii</sup> The Health and Public Services Committee held a meeting on 12 November 2009 to consider the draft strategy and discuss it with Pamela Chesters, the Mayor's Adviser on Health and Youth Opportunities along with representatives from NHS London, London Councils, and the London Voluntary Services Council.<sup>xiii</sup> The Committee responded to the consultation on behalf of the Assembly in January 2010.

## Air quality

The Environment Committee carried out an investigation into London's air quality, publishing a report in May 2009.<sup>xiiii</sup> The investigation included consideration of the health impacts of air pollution on elderly and very young Londoners in particular and highlighted the need for urgent action to reduce air pollution.

### Alcohol misuse among young Londoners

The Health and Public Services Committee carried out a major investigation into alcohol misuse among young Londoners, and a report was published in July 2009. As part of its investigation, the Committee carried out focus group discussions with a diverse range of young Londoners, through the GLA's peer outreach team. The report revealed that the capital's 11-15 year olds now drink the equivalent of 180,000 bottles of lager every week – and the amount they drink is on the rise. The investigation found a lack of senior leadership both locally and regionally means efforts to tackle the problem are not always effectively prioritised or co-ordinated. To address this, the Committee believes the Mayor and local leaders need to focus more effort on tackling alcohol.<sup>xliv</sup>

### Young people's sexual health

The Health and Public Services Committee published a report on young people's sexual health in 2005. In April 2009, the Committee followed up this work to see how the recommendations had been taken forward and what further work is needed. The Committee will be publishing a follow-up report in August 2009.

### The GLA Group's expenditure on policies and programmes relating to young people

The Budget and Performance Committee published a report in July 2009 on the GLA's expenditure on policies and programmes relating to young people, and how the expenditure is being planned and managed to reflect the Mayor's stated priorities in this area. The Committee made recommendations aimed at achieving a clearer definition of the objectives of programmes of expenditure and establishing robust mechanisms to monitor their effectiveness and impact.

### Assembly events and public engagement

Each year the Assembly hosts a series of events and meetings designed to facilitate engagement by diverse groups of Londoners in the government of the capital. During 2009-10, the Assembly jointly hosted a Holocaust Memorial Day ceremony, where the Mayor and Assembly, along with 200 guests, commemorated all those who were victims of the Holocaust and reflected on those affected by more recent atrocities. The event was organised in partnership with the Holocaust Memorial Day Trust.

In July 2009, the Assembly hosted an event as part of the London Civic Forum's programme of events for voluntary and community groups. Equalities-related voluntary and community sector organisations attended a Mayor's Question Time meeting followed by a briefing from the Chair of the Assembly and senior officers to explain the work of the Assembly and how community groups can get involved. The event was intended to facilitate greater involvement in the work of the Assembly by equalities organisations. Feedback from attendees was very positive, and further contact has taken place to take forward their involvement in the Assembly's work.

The Assembly conducts a proactive programme of engagement with schools and colleges in London as well as the London region of the UK Youth Parliament. This includes a programme of visits to City Hall for Mayor's Question Time.

#### [Work carried out by individual Assembly Members](#)

Many Assembly Members serve as members of the Metropolitan Police Authority and the London Fire and Emergency Planning Authority, and they pursue equalities issues through those bodies as well as through their Assembly work.

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

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

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

This contribution was agreed by the London Assembly Business Management and Administration Committee on 23 September 2010



# 6 Conclusion

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The launch of the Mayor's framework Equal Life Chances for All in July 2009 heralded a new approach to ensuring that principles of equality are embedded into the work carried out at the GLA. Considerable progress was made in the rest of the financial year to make sure arrangements were put in place to turn these principles into action. The most important arrangement is through mainstreaming equalities objectives in the Mayor's policies and in 2009/10 this was achieved through four major strategies: the London Plan, the Housing Strategy, the Transport Strategy and the Economic Development Strategy, as well as through more specific strategies directly aimed at reducing inequality: the Health Inequalities Strategy; the Mayor's strategy on taking action to end violence against women and girls; and the Mayor's strategy for refugee integration. As well as a sound evidence base for all these strategies and policies, we have also analysed and published a range of information and reports related to equalities issues to inform our work, along with the views of Londoners obtained through regular engagement with representative organisations and through the Annual London Survey and other opinion surveys.

In this report we have reported on four of the measures of success identified in Equal Life Chances for All, focusing on the views of Londoners on diversity, discrimination and community relations, and on information on employment levels in London and within the GLA Group. This shows that progress is being made, with the increasingly positive views of Londoners on diversity and good relations in particular giving good grounds for optimism.

Employment rates for women and disabled people appear to be heading in the right direction, but there is reason for some concern over Black, Asian and minority ethnic employment rates. The GLA group as a whole is doing fairly well in terms of the representativeness of its staff overall, although the trend is not yet clear on disabled staff, but there remains a challenge in reflecting this in operational and senior staff.

Over the coming year we will be carrying out work to further develop the building blocks of Equal Life Chances for All, including methods of governance, scrutiny and monitoring. We will be collating and analysing information on all the measures of success (the full list is set out in Appendix 1) and making sure this information is widely available to Londoners and other interested individuals and organisations. All this will be detailed in the next Mayor's Annual Equality Report, for 2010/11, and enable us to clearly identify the impact of action to promote equality of opportunity.



# Appendix 1: Measuring success indicators

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The full set of indicators was set out in Equal Life Chances for All, the Mayor's overall framework for equalities. These are summarised below. Where the data allows, these will be broken down by gender, age, ethnicity, disability, faith, and sexual orientation. We are working to make the data available by March 2011 and to update it at least annually.

## Perceptions of diversity and discrimination

1. Perception of London's diversity as a positive aspect of living in the capital.
2. Perception of reduced discrimination in neighbourhood.

## Employment

3. Workforce profile of GLA group at all levels.
4. Employment rate of equality groups.
5. Qualifications of working age individuals.
6. Apprenticeships and work placement opportunities for equality groups

## Income

7. Number of employers who have adopted the London Living Wage.
8. Pay of employees in equality groups.
9. Percentage of children living in poverty.

## Business and procurement

10. Percentage of goods and services procured by GLA Group from local SMEs reflecting London's diversity
11. Number of businesses signed up to Diversity Works for London
12. Number of boroughs adopting Responsible Procurement policies
13. Number of London businesses registered with CompeteFor

## Quality of life and health

14. Quality of life indicators
15. Health inequalities indicators

## Leadership and best practice

16. GLA equality schemes updated and implemented
17. GLA equality policies and practices in place
18. Relevant strategic research and analysis published



19. GLA still assessed as having reached the Excellence level of the Equality Framework for Local Government.

20. GLA, GLA Group and London boroughs demonstrate continuous improvement in their diversity and inclusion programmes.

#### Education

21. Decrease in gap in achievement of GCSEs between disadvantaged groups and the wider community.

22. Decrease in percentage of young people not in education, employment or training at sixteen.

#### Housing

23. Decrease in numbers of homeless acceptances

24. Increase in the amount of affordable housing

25. Increase in the amount of family-size housing

26. Increase in the number of lifetime homes.

#### Childcare

27. Number of childcare places.

28. Take up of subsidised childcare places under LDA Childcare Affordability Programme.

#### Transport and road safety

29. Decrease in the numbers of young people, particularly those from areas with high accident rates, involved in road traffic accidents.

30. Number of step-free underground stations and number of accessible overground stations and bus-stops.

31. Concessionary fares available for children, pensioners, jobseekers.

32. Perception of Londoners of personal safety on buses, tube and trains.

33. Perception of women about personal safety on local bus, tube, local train, black cabs, min cabs at night, alone.

#### Crime and community safety

34. Percentage of people who feel safe whenever and wherever they are in London.

35. Increase in reporting of hate crimes.

36. Increase in the sanction detection rate following homophobic, racial and faith hate crimes.

37. Increase in the sanction detection rate following reports of domestic violence, rape and sexual assault.

38. Increase in satisfaction levels of different groups of victims with the Metropolitan Police Service's overall service.

#### London 2012 Games

39. Percentage of people employed on 2012 Games related programmes from local boroughs.

40. Percentage of previously unemployed people from the local boroughs employed on 2012 games related programmes.

41. Percentage of London SMEs (including businesses run by disadvantaged groups) obtaining contracts from 2012 Games related programmes.

42. Accessibility of routes to and from areas of the Olympic Park, evidence of accessible hotel rooms available, high quality information on accessible travel available, inclusive design standard.

43. Regeneration resulting from games brings jobs and employment training programmes for residents of the five host boroughs.

#### Civic participation and representation

44. Representation of equality groups among respondents to GLA consultation exercises.

45. Diversity of Mayoral appointees.

46. Diversity of London's MPs, London Assembly members and London councillors.



# Appendix 2: Further detail on measures in Section 4

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## **A2.1 Londoners' views on diversity, discrimination and good community relations**

The Annual London Survey is a major survey of Londoners, commissioned by the Mayor and the Greater London Authority, to gauge the opinions of Londoners to inform policy-making and the setting of strategic priorities. The latest survey, carried out in January and February 2010 and published on 19 May 2010, showed that Londoners have very positive views about diversity in London.

A total of 1,490 residents of Greater London were interviewed, face-to-face, during January and February 2010. The target was to achieve 100 interviews in each of the 14 constituencies of Greater London. The results were weighted by gender, age, ethnicity, tenure, working status and area of London lived in. However, they were not weighted by faith or disability, so the breakdown below by these factors should be treated with caution.

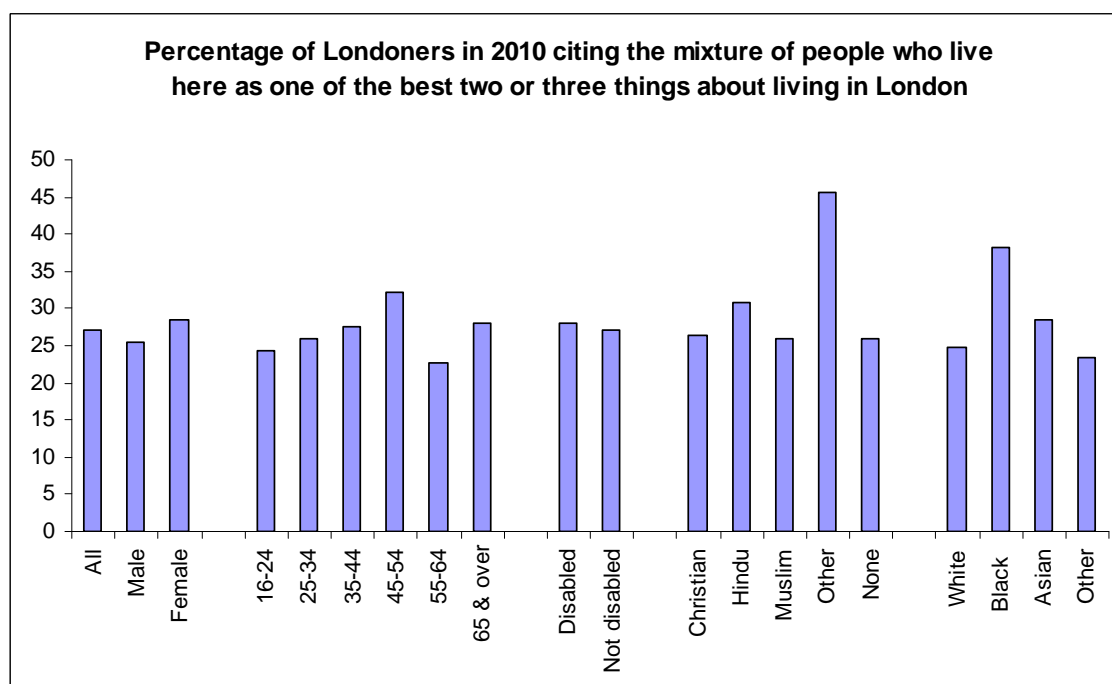
We do not show the results by sexual orientation here as the number of respondents stating they are lesbian, gay or bisexual is not large enough to show statistically significant differences.

### **Diversity**

One question asks Londoners to name the best two or three things about living in London. 'The mixture of people who live here' was the third most popular aspect cited, after the top two answers, which were transport and the range of shops, but ahead of job opportunities.

Overall 27 per cent of respondents in 2010 named 'the mixture of people living here' as one of the best things about living in London, compared with 23 per cent in 2009. Only three per cent named it as one of the two or three worst things about living in London.

The breakdown shows quite a high level of agreement between different groups on this topic. Women (28 per cent) were slightly more likely to cite it than men (26 per cent) and 45 to 54 year olds were the age group most likely to cite it (32 per cent). 46 per cent of people from other religions (which would include Jewish people and Buddhists) cited the mixture of people who live here as one of the best things about living in London, more than Hindus (31 per cent) and Christians, Muslims and people of no faith (all around 26 per cent). Black people were more likely to cite it (38 per cent) than Asian people (28 per cent) or White people (24 per cent). There was very little difference in the views of disabled people and non-disabled people.

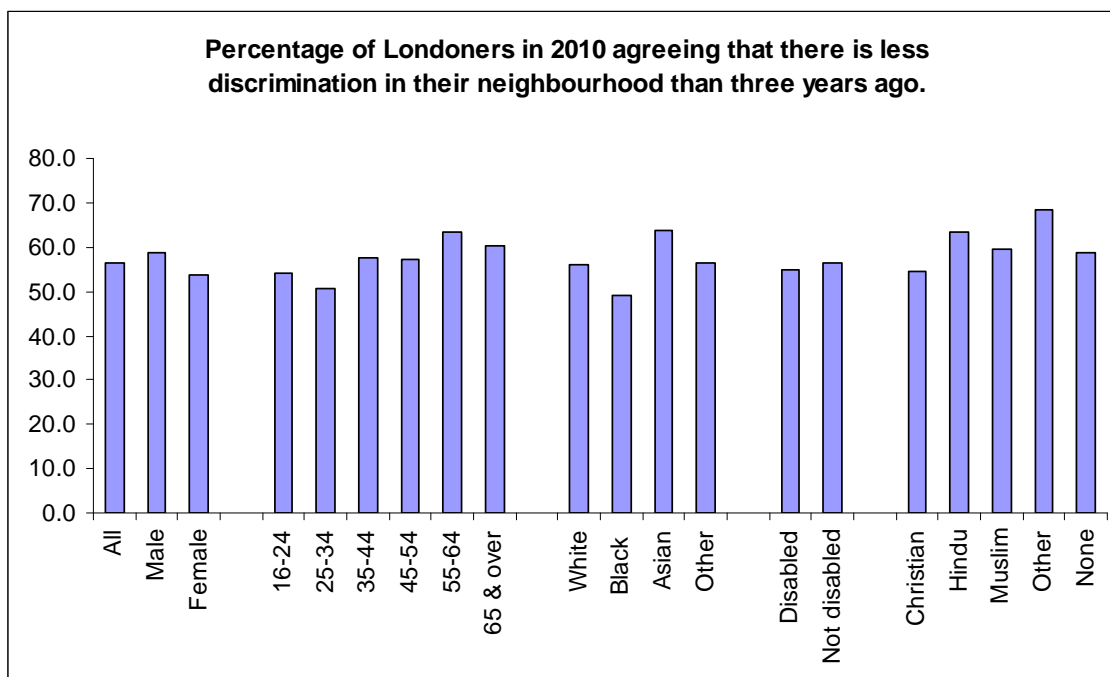


Source: Annual London Survey, GLA, 2010

### Less discrimination

An increasing majority of Londoners feel that there is less discrimination on the basis of race or ethnic origin in their neighbourhood than three years ago. In 2010, 56 per cent of respondents agreed with this statement and only six per cent disagreed. 31 per cent neither agreed nor disagreed and seven per cent gave no opinion. The overall proportion who agreed that there was less discrimination than three years ago increased from 54 per cent in 2009.

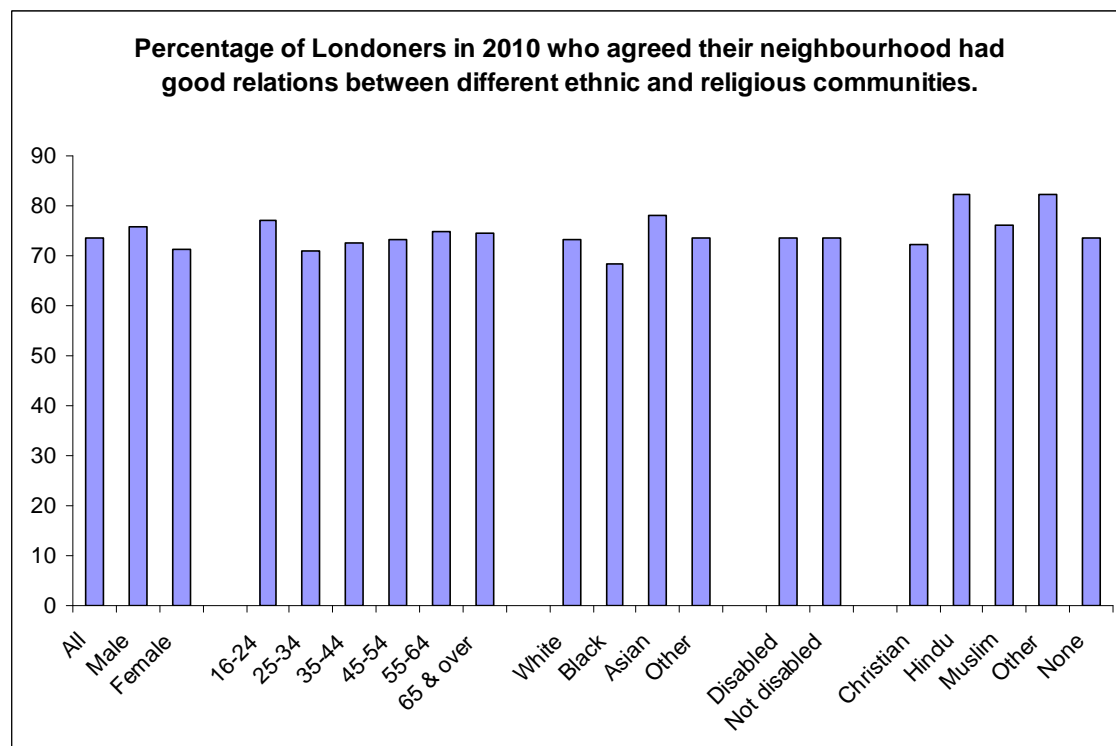
The breakdown of these results shows a fair amount of agreement between different groups of Londoners. Men were somewhat more likely to agree there was less discrimination than women – 59 per cent compared with 54 per cent. Older age groups were more likely to agree than younger age groups, with the highest rate amongst 55 to 64 year olds (64 per cent) and the lowest among 25 to 34 year olds (51 per cent). Asian people were the most likely to think there was less discrimination (64 per cent) and Black people the least likely to think so (49 per cent). There was very little difference between the views of disabled people (55 per cent) and non-disabled people (57 per cent). Christians were the faith group least likely to agree there was less discrimination (54 per cent), while Hindus (64 per cent) and people from other religions were most likely to agree (69 per cent).



Source: Annual London Survey, GLA, 2010

### Good relations

Three-quarters of Londoners consider that there are good relations between different ethnic and religious communities in their neighbourhood. This indicator was not one of the measures in *Equal Life Chances for All*, but is included here as a useful pointer for community cohesion. In 2010, 74 per cent of respondents agreed with this statement, a sizeable increase on 2009, when 69 per cent agreed. Only five per cent disagreed in 2010 (seven per cent in 2009) and 19 per cent neither agreed nor disagreed (20 per cent in 2009). Two per cent gave no opinion (four per cent in 2009).



Source: Annual London Survey 2010

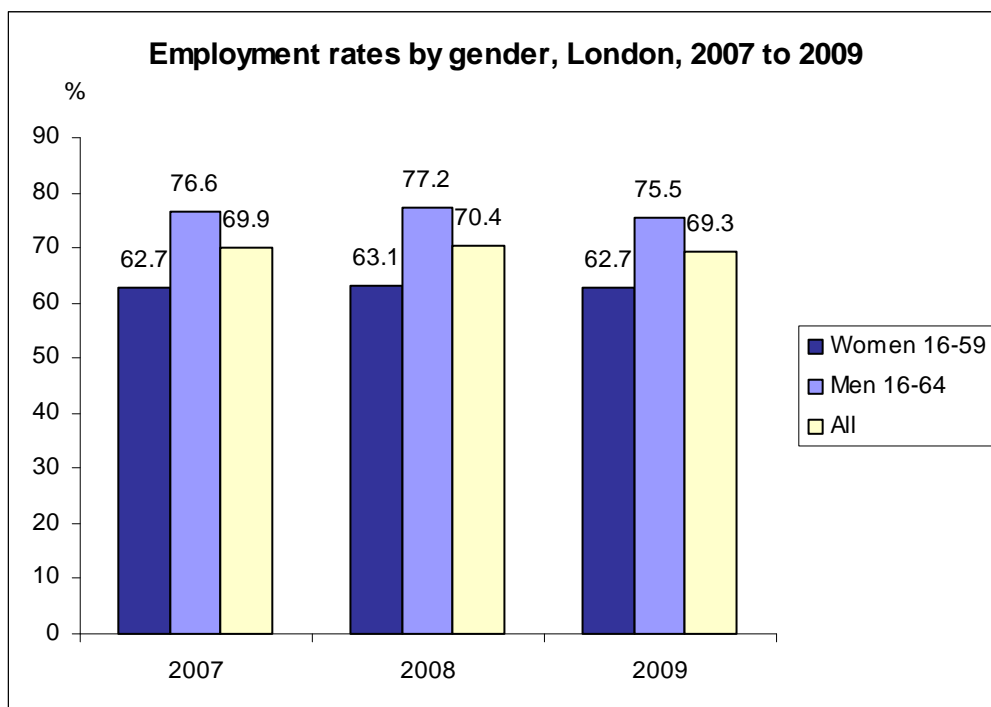
The breakdown of responses to this question shows a very high degree of consistency between different groups and communities, as shown in the chart for 2010. Men were slightly more likely to think there were good relations than women – 76 per cent compared with 71 per cent, and the youngest age group had the highest rate of agreement – 77 per cent of 16 to 24 year olds. Asian people were the most likely of all ethnic groups to agree that there were good relations in their area – 78 per cent - and Black people the least likely to agree – 69 per cent. In terms of faith, Christians were the least likely to agree (72 per cent), and Hindus and people from other religions the most likely to agree (82 per cent)

## A2.2 Employment in London

The desired outcome in Equal Life Chances for All is to close the employment gap for individuals and communities who experience low participation and success rates, which is also a defined outcome for the London Skills and Employment Board. This is measured by the gap in employment rates between specific groups of Londoners and average employment rates.

### **Gender**

In 2009, the employment rate of women in London stood at 62.7 per cent, compared with 75.5 per cent for men and 69.3 per cent overall. As the impact of the recession took hold, the overall employment rate decreased for the first time since 2004, and was 1.1 percentage points lower in 2009 than in 2008. The decrease was more marked for men (1.7 percentage points) than for women (0.4 percentage points). Because of this, the gap in the employment rate between women and men decreased for the first time since 2005, down to 12.8 per cent. However over the whole period since 1999, the gap increased slightly.



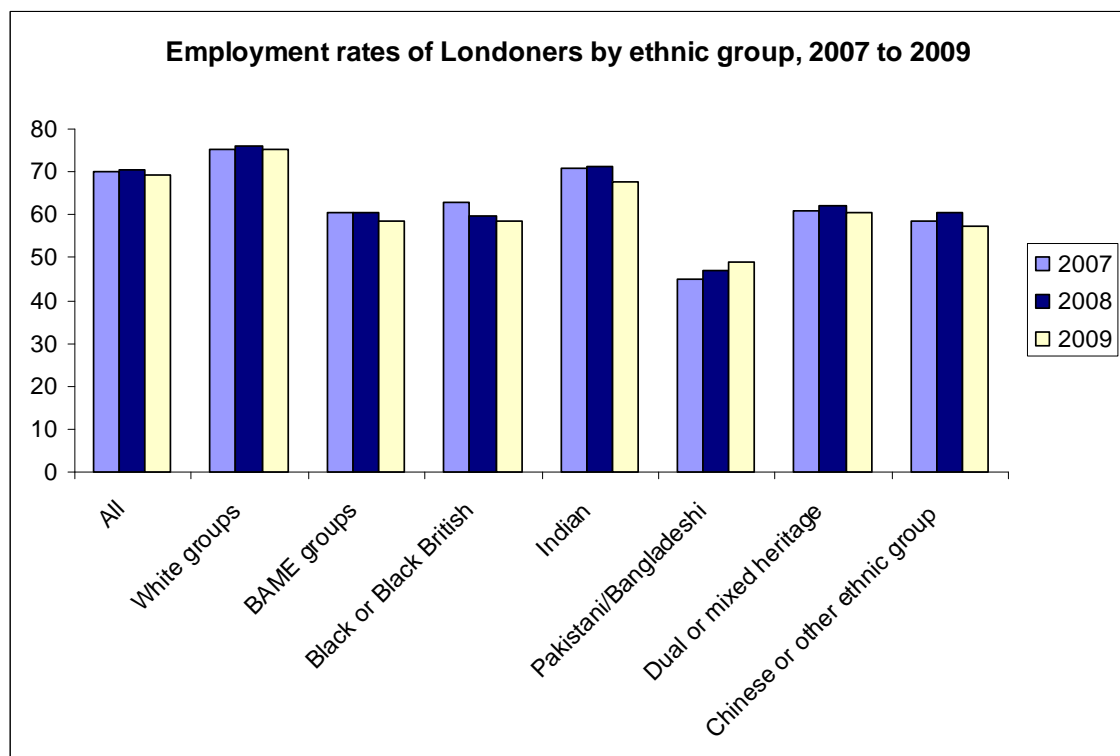
Source: Annual Population Survey

### **Ethnicity**

In 2009, the overall employment rate for all Black Asian and Minority Ethnic (BAME) Groups in London was 58.7 per cent, compared with 75.2 per cent for all White groups. The rate for all BAME groups had decreased by 1.8 percentage points since 2008, while the decrease for White groups was smaller, at 0.7 percentage points.

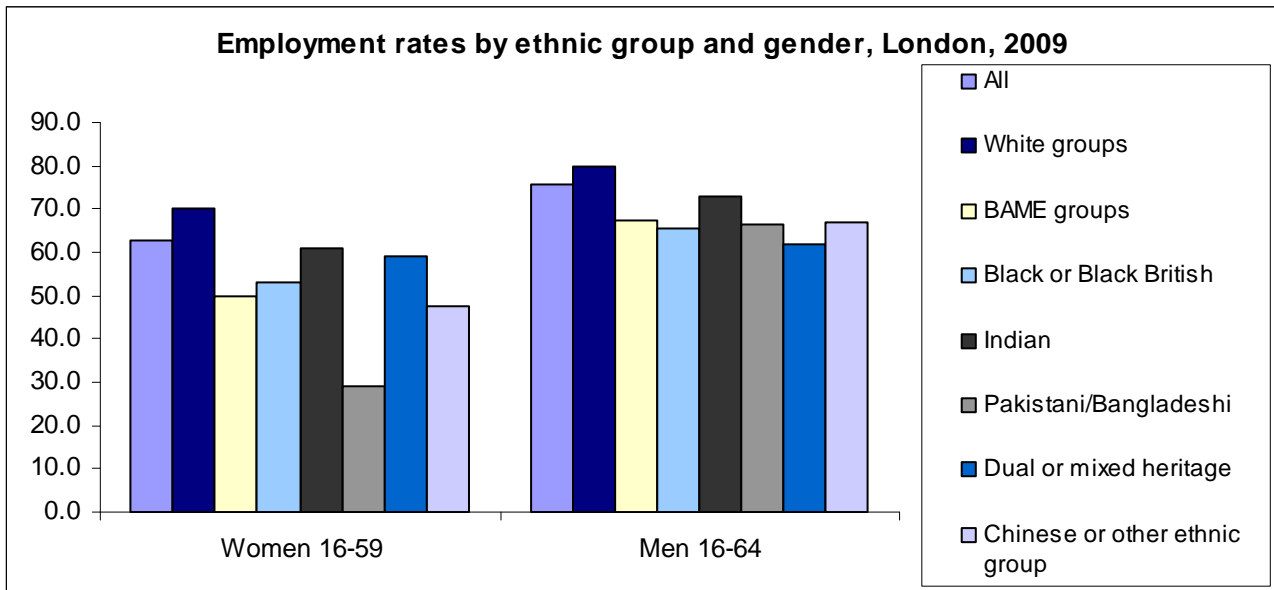


There is considerable variation in employment rates between different BAME groups, ranging from just under 50 per cent for Pakistani/Bangladeshi groups in 2009 to nearly 68 per cent for Indian People. The Black or Black British group was the only group where the employment rate decreased both in 2008 and 2009, while the Pakistani/Bangladeshi group was the only one to show a continuing increase.



Source: Annual Population Survey

There are even larger differences in employment rates between different BAME groups when gender is taken into account. Women's employment rates range between 29 per cent for Pakistani/Bangladeshi groups to over 70 per cent for White groups. Men's employment rates range between 62 per cent for people of dual or mixed heritage to nearly 80 per cent for White Groups. The gender employment gap for White Groups is just over nine per cent, while for all BAME groups it is nearly twice as much – 17.5 per cent.



Source: Annual Population Survey

### Disabled people

In 2009, the employment rate of all disabled people in London was 43.7 per cent, compared with 73.6 per cent of non-disabled people. There is a far less marked gender difference in the employment rates of disabled men and women (just under eight percentage points in 2009) than for non-disabled men and women (a difference of 13.5 per cent).

Between 2008 and 2009, the employment rate for disabled people in London increased slightly, from 45 per cent to 45.7 per cent, when the overall rate decreased. The increase was only reflected in disabled men's employment rates, going up from 48.2 per cent to 49.6 per cent, while the rate for disabled women stayed the same (41.7 per cent). The overall employment gap for disabled people as compared to non-disabled people stood at nearly 28 per cent in 2009, a decrease over the gap of 30 per cent in 2008, and the smallest gap since 2005.

### A2.3 GLA group workforce

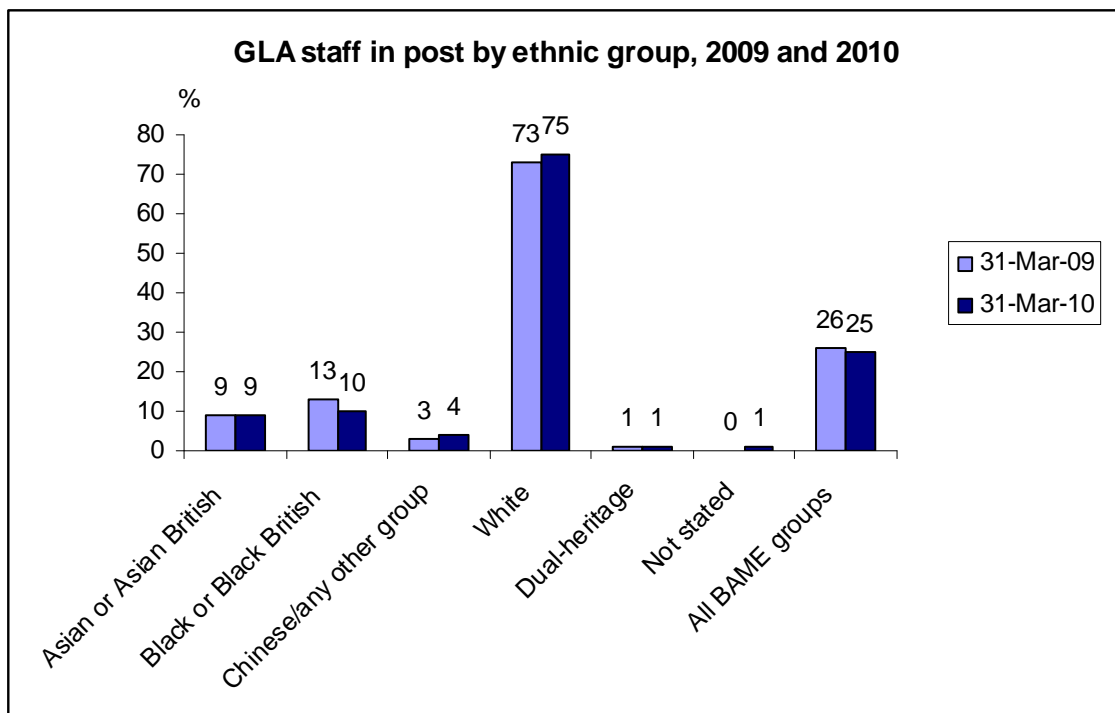
The desired outcome is that workforces across the GLA group should reflect London's diversity in all occupations and at all levels. To illustrate this, we look at the breakdown across the whole workforce of each organisation together with the breakdown for senior staff, where available. We have not attempted to add together the results across all the organisations, since they are carrying out very different functions and are very different in terms of overall numbers.

### GLA staff

The GLA workforce report for the financial year 2009/10 was reported to the Business Management and Administration Committee on 29 June 2010.<sup>xlvii</sup> This compares results with the previous financial year, before the major organisational change programme known as *Organising for Delivery*.

At 31 March 2010, the total number of GLA staff stood at 592, compared with 648 a year earlier. The proportion of women employees in 2010 was 53 per cent, the same proportion as in the previous year and representative of the population of London.

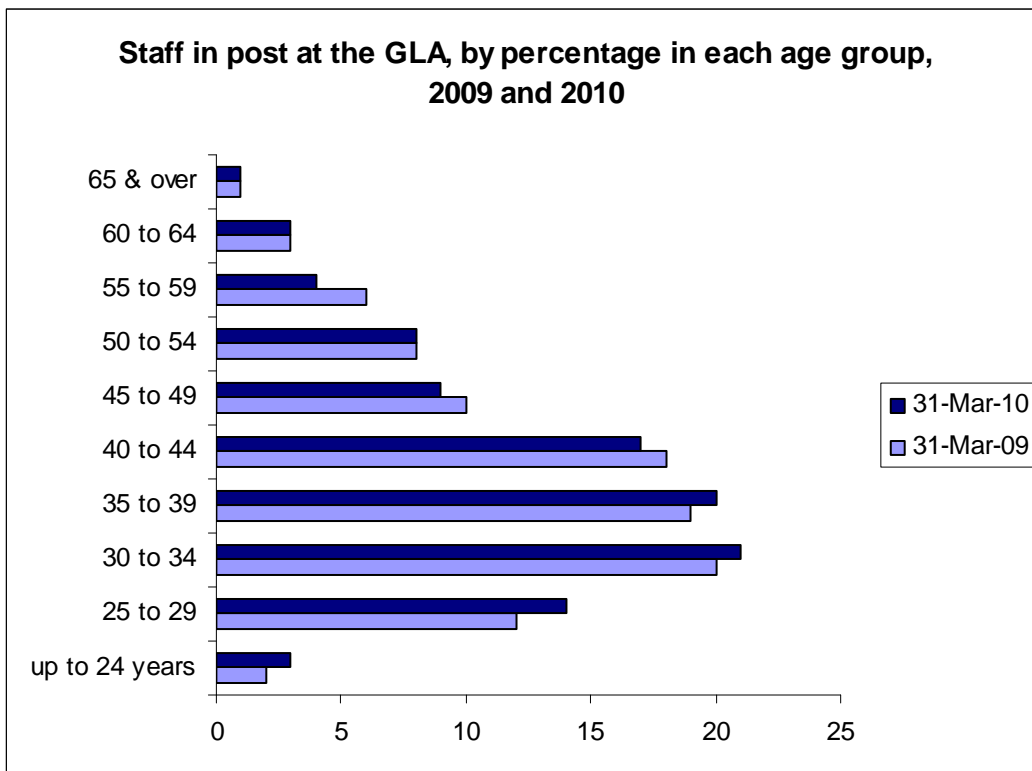
The proportion of Black, Asian and Minority Ethnic (BAME) staff in post in March 2010 was 25 per cent, lower than the proportion the previous year (26 per cent) and also lower than the target in the GLA's Corporate Health Indicator (29 per cent).



The proportion of disabled staff has decreased from nine per cent to eight per cent, lower than the GLA Corporate Health Indicator of ten per cent.

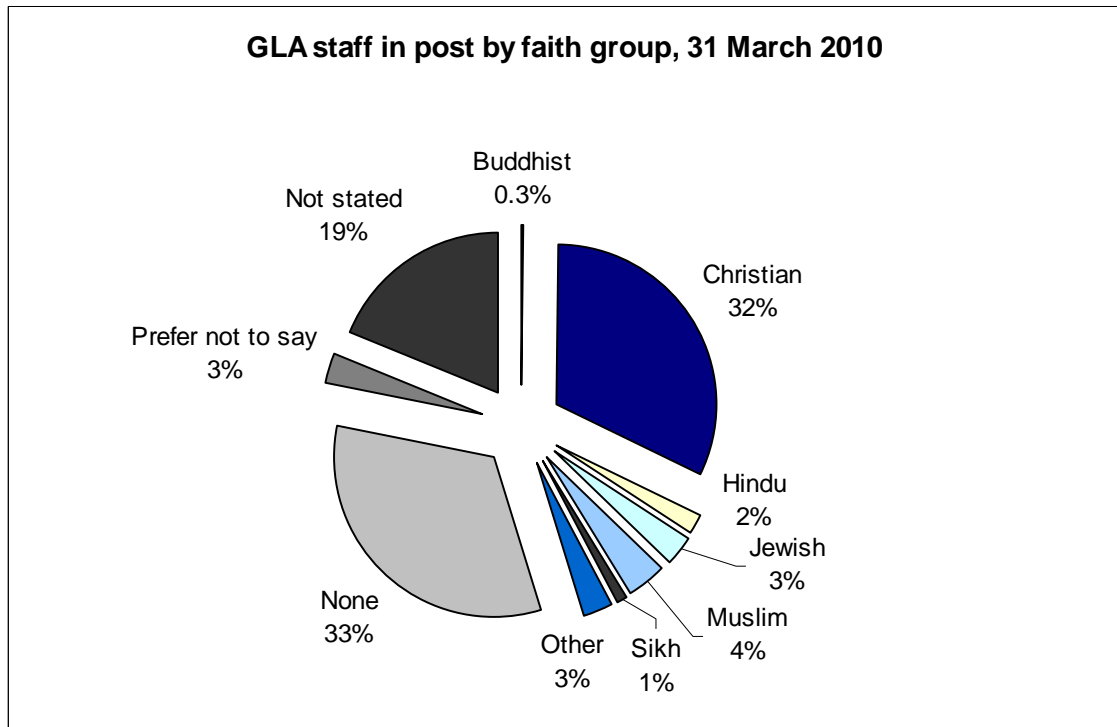
### GLA staff by age

The age profile of GLA staff became somewhat younger between 2009 and 2010. The percentage aged under 30 increased from 14 to 17 per cent, and the percentage aged 30 to 39 increased from 39 to 41 per cent. The proportion in their forties went down from 28 to 26 per cent and for those aged 50 and over, the proportion decreased from 18 to 16 per cent.



### GLA staff by faith group

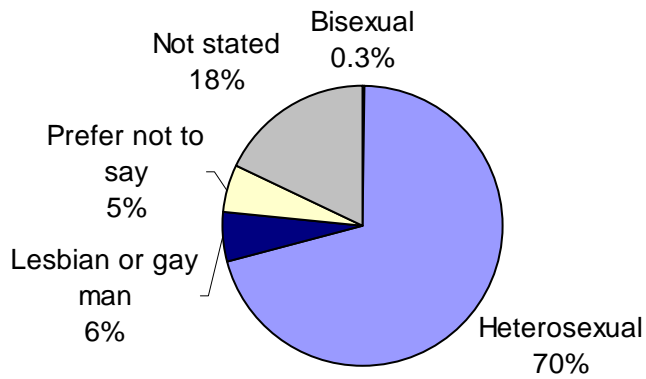
There was little change in the proportions of GLA staff in each faith group between 2009 and 2010. The proportion whose faith was unknown decreased from 22 per cent to 19 per cent. The largest group are those with no religion, and the proportion remained unchanged from 2009, at 33 per cent. The proportion of Christian staff increased from 30 per cent in 2009 to 32 per cent in 2010, while the proportion of Jewish staff increased from three to four per cent. All other faith groups retained the same proportions.



#### **GLA staff by sexual orientation**

The proportion of GLA staff who stated that they were lesbian, gay or bisexual increased to six per cent in 2010, while those stating they were heterosexual rose from 68 per cent to 70 per cent, while the proportion whose sexual orientation was not stated decreased from 22 to 18 per cent.

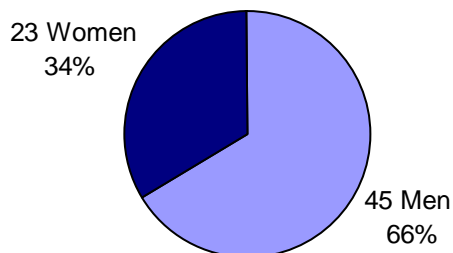
**GLA staff in post by sexual orientation, 31 March 2010**

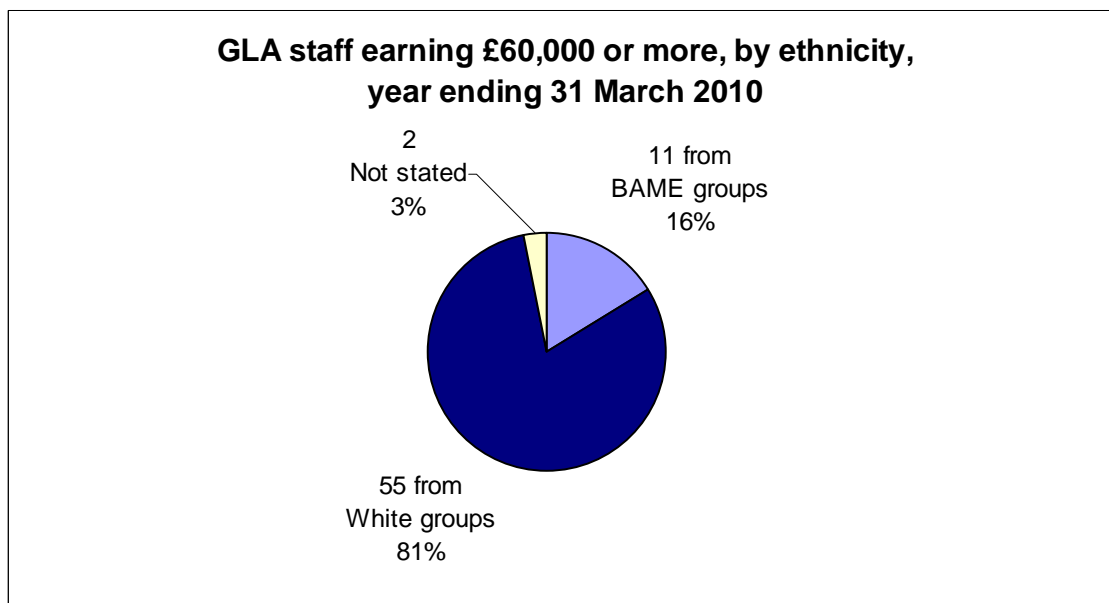


**GLA Senior Staff**

At 31 March 2010, there were 68 GLA staff earning £60,000 a year or more, making up just over 11 per cent of total staff numbers. Of these senior staff, 34 per cent were women and 16 per cent were from BAME groups.

**GLA staff earning £60,000 or more, by gender, year ending 31 March 2010**





### Metropolitan Police Service

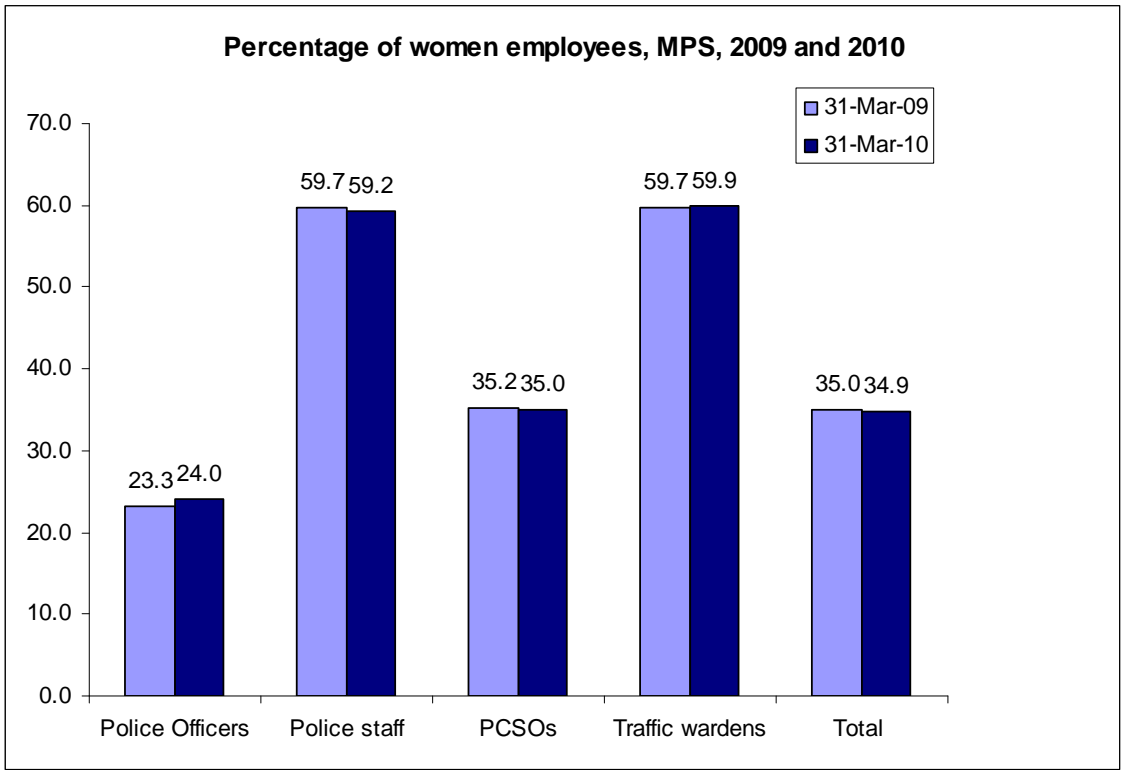
The total number of staff employed by the Metropolitan Police Service (MPS) at 31 March 2010 stood at 53,605. The numbers in different roles was as follows:

Police Officers	33,684
Police staff	14,993
Police and Community Support Officers	4,661
Traffic wardens	267

There were also 3,125 Special Constables, not included in the diversity breakdown below.

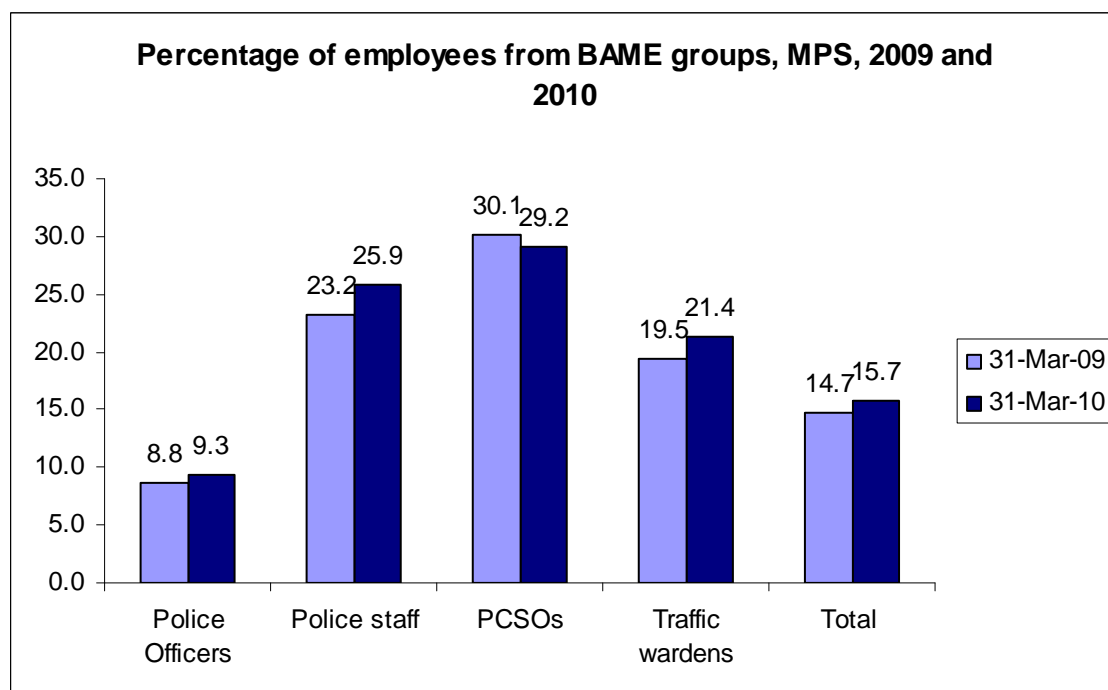
### Diversity breakdown for all MPS staff

The overall proportion of women amongst MPS employees at 31 March 2010 was just under 35 per cent, ranging from 24 per cent of police officers to 60 per cent of traffic wardens. The proportion of women police officers increased from just over 23 per cent in 2009, while the proportion of women amongst police staff and Police and Community Support Officers (PCSOs) was very similar over the two years.

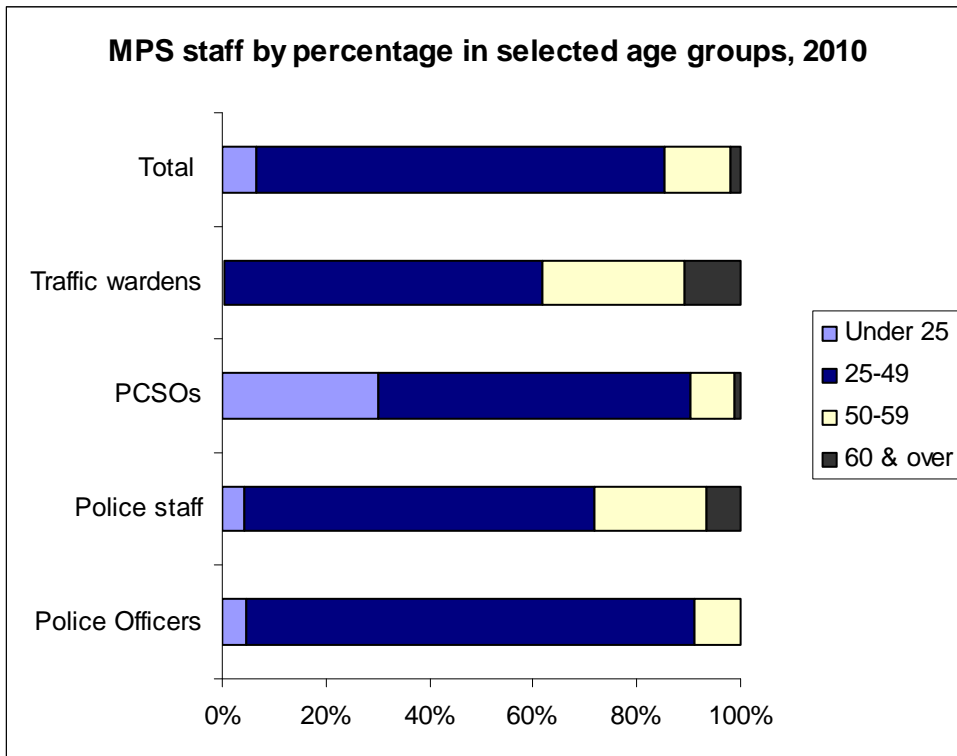


Employees from BAME groups made up 15.7 per cent of all MPS employees at 31 March 2010, an increase on the 2009 figure of 14.7 per cent. The proportion from BAME groups amongst police officers rose from 8.7 per cent to 9.3 per cent and the proportion amongst police staff rose from 23.2 per cent to 25.9 per cent. The proportion amongst PCSOs declined slightly from 30.1 per cent to 29.2 per cent.





The age profile of MPS staff varies considerably by type of role. Very few police officers are in the youngest and oldest age groups. In 2010, only 4.5 per cent of police officers were aged under 25, and nine per cent were aged 50 and over. Police and community support officers had a younger profile, with nearly 30 per cent aged under 25 and only 9.5 per cent aged 50 or over. Traffic wardens, on the other hand, tend to be older, with well under one per cent aged under 25, but 27 per cent aged 50 to 59 and 11 per cent aged 60 or over. Police staff had a more even age profile, but only four per cent aged under 25.



The MPS also asks staff to voluntarily supply information on disability, sexual orientation and faith. Just over 14 per cent of MPS employees provided information relating to disability, and of these 4.5 per cent stated that they had a disability. Just over 19 per cent provided information on sexual orientation, of whom over seven per cent stated that they were lesbian, gay or bisexual. Nearly 78 per cent stated they were heterosexual and nearly 16 per cent stated that they preferred not to give their sexual orientation.

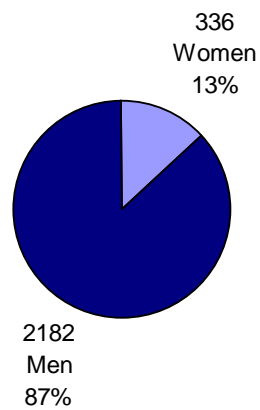
Just over 19 per cent of staff gave information relating to faith. The breakdown for these respondents is as follows:

Buddhist	0.7 per cent
Christian	48.7 per cent
Hindu	2.1 per cent
Jewish	1.1 per cent
Muslim	5.5 per cent
Sikh	1.7 per cent
Other	3.6 per cent
None	32.1 per cent
Prefer not to say	4.6 per cent

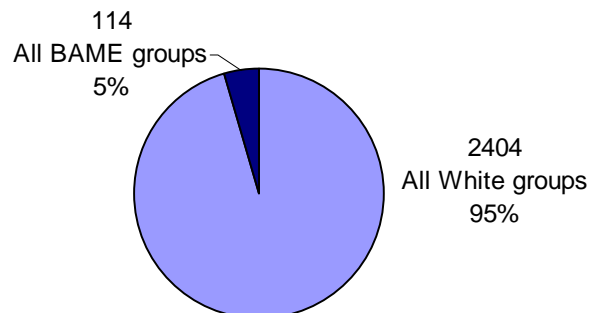
### Metropolitan Police Senior Staff

At 31 March 2010, 13 per cent of Metropolitan police officers of the rank of Inspector/Detective Inspector or above were women and five per cent were from BAME groups.

**Number of police officers of Inspector and Detective Inspector rank or above, by gender, MPS, 31 March 2010**



**Number of police officers of Inspector and Detective Inspector rank and above, by ethnicity, MPS, 31 March 2010**



### **Metropolitan Police Authority**

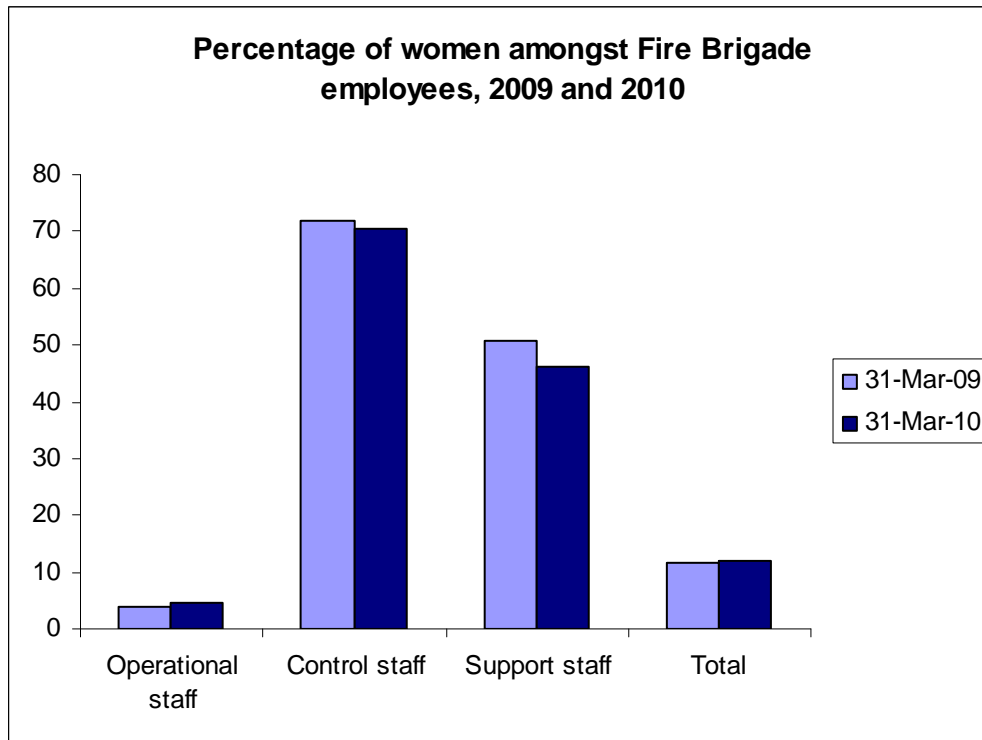
The Metropolitan Police Authority has a small workforce - 96 in 2010, down from 106 in 2009. The following table shows the workforce profile for March 2010, together with the percentages where the information was not available. Comparable information is not available for 2009.

	Percentage of employees, 31 March 2010	Percentage not known, not stated or prefer not to say
Women	53.1	
BAME	30.2	9.4
Disabled	7.3	18.9
LGBT	3.1	16.7

### **London Fire Brigade – all levels**

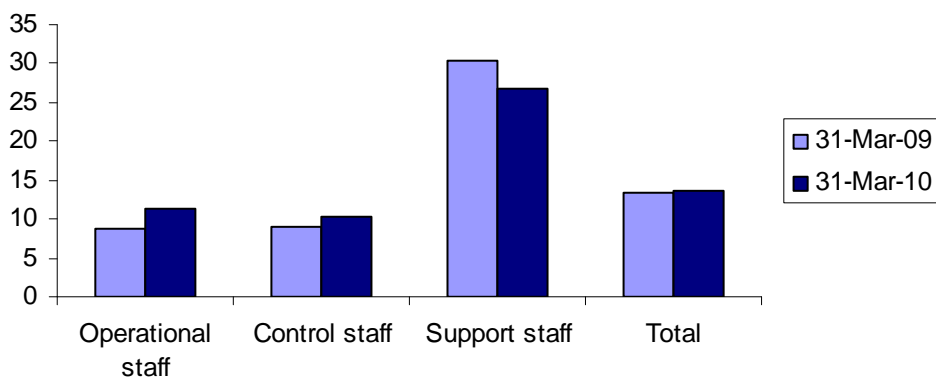
The total number of people employed by the London Fire Brigade stood at 7,077 in 2010, a slight decrease on the numbers in post in 2009. Operational staff (firefighters) make up a large majority of the total – 5,856 at 31 March 2010. There were 125 control staff and 1,096 support staff.

The proportion of women among operational staff increased from 3.8 per cent to 4.4 per cent between 2009 and 2010. The proportion of women control staff decreased by 1.5 per cent to 70.4 per cent and among support staff the proportion decreased by more than 4 per cent, down to 46.1 per cent in 2010. The overall proportion of women employed by the London Fire Brigade was 12.1 per cent in 2010, compared with 11.8 per cent the year before.



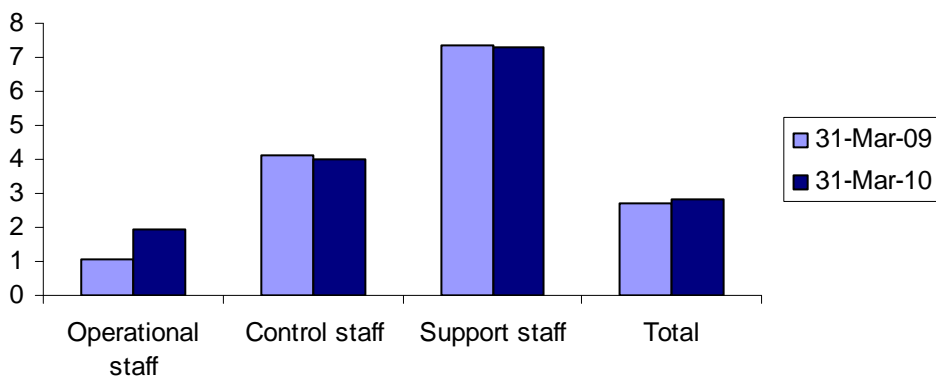
The proportion of people from BAME groups among Fire Brigade operational staff increased from 8.8 per cent to 11.3 per cent between 2009 and 2010 and amongst control staff from 9.1 per cent to 10.4 per cent. The proportion of BAME employees amongst support staff fell from 30.4 per cent to 26.7 per cent. Overall, the proportion of staff from BAME groups increased marginally, from 13.4 per cent in 2009 to 13.6 per cent in 2010.

**Proportion of BAME employees, London Fire Brigade, 2009 and 2010**

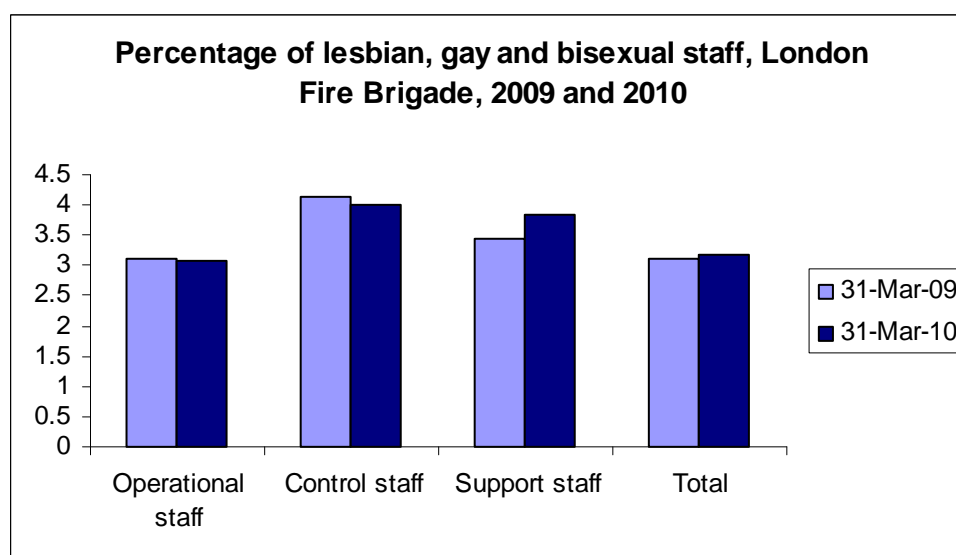


The proportion of operational staff who stated they were disabled was just under two per cent in 2010, compared with just over one per cent the year before. The proportions of control staff and support staff who were disabled remained largely unchanged, at four per cent and 7.3 per cent respectively. Overall the proportion of disabled staff increased slightly, from 2.7 per cent to 2.8 per cent.

**Percentage of disabled staff, London Fire Brigade, 2009 and 2010**



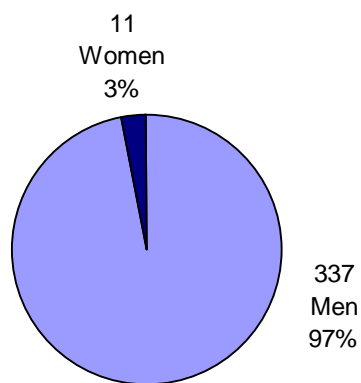
The overall proportion of London Fire Brigade employees who stated they were lesbian, gay or bisexual increased from 3.1 per cent in 2009 to 3.2 per cent in 2010. The proportion was slightly higher amongst control staff (four per cent in 2010) and support staff (3.8 per cent) than operational staff (3.1 per cent).



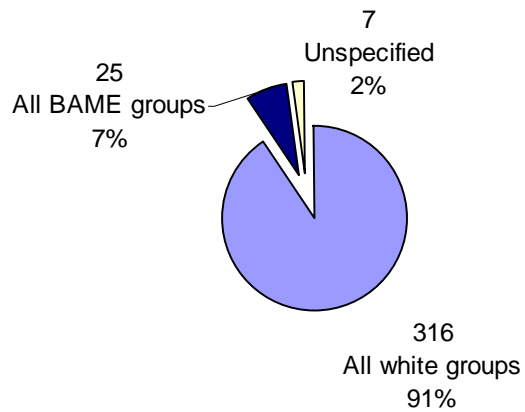
#### **Strategic managers (top earners), London Fire Brigade**

In March 2010, 3.2 per cent of operational strategic managers were women and 7.2 per cent were from BAME groups. Amongst control staff, the proportion of women strategic managers was higher, at 28.6 per cent, but none were from BAME groups. For support staff strategic managers, the proportion of women was 39 per cent and the proportion from BAME groups was 11.3 per cent.

**Strategic managers, operational staff, by gender, LFB, 31 March 2010**

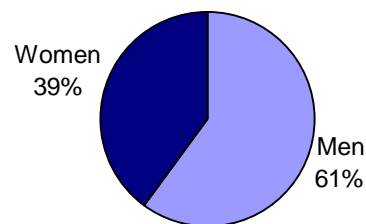


**Strategic managers, operational staff, by ethnicity, LFB, 31 March 2010**

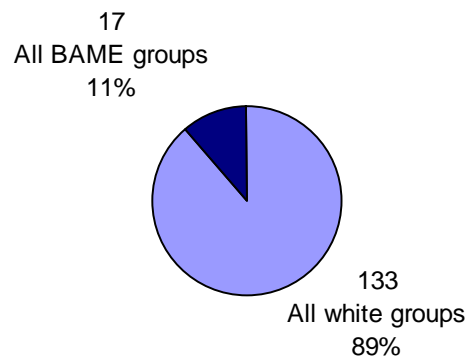




**Strategic managers, support staff, by gender, LFB, 31 March 2010**



**Strategic managers, support staff, by ethnicity, LFB, 31 March 2010**

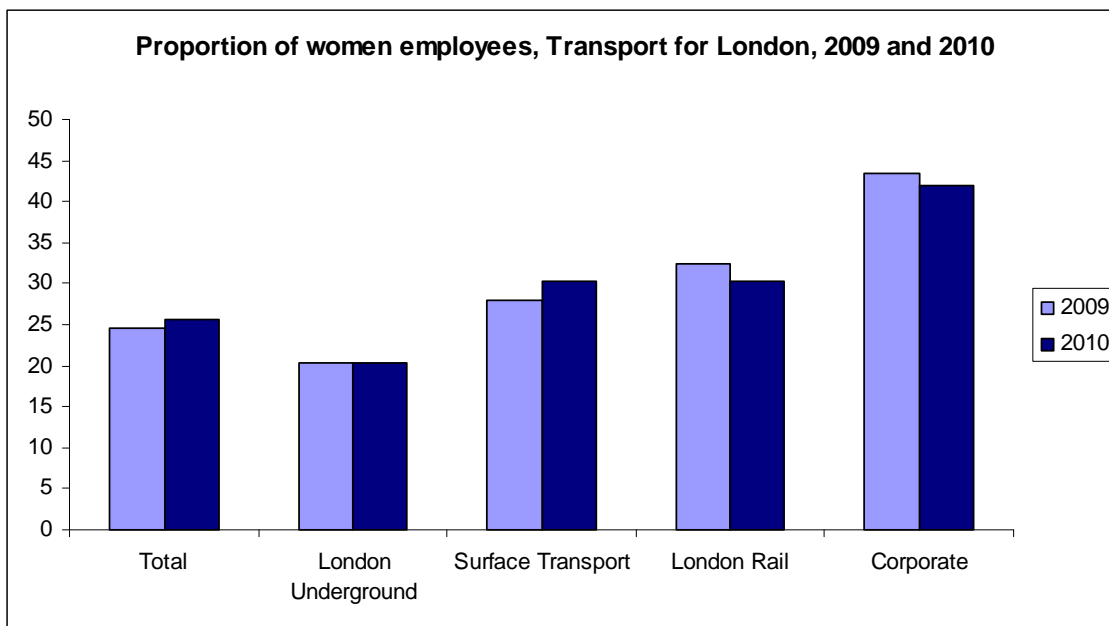


## Transport for London

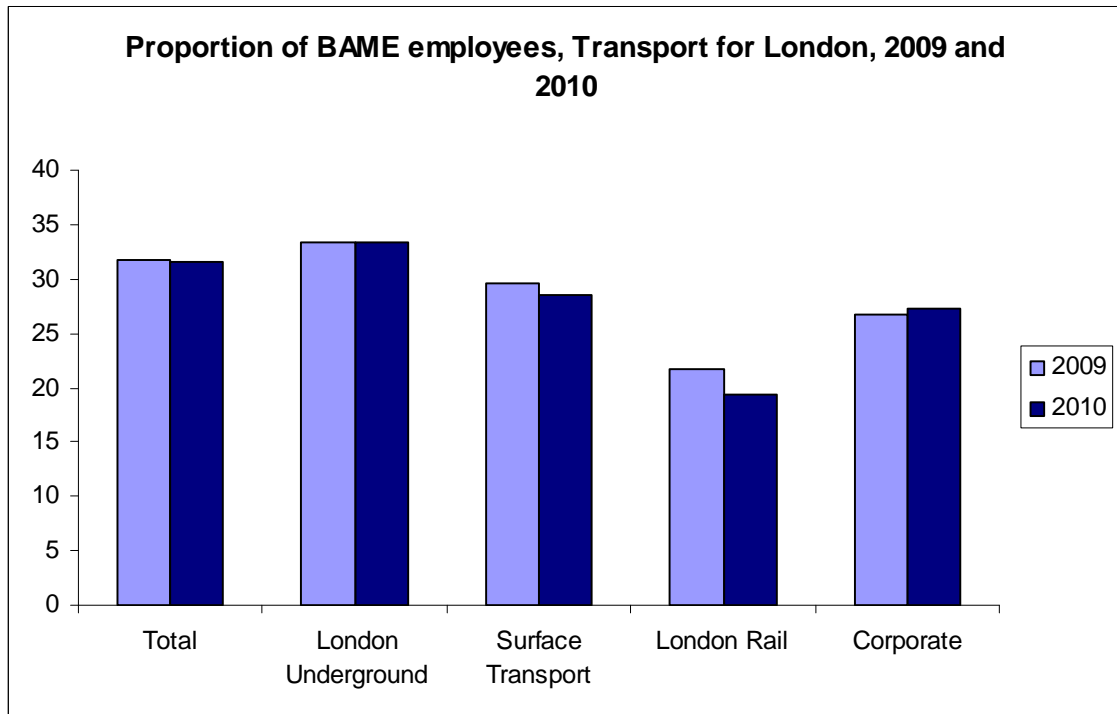
### All staff

The overall proportion of women amongst Transport for London employees increased from 24.6 per cent in 2009 to 25.6 per cent in 2010. The largest increase was in Surface Transport, where the proportion increased from 27.9 per cent to 30.9 per cent.

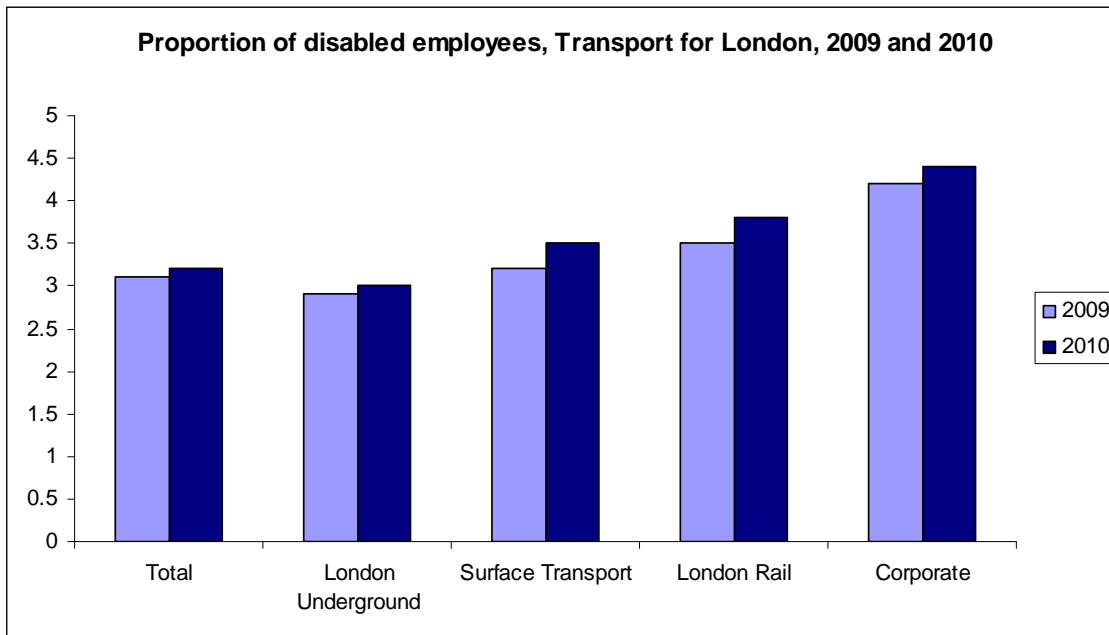
The proportion of women employees at London Underground stayed at 20.4 per cent, but in London Rail, there was a decrease from 32.5 per cent to 31 per cent, and in Corporate staff from 43.5 per cent to 42.9 per cent.



The overall proportion of BAME employees at Transport for London decreased marginally from 31.7 per cent in 2009 to 31.4 per cent in 2010. The largest decrease was at London Rail, down from 21.7 per cent in 2009 to 19.9 per cent in 2010.



There was little change in the overall proportion of disabled employees at Transport for London, at 3.1 per cent in 2009 and 3 per cent in 2010. Amongst Corporate staff, the proportion went down from 4.2 per cent to 3.9 per cent, although this remained the area with the highest proportion of disabled staff. In London Rail, the proportion of disabled employees increased from 3.5 per cent to 3.7 per cent.



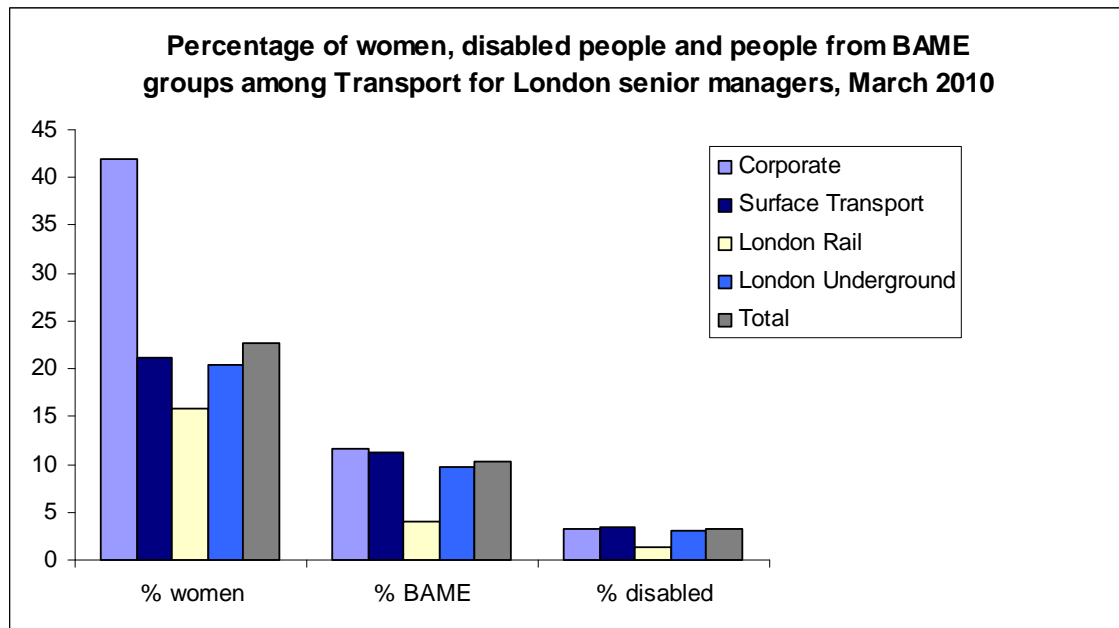
### **Transport for London Senior Managers**

Overall 5.5 per cent of employees are classified as senior managers, in Band 4 and above, earning £50,000 or more per year.

Overall women made up 22.7 per cent of senior managers in Transport for London in 2010, ranging from 15.8 per cent in London Rail to 42 per cent in the corporate sections.

The overall proportion of BAME staff amongst senior managers was 10.3 per cent in 2010, with the lowest proportion in London Rail (4 per cent) and the highest in the corporate sections (11.6 per cent).

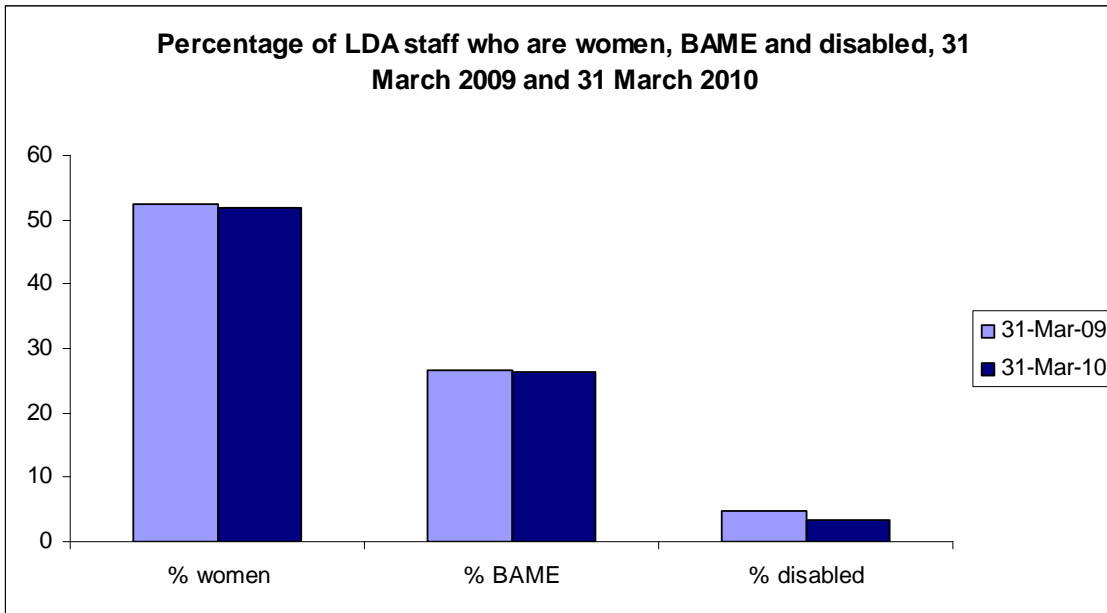
The overall proportion of disabled people amongst senior managers was 3.3 per cent in 2010, and there was a similar proportion to this in most areas. The exception was London Rail, where the proportion of disabled senior managers was only 1.3 per cent.



## London Development Agency

### All staff

At 31 March 2010, 51.9 per cent of LDA staff were women, just slightly lower than the proportion the year before (52.3 per cent), and in line with the proportion of women in London's population. The proportion of staff from BAME groups was 26.3 per cent, very slightly lower than the year before (26.6 per cent). The proportion of disabled staff decreased from 4.7 per cent in 2009 to 3.5 per cent in 2010.



### **LDA Senior staff**

At the end of March 2010, there were 84 senior staff at the LDA, earning £60,000 or more. Of these, 43 per cent were women, 15.5 per cent were from BAME groups and six per cent were disabled.



# Notes and references

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## Notes and references

<sup>i</sup> <http://data.london.gov.uk/datastore>

<sup>ii</sup> Fairness and Freedom: The Final Report of the Equalities Review 2007

<sup>iii</sup> Alongside the GLA, there are four key organisations that work with the GLA to deliver the Mayor's vision for London. They are Transport for London, London Development agency, Metropolitan Police Authority, and the London Fire and Emergency Planning Authority. Together they are known as the GLA group.

<sup>iv</sup> The GLA Act sets out the statutory powers and duties of the Mayor and the GLA. The Mayor's responsibilities are wide-ranging, embracing the police, transport, fire and emergency planning, regeneration, sustainability, planning, environmental issues, cultural affairs, health concerns and equality issues, as well as the general promotion of London.

Statutorily, all policies must contribute to the health of Londoners, promote equality of opportunity and be sustainable. While the GLA does not provide services directly to the public in these areas, it works closely with the four members of the GLA group (often known as functional bodies) – Transport for London, London Development Agency, London Fire and Emergency Planning Authority and the Metropolitan Police Authority - and other public bodies in London, which have responsibility for front line services.

Section 33(1) of the GLA Act (1999 and 2007) requires the Authority to make appropriate arrangements with a view to securing that -

- (a) in the exercise of the power conferred on the Authority under section 30 (of the Act),
- (b) in the formulation of the policies and proposals to be included in any of the strategies mentioned in section 41(1) (and additional strategies in the 2007 GLA Act), and
- (c) in the implementation of any of those strategies,

there is due regard to the principle that there should be equality of opportunity for all people.

The power referred to in (a) is to do anything which the Authority considers will further any one or more of its principal purposes, which are set out in section 30(2):

- (a) promoting economic development and wealth creation in Greater London;
- (b) promoting social development in Greater London;
- (c) promoting the improvement of the environment in Greater London

Section 33(2) provides that after each financial year the Authority shall publish a report containing:

- (a) a statement of the arrangements made in pursuance of subsection 33(1) which had effect during that financial year; and
- (b) an assessment of how effective those arrangements were in promoting equality of opportunity.

<sup>v</sup> <http://www.london.gov.uk/shaping-london/london-plan/strategy/>

<sup>vi</sup> <http://www.london.gov.uk/publication/mayors-transport-strategy>

<sup>vii</sup> <http://www.london.gov.uk/publication/london-housing-strategy>

<sup>viii</sup> <http://www.london.gov.uk/who-runs-london/mayor/publications/business-and-economy/eds>

<sup>ix</sup> <http://www.london.gov.uk/priorities/health/tackling-inequality>

<sup>x</sup> <http://www.london.gov.uk/who-runs-london/mayor/publications/society/refugee-integration-strategy>

<sup>xi</sup> <http://www.london.gov.uk/priorities/crime-community-safety/tackling-priority-crimes/hate-crime>



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- <sup>xii</sup> <http://www.london.gov.uk/priorities/crime-community-safety/tackling-priority-crimes/violence-against-women/way-forward>
- <sup>xiii</sup> <http://www.london.gov.uk/priorities/london-2012-olympic-and-paralympic-games>
- <sup>xiv</sup> See [http://legacy.london.gov.uk/mayor/consultation/docs/consultation\\_good\\_practice\\_guidance.pdf](http://legacy.london.gov.uk/mayor/consultation/docs/consultation_good_practice_guidance.pdf)
- <sup>xv</sup> From Equal Life Chances for All, July 2009, from <http://www.london.gov.uk/who-runs-london/mayor/publications/society/mayors-equality-framework-equal-life-chances-all>
- <sup>xvi</sup> <http://www.london.gov.uk/who-runs-london/mayor/publications/government/mayors-annual-report-200910>
- <sup>xvii</sup> <http://www.london.gov.uk/shaping-london/london-plan/strategy/>
- <sup>xviii</sup> <http://www.london.gov.uk/publication/london-housing-strategy>
- <sup>xix</sup> Housing in London, GLA November 2009
- [http://www.london.gov.uk/sites/default/files/uploads/Housing\\_in\\_London\\_Evidence\\_Base\\_Nov09.rtf](http://www.london.gov.uk/sites/default/files/uploads/Housing_in_London_Evidence_Base_Nov09.rtf)
- <sup>xx</sup> By CAG consultants, available from <http://www.london.gov.uk/sites/default/files/uploads/housing-strategy-EqIA-report.pdf>
- <sup>xxi</sup> By MVA in association with ERM and Future Inclusion, October 2009, available from <http://www.london.gov.uk/sites/default/files/MTS%20IIA.pdf>
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- <sup>xxv</sup> <http://www.london2012.com/aboutus/publications/index.php?pubType=&sort=date&keyword=Equality&pubcode=&x=32&y=14>
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- <http://www.lse.ac.uk/collections/LSELondon/pdf/irregular%20migrants%20full%20report.pdf>
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- <sup>xxxiv</sup> The School Report, Stonewall, 2007
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- <sup>xxxvi</sup> <http://www.london.gov.uk/archive/mayor/publications/2009/docs/turkish-communities.pdf>
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- <sup>xxxix</sup> <http://www.london.gov.uk/assembly/reports/transport/dial-a-ride-letter-to-mayor.pdf>
- <sup>xl</sup> The scoping paper for this investigation is available on the Assembly's website: [http://www.london.gov.uk/assembly/health\\_ps/2009/jul22/item06.pdf](http://www.london.gov.uk/assembly/health_ps/2009/jul22/item06.pdf)
- <sup>xli</sup> <http://www.london.gov.uk/mayor/priorities/health/health-strategy.jsp>
- <sup>xlii</sup> <http://www.london.gov.uk/mayor/priorities/health/health-strategy.jsp>
- <sup>xliii</sup> A transcript of the discussion is available on the Assembly's website: [http://www.london.gov.uk/assembly/health\\_ps/2009/nov12/minutes/appendix\\_B\\_transcript.pdf](http://www.london.gov.uk/assembly/health_ps/2009/nov12/minutes/appendix_B_transcript.pdf)

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<sup>xliii</sup> <http://www.london.gov.uk/assembly/reports/environment/air-quality-report-200904.pdf>

<sup>xliiv</sup> <http://www.london.gov.uk/assembly/reports/health/alcohol-misuse.pdf>

<sup>xlv</sup> See the Mayor Answers to London database on the GLA website:

<http://www.london.gov.uk/mqt/>

<sup>xlvi</sup> [www.london.gov.uk/assembly](http://www.london.gov.uk/assembly)

<sup>xlvii</sup> <http://legacy.london.gov.uk/assembly/bmac/2010/jun29/item08.pdf>

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### 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.

### Greek

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

### Turkish

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

### Punjabi

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

### Hindi

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

### Bengali

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

### Urdu

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

### Arabic

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

### Gujarati

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

