

MAYOR OF LONDON

The Mayor of London's Annual and Equality Report

2016 – 17



This document constitutes the Mayor of London's Annual Report for 2016-17 under Section 46 of the Greater London Authority Act 1999.

The sub-sections entitled 'Equality actions and achievements in 2016-17' along with chapter 6 'A fairer more equal city', and chapter 12 entitled 'Equality arrangements' form the Mayor of London's Annual Equality Report for 2016-17 under Section 33(2) of the Greater London Authority Act 1999.

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FOREWORD

Over the last year, we have seen some incredibly positive changes and new opportunities opening up for London and all Londoners. But we have also experienced a series of tragic events – unprecedented in recent times.

We have endured the Croydon tram crash, the Grenfell Tower fire tragedy and the terrorist attacks in Westminster, London Bridge, Borough Market and Finsbury Park. These events have been truly shocking and Londoners are understandably grieving. Our thoughts are with the all the families of the victims and everyone affected by these terrible events.

London has undoubtedly been through an extremely difficult time, but I know Londoners will remain strong and united. While we have been filled with great sorrow and anger at the unnecessary loss of innocent lives, we have also shown - time and again - our great resolve not to allow those who seek to divide us to succeed.

In our response, we have seen Londoners at their best. Whether it is the heroism of bystanders who fought off terrorists, the hundreds of traders who gathered together at the reopening of Borough Market in a poignant show of defiance, or the generosity of Londoners of all backgrounds and faiths who provided donations and reached out to look after people affected by the devastating Grenfell Tower fire.

I have ensured that we have done everything possible to help the individuals, families and communities affected by these recent events. But we have also to not let this distract from the vital work of delivering our long-term policies to build a safer, fairer, healthier and more inclusive city.

In my manifesto, I set out my ambition to give all Londoners the same opportunities to fulfil their potential as our city gave to me, with plans to make London safer, to build more genuinely affordable homes, to make transport more affordable, to clean up our toxic air, to support culture and the arts, to encourage greater social integration and to stand up for London's businesses.

Since becoming Mayor, I have spent every day fighting to deliver on these commitments. Change is hard and it requires constant work, but I am proud of what we have been able to achieve in my first year.

We have made big strides in the marathon job of turning around London's housing crisis – with a record £3.15 billion investment secured from the Government to build genuinely affordable homes. And we have already seen families moving into the first of our new London Living Rent homes – my new lower-rent scheme which boosts the home-owning dream for many tenants.

We have made commuting more affordable for millions of Londoners by freezing all TfL fares and introducing the Hopper bus fare, which gives you two journeys for the price of one in an hour. We have got the night tube up and running. And record levels of investment are going into the tube and rail.

The most ambitious plans to tackle air pollution of any city in the world are now being implemented, including the first ever Ultra Low Emissions Zone.

Neighbourhood policing has been prioritised - and we are on track to deliver an extra dedicated police officer in every ward in London by the end of the year. We have also launched the new Police and Crime Plan for London, which includes how we will confront extremism, keep children safe and tackle violence against women and girls.

A record amount is being invested to give Londoners the skills they need to succeed and I am working with the Government on the devolution of skills, the adult education budget, and criminal justice services, which will give London more levers to create opportunities for young Londoners.

We have raised awareness across London of the benefits of greater social integration and we are building a public consensus around the importance of this work for the future of our city. And we have launched the London is Open campaign to demonstrate to the world that despite Brexit, London will always remain open to talent, trade, ideas and business.

This is just a short summary of a small amount of the things we have done over the past year. I am proud of everything that we have achieved so far, but there is still so much I am impatient to do - not only to tackle the challenges we face, but to make the most of new opportunities to improve the lives of all Londoners.

A handwritten signature in blue ink that reads "Sadiq Khan". The signature is fluid and cursive, with the first name "Sadiq" and the last name "Khan" clearly legible.

Sadiq Khan,
Mayor of London

Chapter 1

Business, prosperity and opportunity



GROWING LONDON'S ECONOMY

- The Mayor published his new vision for London, 'A City for all Londoners', in October 2016. It outlined his determination for London to remain the world's top global business city despite the uncertainty that lies ahead. This will be done by investing in the capital's future infrastructure needs, and giving businesses and Londoners the skills they need to succeed.
- The Mayor launched the London Economic Action Partnership (LEAP)¹, the local enterprise partnership for London. He also set up a Business Advisory Board of London business leaders to provide strategic advice on issues in the London economy.
- As part of his message that London is open, the Mayor lobbied the government to ensure Brexit negotiations protect London's status as a global business city. This will ensure people and businesses from around the world continue to choose London, as well as ensuring that London's environmental protections remain in place.
- The GLA funds London & Partners to promote London overseas and attract foreign direct investment, international students and tourists to the capital. In 2016-17 the agency brought over £300m gross value added (GVA) to London's economy, generated 5,000 jobs, and helped over 200 London companies to export.
- The Mayor reconvened the London Finance Commission which reported in January 2017. It reviewed what control over taxes and spending London should have to invest in its infrastructure, public services, and to stay internationally competitive.



Case study 01: Meridian Water

In January 2017 the Mayor and Deputy Mayor Joanne McCartney visited Enfield's flagship regeneration site Meridian Water to meet contractors who had just started remediation works on site. They also visited Building BloQs - a not-for-profit open workshop space created to provide London's freelance makers, small businesses and designers with the tools needed to establish and grow. The London Regeneration Fund is providing £1.3m to transform two industrial sheds in Meridian Water. This allows BloQs to scale up from its current 1,000 sq. m site to a 6,000 sq. m facility incorporating an open workshop and artist studios. The Growing Places Fund is providing £2.5m towards the costs of relocating and upgrading the new Meridian Water train station. This will improve access and support development of 10,000 homes and 6,700 jobs.



REGENERATION

- In 2016/17, the Mayor, with LEAP funding, supported investment in four priority areas: skills and employment, small and medium-sized enterprises (SMEs), science and technology, and infrastructure. The £111m from the Growing Places Fund (GPF) is now almost fully allocated to projects, and a number already completed.
- To the end of 2016-17, the GPF programme has:
 - created 607 jobs
 - helped 951 people into further learning or employment
 - supported 261 SMEs, and supported 80 to access finance.
- The London Regeneration Fund (LRF) is using £20m capital funding from the government's Growth Deal 2² to create jobs and grow the economy. This is via a competitive programme to encourage London's high streets and workplaces to become more thriving and diverse.

£111m

from GPF allocated
to projects



607

jobs created



- The Mayor's Regeneration Fund is a £62m package of funding. It was initially identified for the areas worst affected by the civil disturbances in August 2011, to support growth and economic development. In 2016/17, it funded public space improvements, business support and training in Croydon.
- Since April 2015, the High Street Fund, a £9m programme of investment, has been revitalising high streets.
- The London Co-investment Fund (LCIF) is the Mayor's venture capital fund. It targets high growth SMEs in London's strategic sectors of science, digital and technology. To date, it has invested £12.7m in 80 companies, attracting £88.5m funding from the private sector. It has also helped to create and sustain over 450 jobs for six months, while more than 1,500 SMEs have applied for funding.
- The Mayor has committed more funding to MedCity, for life science research and development. He has also created a new London Food Board to boost economic growth by creating a fair, healthy, sustainable and integrated food environment.

QUEEN ELIZABETH OLYMPIC PARK

Under the care of the London Legacy Development Corporation (LLDC) Queen Elizabeth Olympic Park in Stratford has continued to evolve. It has attracted more than 15 million visitors to its venues and parklands since opening three years ago.

- This year, the Mossbourne Riverside Academy primary school opened on the Park. Work also started on the primary and secondary schools that will form the Bobby Moore Academy at Sweetwater and the Stadium Island. The Park has also hosted a full programme of events at the London Stadium, including the London Anniversary Games enjoyed by one million spectators. West Ham United FC also started hosting home games at the London Stadium this past season.
- Here East, the new creative and digital hub in the former press and broadcast centres on the Park, welcomed new tenants Studio Wayne McGregor and a tech innovation hub to join the likes of BT Sport, and Loughborough University London.
- University College London, University of the Arts London, London College of Fashion, Sadler's Wells and the Victoria and Albert Museum (V & A) continued to work with the LLDC. The aim is to create a new culture and education district in the south of the Park. Work has also been progressing to develop masterplans for the district's two sites.
- In June 2016, The Slide at the ArcelorMittal Orbit opened. Since then, this new attraction has been enjoyed by more than 100,000 people.



Case study 02: Crowdfund London

Over the last two years, the GLA has been working with civic crowdfunding website Spacehive to pilot a new way of improving the city - by pledging funding directly to citizen-led project ideas.

Through the programme £824,952 has been pledged by the Mayor to 57 innovative local projects running crowdfunding campaigns. The campaigns attracted 5,694 backers.

Of the 55 successful campaigns, 52 went on to deliver successfully (or are currently in delivery). This represents £763,952 of Mayoral pledges attracting a further £957,436 from 5,630 backers.

"The Mayor launched a new London Living Wage rate of £9.75."

OLD OAK AND PARK ROYAL

- The Mayor set up the Old Oak and Park Royal Development Corporation (OPDC) to make the most of the opportunities of the new High Speed 2 (HS2)/Crossrail 'superhub' at Old Oak Common. OPDC has consulted on its Draft Local Plan to shape development of the area, and started recruitment of a master planning team.

EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- The GLA held a Childcare and Early Years Conference for stakeholders. It asked for views on how the Mayor can use his powers to provide London's parents with more affordable and accessible childcare.
- The Mayor launched a new London Living Wage rate of £9.75. The wage is now being paid by over one thousand London businesses, benefiting more than 60,000 workers.
- He wants employers to follow his example in addressing the gender pay gap, improving childcare provision for employees and increasing the diversity of people in senior positions.
- He has also set up a senior-level City Hall steering group to oversee work on economic fairness.

- The GLA has been developing a new evaluation framework to provide an evidence-based and measurable approach to inclusive regeneration. This will better demonstrate the social, environmental, economic benefits of regeneration projects and programmes.
- The Strategic Access Panel changed its name to the Inclusive Design and Access Panel (IDaAP). It has continued to provide comments and feedback on development proposals, regeneration projects and on planning applications and policy, from the perspective of disabled users.
- The GLA has contributed to the development of the new British Standards on inclusive design in the external environment and inclusive design within the built/ internal environment. It has also supported 'design for the mind' which is developing guidance on ensuring environments are suitable for people with neurodiverse conditions (different ways of thinking, such as dyslexia and autism).
- The London Stadium is now one of the UK's most accessible sports arenas. It has 428 wheelchair user accessible viewing spaces, after work finished in June 2016.



- LLDC has successfully run two Sport England-funded programmes this year: Active People, Active Park and Motivate East have reached disabled people, women and black, Asian and minority ethnic (BAME) communities in particular. Some 24,877 disabled local people took part in Motivate East.
- The Mayor launched the Global Disability Innovation Hub in Queen Elizabeth Olympic Park, on National Paralympic Day. This new global research centre will bring together the top minds in disability innovation to improve the lives of disabled people worldwide.
- The OPDC is now working with both Brent and Hammersmith & Fulham Community and Voluntary Services. They are doing research to help inform OPDC's engagement strategy and to find out the needs of young and disabled people in their boroughs.



Chapter 2

Homes for Londoners



NEW HOMES

- The Mayor launched the new Homes for Londoners Board to supervise the building of many more affordable homes.
- He achieved a record-breaking investment of £3.15bn from government to start building at least 90,000 new affordable homes by 2021.
- He has revised planning policy and funding guidance to bring forward substantially greater proportions of genuinely affordable housing on new schemes. This is towards a long-term strategic aim that half of all new homes should be genuinely affordable.
- Through a thorough review process he has accelerated the GLA's Housing Zones Programmes, and is increasing the proportion of genuinely affordable homes being delivered. Over 75,000 homes will be built in 30 housing zones by 2026, over a third of which are expected to be genuinely affordable.
- He has launched a new housing option to help working Londoners save to buy a home of their own; London Living Rent. The first homes of which are already completed, with many more in the pipeline as part of the new affordable homes programme.
- He has approved the revised planning consent for Barking Riverside, London's largest brownfield housing site with 11,000 new homes, and has increased the affordable housing target to 50 per cent.

90,000

**new affordable
homes by 2021**



50%

**affordable homes
target at Barking
Riverside**





QUEEN ELIZABETH OLYMPIC PARK

- The Park's first housing neighbourhood, Chobham Manor is almost complete. Work is underway on Phase 2 of the 858-home neighbourhood of which 75 per cent will be family homes and close to a third will be affordable as determined by the previous Mayor.
- Construction has started on 480 more homes for private rent at East Village, the former athlete's village, and another 1,500 homes are planned to be built by 2021.
- LLDC began consultation on masterplans for the next two neighbourhoods on the Park, at East Wick and Sweetwater, providing 1,500 homes (30 per cent affordable).



OLD OAK AND PARK ROYAL

- OPDC approved its first planning applications, with 816 new homes proposed.



RELEASING LAND

- The London Fire and Emergency Planning Authority (LFEPA), the Mayor's Office for Policing and Crime (MOPAC) and Transport for London (TfL) agreed to make their surplus sites available for homes. TfL announced the provision of new homes:
 - on unused land at Kidbrooke, South London - 400 homes;
 - at Landmark Court in Southwark, - a mixed use scheme with 35 per cent affordable housing;
 - at Fenwick South in Lambeth - 55 social housing homes;
 - on an area near Blackhorse Road Tube station - 350 new homes.
- The Mayor has been working with government departments and other public sector partners, such as the Ministry of Justice, National Health Service (NHS), and Network Rail to identify and secure sites for housebuilding.
- The GLA has been working with government to run national programmes in London, like the Accelerated Construction Programme³ and Starter Homes⁴ enabling fund.

400

**new homes
on unused land
at Kidbrooke,
South London**



350

**new homes near
Blackhorse Road
Tube station**



“The Mayor has taken major steps to make renting fairer.”

HOMELESSNESS

- The GLA has secured £4.2m from the Department for Communities and Local Government (DCLG) for projects to reduce rough sleeping. Another £50m has been secured for affordable housing options for people moving on from hostels and domestic violence refuges.
- The Mayor has launched a 'No Nights Sleeping Rough Taskforce'. This brings together a range of partners to help tackle rough sleeping in London.

PRIVATE RENTED SECTOR

- The Mayor has taken major steps to make renting fairer, including:
 - successfully lobbying government to ban letting agent fees;
 - signing up to the London First Employers Pledge on Housing, including a commitment to offer tenancy deposit loans to all GLA group staff. Over 20 other organisations have followed suit, benefiting 90,000 Londoners; and
 - creating a new London-wide criminal landlords and agents database

EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- The Mayor launched a £50m fund for 2016-21, to help rough sleepers and victims of domestic abuse move on from hostels and refuges. This complements the Mayoral supported and specialised housing programmes: Homelessness Change, Platform for Life and Care and Support Specialised Housing.
- The GLA entered into new partnerships with housing associations to boost the availability of lettings through Seaside & Country Homes (SCH). This scheme enables London's older social tenants to downsize. A pilot programme enabled older people accepted as homeless to benefit from SCH.
- For the six months from 1 October 2015 (the most recent figures) 86 per cent of approved new build schemes were M4 (2) (accessible and adaptable dwellings) compliant and 10 per cent M4 (3) (wheelchair accessible or wheelchair adaptable dwellings) compliant.



Chapter 3

A modern and affordable transport network

“The Mayor unveiled his vision for Healthy Streets for London. ”

HEALTHY STREETS AND HEALTHY PEOPLE

- In February, as the Mayor’s new Walking and Cycling Commissioner started work, the Mayor unveiled his vision for Healthy Streets for London. The vision will be underpinned by a £2.1bn TfL Healthy Streets Portfolio. It includes record cycling investment that equals the spend per person of Denmark and the Netherlands.
- A number of flagship schemes have been started to show how streets can work better for people.

CYCLING

- Schemes to make cycling safer and easier under the Quietways, mini-Holland and Better Junctions programmes have continued apace:
 - The Mayor opened the first Quietway, from Waterloo to Greenwich;
 - Construction on local cycling schemes has started in Enfield on Green Lanes, and finished on the Portsmouth Road in Kingston;
 - The east-west Superhighway works have been completed in Hyde Park, and started on the section between Parliament and Buckingham Palace.

ROAD DANGER REDUCTION

- The Mayor has adopted a Vision Zero approach to road danger. He wants to eliminate death and serious injury from London's streets. TfL will be launching the Direct Vision Standard in January 2018. This will give a zero to five-star rating to HGVs based on how much the driver can see from the cab. The standard will be used to ban the most dangerous HGVs from London's streets by 2020.

AIR QUALITY

TfL's Business Plan includes £875m to clean up the city's air. Highlights of the programme include:

- The introduction of 51 all-electric buses on the 507 and 521 routes at the end of the year 2016, which established TfL's electric bus fleet as the biggest in Europe;
- Plans for 12 Low Emission Bus Zones, the first of which was launched in Putney High Street in March, one of the capital's most heavily polluted streets;
- Grants of up to £5,000 for drivers who scrap the oldest and most polluting taxis;
- The Mayor confirmed plans for a new £10 toxicity 'T-charge', to be introduced in central London from October 2017. He is consulting on early introduction of the Ultra Low Emission Zone (ULEZ).



ENSURING EXCELLENT SERVICE

- The Mayor asked London TravelWatch to conduct an independent review into Tube ticket office closures. TfL's action plan in response to it, includes: recruiting more staff, trialling staffed information zones, changing staff uniforms, reviewing how visitor centres operate, and upgrading ticket machines.

THE NIGHT TUBE

- The Night Tube was launched in August 2016 with more than 50,000 customer journeys made in the first night. The Central and Victoria lines were the first to offer 24-hour travel on Fridays and Saturdays, followed by the Jubilee line, Northern and Piccadilly lines. It has provided a massive boost to London's night-time economy. Eight new night bus services support the 24-hour Tube service.

TAXI AND PRIVATE HIRE ACTION PLAN

- The Mayor launched a comprehensive plan to drive up taxi and private hire standards and improve passenger safety. All taxis now have to carry a card payment device to make payments easier for passengers. To improve safety, TfL has introduced an English language requirement for applicants for private hire drivers' licences. In December 2016, the first 50 of a planned 250 new compliance officers started work.



IMPROVING BUS RELIABILITY

- TfL unveiled proposals to improve London's bus network to increase its reliability, including investing £20m per year in bus priority measures.

BOOSTING CAPACITY

- TfL's Business Plan included plans for the biggest ever increase in Tube capacity that will allow more people to travel to, and through, the capital and ease crowding.
- In August 2016, the Mayor marked the construction programme for the Elizabeth line reaching its 75 per cent complete milestone.
- The Mayor continued to make the case for Crossrail 2, to relieve pressure on the transport network across the capital and the south east.
- In June, the first stage in a complete overhaul of signalling between Edgware Road and Hammersmith was completed.





STATION UPGRADES

- The new station at Tottenham Court Road opened fully in February 2017.
- At Victoria, the new north ticket hall and entrance on Victoria Street opened in January.
- Work has also taken place on major station upgrades at Bond Street and Bank.

NEW HOMES AND JOBS

- TfL continued to work closely with the GLA on transport schemes that specifically support housing and jobs growth. This included a further £200m for the TfL Growth Fund⁵.

NEW TUBE LINES

- Work started at Battersea on two new tunnels for the Northern line extension.
- TfL launched a consultation on proposals to extend the Bakerloo line from Elephant & Castle to Lewisham via Old Kent Road and New Cross Gate. The extension has the potential to support 25,000 new homes and 5,000 jobs, with four new stations proposed along the route.

RIVER CROSSINGS

- The Mayor unveiled a package of new river crossings to be built in the next five to ten years.

TACKLING CONGESTION

- The Mayor unveiled a series of measures aimed at tackling growing congestion.

EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- The Mayor froze all TfL fares until 2020, putting around £200 into the pockets of the average household over the next four years. He introduced the Hopper fare on London's buses and trams, allowing people to make a second journey within an hour of touching in on their first trip.
- TfL completed step-free access at South Tottenham, Tower Hill, Vauxhall and Tottenham Court Road stations. The Mayor announced the doubling of funding for step-free access on the Underground to £200m over five years, bringing the number of step-free stations to more than 100.
- A new scheme was launched offering people with hidden disabilities the option to wear badges that asked 'Please offer me a seat'.
- TfL, British Transport Police (BTP), Metropolitan Police Service (MPS) and City of London Police (CoLP), launched a film and poster campaign to tackle unwanted sexual behaviour on public transport.

Detail on TfL's equality actions and achievements in 2016-17 can be found in their Action on Equality 2016/17 Progress Report [tfl.gov.uk/2016-17-progress-report-action-on-equality.pdf](https://www.tfl.gov.uk/2016-17-progress-report-action-on-equality.pdf)

2020

Fares frozen
until 2020



£200m

funding in step-free
access stations





Chapter 4

A safer and more secure London



POLICE AND CRIME PLAN 2017-2021

- In 2016-17, MOPAC consulted on, and produced, the Police and Crime Plan 2017-2021, with £72m to support its delivery. The plan has five priorities:
 - A better police service for London
 - A better criminal justice service for London
 - Keeping children and young people safe
 - Tackling violence against women and girls
 - Standing together against hatred, intolerance and extremism

“The Mayor increased the policing share of council tax bills by an average of 8p a week”

A BETTER POLICE SERVICE FOR LONDON

- The Mayor announced an additional Dedicated Ward Officer (DWO) for each of London’s 629 wards, 464 of these officers are now in place.
- The Mayor commissioned an independent review of London’s preparedness to respond to a major terrorist incident. Work has started on responding to the review’s recommendations.
- The Mayor increased the policing share of council tax bills by an average of 8p a week to help maintain police officer numbers across London. This is in response to government cuts to the Metropolitan Police Service’s (MPS) funding.
- In October 2016, the Mayor hosted a special summit to help inform a tough new collaborative approach to tackling knife crime. A Knife Crime Strategy will be published this summer.
- MOPAC is funding 38 projects through the London Crime Prevention Fund, at a value of £5m. Working with 31 London boroughs, these projects will keep children and young people safe, and reduce knife and gang crime and serious youth violence.

A BETTER CRIMINAL JUSTICE SYSTEM FOR LONDON

- The Mayor has secured devolution of responsibility for some elements of the criminal justice service.
- The Mayor announced £1.3m funding for the first pan-London restorative justice service - Restore:London. This gives victims who want it a chance to communicate the impact of the crime on their life to those who have offended against them.
- The Mayor announced a new pilot project to trial the use of GPS tracking tags in eight London boroughs as part of a community or suspended sentence, enabling an offender's whereabouts to be known.





KEEPING CHILDREN AND YOUNG PEOPLE SAFE

- The Mayor announced an investment of £500,000 into a new Female Offender Service. This joint project by MOPAC and the London Community Rehabilitation Company (London CRC) will expand and improve current services and bring different agencies together to tackle women's reoffending across the capital.
- The Mayor announced the opening of the UK's first two Child Houses, with £7.2m secured by MOPAC and NHS England (London) via the Home Office Innovation Fund. These will help children who have been victims of sexual abuse or exploitation, by offering medical, investigative and emotional support in one place.
- The Mayor announced a wide-ranging action plan to address failings in the way the MPS works to protect children in London. This follows a report from Her Majesty's Inspectorate of Constabulary (HMIC).

150

Mayors signed the pledge to take action against anti-Semitism in London



TACKLING VIOLENCE AGAINST WOMEN AND GIRLS

Initiatives have been developed to address violence against women and girls, including:

- publishing a study into sexual violence and child sexual exploitation in London so partners can better understand the level of offending and the support services provided to survivors;
- investment of more than £4m in services to support survivors of sexual violence and abuse;
- working with NHS England to develop a new model for sexual abuse services in London, in partnership with existing providers;
- extending funding for three London Sexual Assault Referral Centres (Havens) and four London Rape Crisis Centres for an additional year until March 2018.

STANDING TOGETHER AGAINST HATRED, INTOLERANCE AND EXTREMISM

- The Mayor gave his support to the **#WeStandTogether** campaign to tackle hate crime on London's transport network.
- He attended the Yom HaShoah Annual Jewish Remembrance Day for Victims of the Holocaust ceremony at Barnet Copthall Stadium. He also joined with the London Assembly to attend the City Hall Holocaust Memorial Day ceremony.
- He signed a pledge to take action against anti-Semitism in London. The pledge has now been signed by more than 150 Mayors from 30 countries across Europe.
- Following the EU referendum result, MOPAC monitored hate crime statistics and worked closely with the MPS and other organisations to ensure there was an appropriate response to an increase in reports.
- The Mayor joined 20,000 Londoners in Old Compton Street to support the people of Orlando and the victims of the Pulse Nightclub attack.

PREVENTING AND RESPONDING TO FIRES AND EMERGENCIES

- Londoners continue to receive one of the fastest fire emergency responses in England, with a first fire engine arriving at an incident in just over five minutes.
- The number of more serious property fires were at a similar level compared to 2015-16. There were 43 deaths from fire in 2016-17 compared to 36 in 2015-16.
- The number of emergency calls received and emergencies attended in London increased slightly compared with 2015-16, to almost 105,000 incidents.

LONDON RESILIENCE

- The London Resilience Group (LRG) coordinated partnership responses to 29 incidents. These ranged from discoveries of unexploded Second World War bombs and large burst water mains to the terrorist attack in Westminster.
- LRG has developed actions to strengthen London's preparedness to respond to a terrorist incident. It has met with the fire departments in Munich and Paris to share lessons from their responses to terrorist incidents.



EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- In 2016, the London Fire Brigade (LFB) published 'Safer Together', its ten-year Diversity and Inclusion Strategy.
- Work has continued on developing entry qualifications and routes into policing to increase its workforce diversity, including the launch of Direct Entry Detectives in 2017.
- To improve its diversity, the LFB launched campaigns to:
 - stop public use of the term 'fireman' to reflect the value of serving women firefighters;
 - educate children that they can aspire to be a firefighter, regardless of gender.
- Both the LFB and MPS appointed the first female commissioner in their organisation's history.
- MOPAC and LFB continued to work with a range of community and stakeholder groups.



Chapter 5

Skills for London



ENSURING YOUNG LONDONERS GET THE BEST START IN LIFE

The Mayor is taking a lead role to bring together organisations to improve London's early years and childcare provision, and to help ensure a good school place for every child:

- The GLA worked closely with health and early years' sectors to develop a new Healthy Early Years programme to be piloted in 2017-18. This will extend the successful London Healthy Schools programme to young children;
- The GLA updated the London Schools Atlas which helps local councils meet their statutory duty to provide enough schools places. It now includes A-level provision in schools as the first step to offering a more comprehensive overview of key stage 5 provision in the capital;
- The Mayor, working closely with London Councils, has made the case for schools, early years and college funding by responding to government consultation.



**of London
secondary schools
are registered
with 'London
Curriculum Lates'**

SUPPORTING EXCELLENCE IN TEACHING AND LEADERSHIP

- Sixty participants have already benefited from the Mayor's Getting Ahead London programme, which launched as a pilot in September 2016. This is a high-profile, personalised coaching and work shadowing scheme to prepare London's next generation of heads.
- Last year saw the launch of the first primary units of the London Curriculum, plus new science and computer science units for secondary schools. It uses the capital as inspiration to bring the national curriculum to life at key stages 2 and 3.
- Over 70 per cent of London secondary schools and 900 teachers are registered with the 'London Curriculum Lates' programme (twilight sessions for teachers).
- Eleven exceptional London Teachers won funding through the Mayor's Teacher Innovation Fund to develop their ideas to help their pupils excel. Some 4,500 students have already been supported through the fund's activities.
- Stepping Stones is now in its third term of delivery and is helping over 200 vulnerable pupils settle into secondary school. Three secondary schools, and their feeder primaries, have set up summer schools and a year long programme of peer mentoring of year 7 students by those in year 11. There is also a programme of aspiration activities to ease the transition to secondary school.

- The Mayor's London Education Report 2017⁶ was published in February. It sets out a detailed overview of London's education performance from early years through to post 16 education and training. The report showed schools in the capital have improved significantly over the last 15 years. London students are now consistently amongst the highest performers in the country.
- Over 400 school leaders attended the Mayor's Education Conference in February to talk about the future of London schools and the Mayor's priorities.



PREPARING YOUNG LONDONERS FOR LIFE AND WORK IN A WORLD CITY

The Mayor continued to work closely with teachers, schools, businesses, the further education (FE) sector and other public sector agencies to give young people careers advice and skills to succeed in London's future economy.

- One third of London's secondary schools and colleges have already signed up to the London Ambitions Portal. The site london.gov.uk/ambitions allows schools, colleges and businesses to connect with each other, making it easier to share information and develop approaches to careers education. There is also strong interest from primary schools.
- The GLA secured external funding of £8m to establish 12 geographic or sector-led Careers Clusters to help schools and colleges provide their students with more experiences of the world of work.
- The GLA's Subject Knowledge Hubs are reaching more schools and supporting more teachers. Five Hubs are targeted on improving STEM⁷ teaching, improving maths skills in the transition to secondary school, helping teachers deliver the new Computing curriculum, and developing A-level teaching in chemistry and physics.
- The GLA wants to create a tech talent pipeline, which includes a Digital Talent programme which will launch later this year. It will have a specific focus on inspiring more young women and BAME Londoners to develop advanced digital skills.

39

projects are
being funded



TRAINING IN COMMUNITIES

- Some £56m European Regional Development Fund and £68m European Social Fund was committed for projects in 2016-17 through open competition in support of the Mayor's business, environment and skills objectives. It has been match-funded with private and public sector contributions.
- Thirty-nine projects are being funded, in addition to skills and employment activity procured by 'co-financing organisations'. These include Her Majesty's Prison and Probation Service, Education & Skills Funding Agency, Department of Work and Pensions, Big Lottery Fund and the Greater London Authority.
- The GLA has provided £12.5m and attracted a further £12.5m from the European Social Fund to create a new £25m fund. It aims to help unemployed people into sustained employment/education and people in low paid work to increase their employment opportunities. It will also work with SMEs to promote improvements in the labour market.

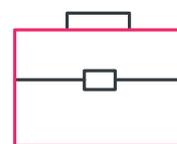
CREATING OPPORTUNITY THROUGH SKILLS, JOBS AND APPRENTICESHIPS

The Mayor has championed the underfunded Further Education (FE) sector by investing in infrastructure to enable providers to provide highly relevant and employer responsive skills training.

- Through the Further Education Capital Investment Fund, the GLA has invested in further education facilities and equipment to help provide higher quality and employer responsive skills. Five projects have successfully completed, and another 14 are underway.
- The fund is also investing £18.2m in the new Ada College, the National College for Digital Skills alongside £14.3m from the Department for Education.
- To date the fund has provided support to over 3,100 learners and provided 1,918 sq. m of newly constructed, and 6,261 sq. m of refurbished learning space.
- LEAP approved the £114m Skills for Londoners Capital Fund. Of this, £56m will be invested to develop world-class further education facilities to ensure Londoners can access job opportunities in the capital.
- The GLA laid the groundwork for a Skills for Londoners Taskforce to ensure businesses and Londoners get the skills they need to succeed.
- The Mayor has worked closely with government on securing devolution of the Adult Education Budget from 2019/20.

£25m

fund to help unemployed into sustainable employment





APPRENTICESHIPS

- The Mayor's Employer-Led Apprenticeship Creation programme (ELACP) engages and supports employers with little or no experience of hiring apprentices. The aim is to create new apprenticeship opportunities for Londoners. In 2016-17, the programme engaged an additional 877 businesses, bringing the total number of businesses involved to 2,881. The total number of London residents starting an apprenticeship through the programme rose by 1,137 to 2,940, with at least 2,482 of these jobs being sustained for at least 13 weeks.
- The GLA worked with the Construction Industry Training Board and London construction employers through the Greater London Joint Initiative. This initiative which ended in autumn 2016, supported six projects. It helped:
 - 500 unemployed construction workers, with 120 of them progressing into paid work in the sector by the end of the programme;
 - 279 London construction SMEs with business training workshops and mentoring;
 - Ten London boroughs to embed employment and skills targets in construction projects. Two London boroughs achieved status as a National Skills Academy for Construction (NSAfc)

“More than
1,800 local
people have
found work
on Park
construction
projects”

QUEEN ELIZABETH OLYMPIC PARK

The London Legacy Development Corporation (LLDC) is working to ensure that local residents, and those from under-represented groups can improve their skills and secure sustainable jobs.

- More than 1,800 local people have found work on Park construction projects;
- In the venues, local people are well represented with 71 per cent of the workforce at the Copper Box Arena and London Aquatics Centre drawn from the local area;
- Some 63 per cent of the workforce for Engie working on estates and facilities management, or at the ArcelorMittal Orbit are also local;
- Twelve paid work placements were created for local young people to work with the masterplan and design teams for the cultural and education district. More than 200 apprenticeships have been delivered to date;
- The corporation is working with Here East tenants to address gaps in the creative, media and digital sectors. It has designed employability programmes with the wider arts and culture sector, allowing 720 young people to gain careers advice. Of these, 70 have now moved into paid employment and apprenticeships.

EQUALITY ACTION AND ACHIEVEMENTS IN 2016-17

- The ELACP exceeded its target for women with 64 per cent accessing pre-apprenticeship support being women. Its target for supporting people from BAME backgrounds was also met.
- The Further Education Capital Investment Fund is providing facilities for disabled learners and learners with special educational needs at the Maida Vale campus. It also supported 440 young people not in education, employment or training to enter employment or training in 2016/17.
- LLDC has also rolled-out an employer-led model with local businesses. This will ensure that the short, medium and long-term skills needs are met with job creation, apprenticeships and training programmes for under-represented groups.
- The Greater London Joint Initiative, between the GLA and CITB provided work placements to 52 disadvantaged young Londoners.
- The GLA commissioned research on London's English as a Second Language (ESOL) offer. It aims to look at current provision and inform the Mayor's skills vision for London.



- As part of the GLA's European Social Fund programme, over £750,000 has been invested in four new projects to help young people who have dropped out at key stage 5 and former care leavers.
- Directly funded European Social Fund projects and co-financing organisations have made commitments that 55 per cent of the participants in their programmes will be people who are unemployed, 51 per cent women, 51 per cent from black, Asian and minority ethnic backgrounds. A third will be young people under 25 who are unemployed or economically inactive, 18 per cent disabled people, 12 per cent aged over 50, nine per cent lone parents and one per cent offenders or ex-offenders.
- Increasing the diversity of London's creative industries, which currently has one of the lowest levels of diversity amongst industries across London's economy, is a central part of the Skills for Londoners strategy.

440

**young people helped
enter employment or
training in 2016/17**





Chapter 6

A fairer more equal city



SOCIAL INTEGRATION

- The Mayor appointed Matthew Ryder QC as the first ever Deputy Mayor for Social Integration, Social Mobility and Community Engagement. He has since developed a number of initiatives to strengthen London's communities.
- The Mayor announced a new partnership with Trust for London and Unbound Philanthropy to help people access their citizenship and residency rights, increase civic engagement, and celebrate diversity and shared identities across the capital.
- **An international Social Integration Conference, the first ever at City Hall, was held to share ideas and solutions from around the world for creating integrated communities. This was followed by a roundtable with London stakeholders to inform the Mayor's approach to social integration.**



- The Deputy Mayor delivered the first annual London Fairness Commission lecture.
- In July 2016, the Mayor met with ambassadors from across Europe to reassure them that EU nationals who live in the capital will always be welcome, and to promote his zero-tolerance approach to hate crime in London.
- The Mayor hosted a diplomatic reception at which he urged political leaders from around the world to show leadership and join him in speaking out against the US immigration ban. The Mayor is working with the government on behalf of all Londoners affected by the ban.
- The GLA commissioned research on English as a Second Language (ESOL) provision in London to help boroughs participating in the re-settlement of Syrian refugees to ensure they have access to English learning opportunities.



COMMUNITY ENGAGEMENT

- The Deputy Mayor held a number of roundtables with community groups (including LGBT+ groups and race equality campaigners) to explore how City Hall can work with Londoners to improve their lives and increase their participation in decisions that affect them. The meetings were well attended, generating a wealth of good ideas for consideration. More are planned to take place over the coming months.
- June 2016 saw the Mayor joining the London Assembly and members of the British Armed Forces for a flag-raising ceremony at City Hall, to honour the bravery and commitment of service personnel past and present, ahead of Armed Forces Day.
- In October 2016, the Mayor visited the Black Cultural Archives (BCA) heritage centre in Brixton as part of Black History Month celebrations, celebrating the lives of people of African and Caribbean descent.
- In the same month, the Deputy Mayor spoke at the All London Voices report launch, together with Joanne McCartney, the Statutory Deputy Mayor. The report highlights the concerns, challenges and aspirations of young Londoners from black and minority ethnic backgrounds. The event provided the start of an important dialogue on how to collectively improve outcomes for all Londoners.

410,000

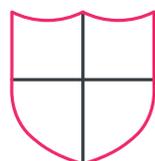
**young people
took part**



- The Mayor's Peer Outreach Team and Lynk Up Crew, a diverse group of young people aged between 7 and 25, has been engaging, inspiring and gathering the opinions and views of London's young people. In 2016, the Lynk Up Crew won a Princess Diana Champion Volunteer Award for their peer-led research and campaigning. Queen Mary University of London awarded the Verbatim Formula, its 'Influence Award', for their work with the Peer Outreach Team and care leavers.

2,100

schools were involved



VOLUNTEERING

- London was awarded the title of European Volunteering Capital 2016.
- Some 410,000 young people in 2,100 schools took part in Team London Young Ambassadors. The development of tailored materials led to 71 special educational needs schools and pupil referral units joining the programme.
- During 2016, over 550 Team London Ambassadors volunteered for over 15,000 hours, welcoming visitors to London. The programme won the Tourism Society Award for 2017. Between them the Ambassadors speak 57 languages.
- The Team London Volunteering Microsite offered volunteering opportunities from up to 500 charities at any one time, giving Londoners over 35,000 opportunities to volunteer.
- Around 4,500 Team London volunteers have been recruited and are being trained to support this summer's World Para Athletics Championships and International Association of Athletics Federations (IAAF) World Championships in London.

- Over 2,100 young people gave 36,000 hours of service to their communities through HeadStart, which bridges the employability gap between schools and work.
- Seventy five more schools in 18 boroughs joined the London Enterprise Adviser Network, which matches business professionals with school leaders to develop a careers and business engagement strategy. More than 250 hours of support were given by 160 volunteers.
- Twelve Team London Small Grants totalling over £100,000 were awarded to organisations to increase volunteering amongst people aged 59 to 69.
- Over 110 organisations signed up to the Mayor's Corporate Commitment, which recognises businesses that value volunteering in their workforce and in the people they recruit. Companies give their employees time off to undertake volunteering and also recognise the volunteering activities of applicants applying for company roles.

4,500

volunteers are being trained to support the World Para Athletics Championships



DIGITAL INCLUSION

- The Mayor launched a new project in a small number of London boroughs to support digital inclusion. The MiWifi project will lend Wifi-enabled devices (tablets) through local community centres and libraries, and provide basic digital skills training. It is aimed at people without internet access and those with little or no digital skills including older, disadvantaged and disabled Londoners.



Chapter 7

A cleaner greener London



GREEN SPACES

- In 2016-17, as part of the Mayor's plans to make London a National Park City, over 40,000 trees were planted across all London boroughs.

MAYOR'S ENTREPRENEUR COMPETITION

- The annual Mayor's Entrepreneur Award gives London students the chance to win a share of £20,000 provided by the Citi foundation. The aim of the competition is to turn their ideas into commercial reality and help address London's environmental challenges. A team from City University of London won the 2017 prize with 'Twipes'. This flushable and eco-friendly toilet wipe disintegrates in water in just three hours, allowing London's sewers to work more efficiently.

An open letter to the Mayor of London from London Headteachers

AIR POLLUTION HEALTH CRISIS





AIR QUALITY

- Every year over 9,000 Londoners are estimated to die prematurely from long-term exposure to air pollution. Our latest research shows that 25 per cent of schools in the capital are in areas exceeding safe legal pollution levels.
- A record number of Londoners responding to the GLA's consultation, supported the Mayor's proposed package of measures to tackle London's air pollution. Alongside measures in the TfL Business Plan to address air pollution, (detailed in chapter 3 of this report), the GLA is also progressing a number of initiatives to reduce pollutants from other sources, such as construction machinery and gas boilers.
- The Mayor introduced a new air-quality alerts system to notify the public during the worst incidents of air pollution. Air-quality alerts are displayed at bus stops, dot matrix message signs on the busiest main roads into London and entrances to London Underground stations.

49,000

**tonnes of CO2 a
year is expected
to be reduced**



WASTE

- The Resource London programme has provided targeted support to 15 waste authorities. This has resulted in a range of improvements including introducing food waste collections and reducing contamination. When all improvements are fully implemented, it is expected that this support will result in a two per cent increase in London's recycling rate in 2018.
- The GLA has supported small businesses in London to adopt and scale up business models to cut waste through reuse and repair. This has led to the development of a London Repair Network, a reusable packaging supply chain project. Now it's easier for businesses to divert unwanted items, like furniture, to useful purposes instead of landfill, saving money.

ZERO CARBON LONDON AND ENERGY FOR LONDONERS

- London Plan policies to reduce greenhouse gas emissions for new developments are estimated to have reduced emissions by over 49,000 tonnes of CO₂ a year. Around £139m of investment has been secured for heat network infrastructure and communal heating systems, and £15m in PV panels.
- RE:FIT London is the Mayor's programme to help make London's non-domestic public buildings and assets more energy efficient. It has supported the retrofit of public buildings, including 100 schools, delivering annual savings of 6,200 tonnes of carbon, since the launch of its new third phase last spring. RE:FIT work included the world-renowned London School of Economics (LSE) and the historic Western International Market in Hounslow.
- The Mayor commissioned the successor to the Decentralised Energy Project Unit to help others develop and run larger-scale decentralised energy projects. Following a successful European Regional Development Fund (ERDF) grant application, the procurement of a consultancy framework got underway to provide business support under the new £3.5m Decentralised Energy Enabling Project (DEEP). Fifty per cent funded by the GLA and 50 per cent by the ERDF, the project will start its support in June 2017 through to September 2019. It will reduce CO₂ and boost renewable energy generating capacity.

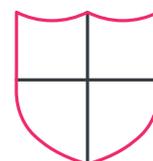
£139m

secured for heat network infrastructure



100

supported by RE:FIT London programme





EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

The Mayor has been tackling London's filthy air, which is damaging people's health - in particular schoolchildren and Londoners living in the poorest parts of the city.

- He commissioned work that was published in 2016-17 updating data on pollution exposure in London and how this affects schools and relates to deprivation. As a result he announced funding for 50 primary school air quality audits in some of the capital's most polluted schools. These audits will identify measures to be delivered around schools to reduce pollution.



THE MAYOR HAS ALSO BEEN WORKING TO REDUCE FUEL POVERTY.

- His RE:NEW programme, carried out energy efficiency measures in 17,500 homes, which led to a reduction in those households' fuel bills;
- He launched the Better Boilers pilot in January 2017 to replace and repair inefficient and broken boilers in owner occupied homes that are in receipt of qualifying benefits;
- The London Boiler Cashback Scheme replaced 4,000 inefficient boilers in the owner occupied and private rented sectors. This has reduced fuel bills by over £1.36m per year, equivalent to £340 per household.

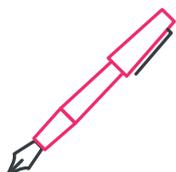


Chapter 8

Improving London's health

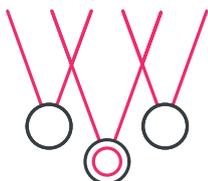
1,900

of London's schools have registered for the programme



1,052

schools have reached Gold, Silver, or Bronze level



HEALTHY LONDON

- The Mayor's vision is for a healthier, fairer city, where nobody's health suffers because of who they are or where they live.
- The Mayor signalled his intention to be more proactive in the health arena when he made raising awareness of mental health a priority for his first week in office.
- In October 2016, he published 'A City for all Londoners', which included his vision for health and how health will be embedded in all GLA policies. The actions the GLA will take across areas such as housing, air quality, and providing healthy streets will all help to improve the health of Londoners.
- The Mayor will continue to Chair the London Health Board. This brings together leaders from across the NHS and local government to address issues such as primary care, mental health, and devolution of health and care services to the city.
- Health inequalities in London are among the widest in the country, with major differences in healthy life expectancy between boroughs for men and women. During 2016-17, the GLA has been working closely with boroughs, Public Health England and the NHS to prepare a new London Health Inequalities Strategy.

A HEALTHY START TO LIFE

- The Healthy Schools London programme is an awards scheme for all London schools. It recognises school achievements in supporting and promoting student health and wellbeing. Over 1,900 of London's schools have registered with the programme, benefiting one million children. Some 1,052 schools have reached Gold, Silver or Bronze level, and 28 of London's councils support the programme.

HEALTHY LIVES

- The London Healthy Workplace Charter is an accreditation scheme for all London employers to improve their workplaces and make them healthier for everyone. Since its launch in 2012, the London Healthy Workplace Charter has registered 581 employers. There are a total number of 161 accredited employers benefitting 290,000 employees. In 2016/17, a further 301 employers joined the scheme.

“In December 2016, the Mayor announced his intention to launch Thrive London.”

MENTAL HEALTH

- In December 2016, the Mayor announced his intention to launch Thrive London. It aims to improve the way we think, talk about, and understand mental health in the capital. It will engage with public services, businesses, and the voluntary and community sector.
- Thrive London will initially target six areas:
 - Improving everyone’s understanding of mental health
 - Resourceful and resilient communities
 - Children and young people
 - Employment
 - Suicide prevention
 - Vulnerable groups
- London’s crisis care services for mental health are often falling short of what they should be. Therefore the Mayor brought together representatives from local government, the NHS, the police and voluntary sector to redesign services for people detained under s136 of the Mental Health Act. Later in 2017, the Mayor expects to launch London-wide guidance aimed at improving this important service.

HEALTH AND CARE DEVOLUTION

- The GLA has worked in partnership with clinical commissioning groups, borough councils, NHS England, Public Health England and national government to deliver a health and care devolution package for London.
- Through a jointly funded programme of work hosted by City Hall, five devolution pilot projects are testing improvements that can be made to health prevention services, and health and care integration. It will also look at how to make the best use of NHS buildings and land, with existing powers, and how more devolution could help improve services more quickly.
- Insights from the projects have informed the creation of a new London Health and Care Partnership Board to give oversight to the health and care system. Similarly, a new London Estates Board has been established to look at how we can make best use of surplus NHS estate.



EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- The GLA has been developing a new Health Inequalities Strategy for the Mayor which will include initiatives to reduce child obesity, to help Londoners to live healthy lives, and to get to grips with TB and HIV. In addition, he announced his commitment to develop a new strategy, Thrive London, to reduce mental health stigma.
- As part of HIV Testing Week, City Hall hosted GMI Partnership for an awareness-raising session to help tackle the stigma associated with HIV.
- The Mayor ran a new project called Get Moving which championed fresh approaches to physical and social activities for 700 older Londoners through 16 projects in 22 London boroughs. The GLA published a report and six short films, 'Older Londoners Healthier Happier' on the results of the project.
- A high proportion of schools with deprived students took part in, made better progress or received Bronze awards in Healthy Schools London.



Chapter 9

Making the most of arts, culture and sport



LONDON – WORLD CITY OF CULTURE

- London's culture and creativity is world-renowned, and is the lifeblood of the capital. The creative industries generate £42bn a year, account for one in six jobs in the capital, and are the reason four out of five tourists say they chose to visit. Culture and creative industries also bridge communities while raising aspirations.
- The Mayor has made the biggest investment of any London Mayor in a cultural capital asset with a £70m contribution to relocate the Museum of London to West Smithfield, matched by £110m from the City of London Corporation.
- The Mayor appointed Night Czar, Amy Lamé and Chair of the Night Time Commission, Philip Kolvin QC, to help deliver a vision for London as a 24-hour city, and capitalise on the opportunities created by the Night Tube. The Mayor published the first Culture and the Night Time Economy Supplementary Planning Guidance which outlines the 'Agent of Change' policy to help protect existing venues from threat of closure from noise complaints.



- The GLA has continued to invest strategically to grow the creative industries. An annual investment of £2.5m in London Fashion Week, London Collections: Men, the London Design Festival and film, television and animation, delivered in excess of £91m in orders for fashion businesses; £26m of new business for 1,200 design companies; and £125m in inward investment into film, TV and animation, supporting 3,000 jobs.
- The GLA has invested £1.2m in the London Games Festival to grow the capital's games sector. This investment will generate at least £35m for games businesses.
- In July, the Busk in London Festival took over Trafalgar Square, showcasing some of the best street performers from around the world. The weekend started with the launch of International Busking Day which included music events in 100 locations across six continents, including 50 UK cities. In 2016, approximately two and a half million Londoners and visitors saw Busk in London and the Mayor's busking competition, Gigs.

42,000

**people were
involved in a
worldwide
mass dance**



- In September David Shrigley's bronze thumbs up, 'Really Good', took its place on the Fourth Plinth. In January, the next round of submissions was unveiled. The shortlist of artists was the most international ever, and their proposals were exhibited to the public at the National Gallery.
- Big Dance 2016 was the final edition marking a decade of this biennial festival of dance and dancing. Highlights included: the Big Dance Pledge - a worldwide mass dance involving 42,000 people in 43 countries; and the Big Dance Bus which presented 26 event days with 19 partners, involving 2,400 performers and 9,000 workshop participants.
- The Mayor launched a global competition, 'Illuminated River', to create a permanent light art installation, extending across 17 bridges from Albert Bridge to Tower Bridge. The competition attracted over 100 design teams from 20 countries, and was won by American light artist, Leo Villareal and British architects and urban planners, Lifschutz Davidson Sandilands.

-
- The Mayor has undertaken a number of projects to protect, grow and future proof cultural infrastructure in the capital. This included research into the rapid loss of pubs in the capital, and a feasibility study to develop a Creative Land Trust to secure affordable artists' studios. The Mayor also launched a bold vision for the Thames Estuary Production Corridor to develop world-class production facilities for the creative industries, including a feasibility study for new film studios in Dagenham and the development of a Fashion Cluster in East London.

“The Mayor launched a global competition, ‘Illuminated River’, to create a permanent light art installation, extending across 17 bridges from Albert Bridge to Tower Bridge.”



COMMUNITY SPORT

Over 2016-17, the Mayor has continued to support and invest in community sport. A total of £1.9m was invested in a diverse range of initiatives including:

- twelve participation projects that gave 15,600 Londoners opportunities to take part in sport and physical activity, ranging from BMX, boxing, football, running, as well as a number of multi-sport offerings;
- development of a range of community sport infrastructure projects, including flagship facilities such as the Southwark Park Athletics Track, and the Herne Hill Velodrome Stadium;
- some 140 projects funded via the FreeSport small grants scheme which engaged 7,500 Londoners across 32 of London's 33 boroughs;
- specific funding totalling £450,000 for community organisations and sports clubs to run activities to complement two flagship international-level sporting events: the World Cup of Gymnastics, and the 2017 IPC⁸ World Para Athletics Championships and IAAF⁹ World Championships;
- tailored capacity building support for nearly 300 sports clubs and 380 new local sports coaches trained via our ClubWorks programme;
- the 'Make a Splash' school and community swimming initiative that has reached 3,742 Londoners this year.
- A new and ambitious programme is under development to invest in, support, and celebrate community sport initiatives that promote and encourage social integration.



MAJOR SPORTS EVENTS

- During 2016-17, the Mayor supported a variety of major sports events. Queen Elizabeth Olympic Park played host to a programme of elite and community events:
 - The Zaha Hadid-designed London Aquatics Centre has seen more than 2.5 million visitors pass through its doors since it opened in 2014. In May 2016, it hosted the LEN European Aquatics Championships. The events took place over 14 days of competition, in front of packed crowds and international TV audiences in the build up to the Rio Olympics;
 - The UCI World Track Cycling Championships, Revolution Series and the Six Day London event contributed to the more than 2.3 million visits the Lee Valley VeloPark has enjoyed since its opening in 2014;
 - The Copper Box Arena has attracted more than 1.4 million people since its opening in 2013. In 2016-17, it hosted the National Taekwondo Championships, alongside other concerts and events.

2.5m

visitors have passed through the doors of the London Aquatics Centre



2.3m

people have visited the Lee Valley VeloPark



- The Mayor has continued his support of the annual World Series of Boxing event which took place in March 2017 at York Hall in Bethnal Green.
- The Mayor supported the National Football League (NFL) to deliver three International Series Games in the autumn, including the first NFL game to be hosted at Twickenham Stadium. He successfully negotiated for the NFL to host four International Series in London in autumn 2017.
- A number of other major events were secured during 2016-17, with support given by the Mayor, to be hosted in future years, including the 2017 World Cup of Gymnastics, World Taekwondo Grand Prix and World Para Taekwondo Championships.

EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- The Mayor launched a major new series of artworks, inspired by the **#LondonisOpen** message, to promote London as an outward-facing, tolerant and welcoming city.
- The support of the Mayor helped save the Royal Vauxhall Tavern, an important venue for the LGBT+ community.
- The Mayor is supporting the campaign to put the first statue of a woman in Parliament Square, marking 100 years of female suffrage. Gillian Wearing, one of Britain's most successful female artists, has been commissioned to create a statue of suffragist Millicent Fawcett.

- The Night Czar announced her plans to tackle the unacceptable level of harassment and abuse women experience on the underground network during nights out.
- Big Dance ran hundreds of free events for all ages in London.
- In 2016-17, the Mayor's Music Fund supported 42 musically talented, economically disadvantaged young Londoners aged between 8 and 11.
- In 2016, the Mayor's Fourth Plinth Schools Awards engaged 5,000 students from across 250 schools in all 33 London boroughs.
- The Mayor has been funding 12 sports participation projects specifically focused on reaching under-represented groups, including women and people over 40. In addition, all sports participation projects have targets to support disabled people (10 per cent), and people who were previously inactive (20 per cent).
- The Lee Valley Hockey and Tennis Centre in Queen Elizabeth Olympic Park hosted the 2016 Wheelchair Tennis Masters. The Mayor has also been involved throughout 2016/17 in planning for the 2017 IPC World Para Athletics Championships and IAAF World Championships to be hosted at the London Stadium this summer.
- Some 80,000 tickets have been allocated to London schools for the World Para Athletics Championships at the London Stadium this summer.

42

talented young people supported by the Mayor's Music Fund



12

sports participation projects funded by the Mayor



ART ON THE UNDERGROUND

MAYOR OF LONDON

LONDON

EVERYONE WELCOME

#LONDONISOPEN

TRANSPORT FOR LONDON
LONDON UNDERGROUND



Chapter 10

External affairs and international relations



EXTERNAL AFFAIRS

- In response to the EU referendum result, a major new campaign, London Is Open was launched to show that London is united and open for business, investment, talent and ideas. The campaign has been widely covered in traditional print and online media with over 800 articles published in a wide variety of publications, and more than 250,000 social media posts using the **#LondonIsOpen** campaign hashtag.
- We have significantly increased our engagement with Londoners over the last year. The number of visits to our website - London.gov.uk - is up by a third. The number of viewed pages is also up to more than a million every month, a 24 per cent increase on last year. New Facebook and Instagram accounts have been launched, enabling us to reach new audiences and broaden communication of our work.
- This year we have welcomed over 200 schools, colleges, universities and other groups from across all London boroughs to learn about their city and how it is run.
- Our events programme has celebrated London's diversity, showcasing a wide range of London's communities, with a core programme of faith-based events such as Vaisakhi, Diwali, Chanukah, and community-focused events such as Africa on the Square, Pride and St George's Day, attracting nearly three million people.
- The GLA organised a Vigil on Trafalgar Square to remember those who lost their lives during the Westminster terror attack in March 2017.



INTERNATIONAL RELATIONS

- The Mayor visited North America and Europe to champion London as an open and tolerant city. In North America, he shared platforms with heads of government and state, Mayors and numerous business people. Over five days, he met with community and faith representatives, attended numerous events and visited various business and redevelopment projects.
- In March, the Mayor visited Brussels and Paris to meet with senior EU officials, political and business leaders to discuss Brexit and security issues.
- In Paris, the Mayor spoke to business people including participants in a trade mission organised by London and Partners. He also spoke alongside the Mayors of Paris and Seoul at the conference organised with C40¹⁰ on the subject of air quality. He announced his new cleaner vehicle checker scheme to identify the worst polluting vehicles.
- The Mayor attended the World Economic Forum in Davos to strengthen ties with European political leaders and international business leaders following the EU referendum result.
- Over 110 Embassies - around two thirds of the entire diplomatic community in London attended the Mayor's diplomatic reception in January. It was the largest ever attendance of the diplomatic community at City Hall, and an opportunity for the Mayor to discuss with Ambassadors their work with communities across London.



EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- Alongside the Mayor's annual events programme which showcased a wide range of London's religious and cultural communities, the ParalympicsGB and TeamGB stars from Rio 2016 were welcomed home to London at a high-profile event on Trafalgar Square. The Salesman, an Oscar-winning Iranian film was screened, on Trafalgar Square, as part of the London is Open campaign, to show that London does not just tolerate diversity, it celebrates it.
- The GLA's website adheres to online accessibility standards and provides concise, easy to understand content. Its marketing materials adhere to legibility standards in their format and design. Tools like video with subtitling as standard are increasingly being used to communicate key messages. All the GLA's visual assets are representative of London's diverse communities.
- Internationally any business delegations travelling with the Mayor and any event he spoke at were gender balanced. During his trip to the USA he met with Jewish and Muslim communities and attended an interfaith event.



Chapter 11

An efficient and responsive City Hall



PROVIDING VALUE FOR THE LONDON TAXPAYER

- The Mayor's share of the council tax for a typical Band D property has been increased by £4.02 (or 8p per week) to £280.02 in 2017-18, helping to maintain police officer numbers across London and keep Londoners safe.
- The GLA published a four year efficiency plan for the period 2016-17 to 2019-20 in October 2016 and published it on its website.
- The Mayor's 2017-18 budget includes planned efficiency savings of over £300m across the GLA group, responding to the Government funding cuts and allowing him to release resources to meet his key priorities.



TRANSPARENCY

- The Mayor is taking practical steps to make City Hall and the GLA group more open. He commissioned an independent review into the Garden Bridge project, and made public information about the project and its cost available for the first time.
- The GLA is establishing an expert viability assessment team to support affordable housing delivery and increase the pace and consistency of planning decisions. This team will also make the process of developing land and building homes more transparent.





EVIDENCE

- GLA Economics (GLAE) publishes economic evidence, crucial to the development of the London Plan and wider strategy development. In 2016-17, key publications included:
 - London Labour Market Projections 2016 to support development of the next London Plan, and the skills devolution strategy development;
 - London and Europe - Facts and figures in response to demand for information on London's relationship with the EU in light of the UK vote to leave the EU;
- The GLA's wider Intelligence Unit also provides population projections to 2050 - for the first time including projections which extend beyond London to the South East and East of England - to underpin the London Plan and support transport modelling over these wider areas.

39,000

people are part of
Talk London

70,000

visits to London
Datastore per month



CITIZEN ENGAGEMENT AND CONSULTATION

- The Mayor wanted to involve as many Londoners as possible in shaping the plan which will define how London grows in the coming years. In autumn 2016, we ran a series of workshops, online consultations and research events to engage a wide spectrum of people and interested groups to discuss how their city should develop, and enable them to voice their opinions on 'A City for All Londoners', the Mayor's vision for London, and his statutory strategies at an early stage in their preparation.
- Talk London is an inclusive, vibrant online community of 39,000 people created by City Hall to place Londoners at the centre of our strategies and programmes by involving them in meaningful research, debate and consultation about how to improve the capital. This year, more than 15,000 Londoners shared their views on how to clean up London's air, and many thousands contributed to the development of transport, regeneration, and health policies and programmes.
- The award winning London Datastore makes available a variety of city data, and has seen unique visits rise to over 70,000 per month. We are widely published on the topic of data and innovation, with articles in the Economist and the Guardian.

- The GLA is leading on establishing a London Office of Data Analytics (with NESTA¹¹). The aim of the office is to encourage a culture of open data sharing with participating London Boroughs, as well as the adoption of techniques that are based on computer programmes that have the ability to learn when exposed to new data, in order to tackle shared public policy and service delivery challenges. A pilot will focus on identifying homes of multiple occupancy. An evaluation report will be published in the summer, along with recommendations on an operating model.
- We are involved in various innovation initiatives which aim to find solutions to city problems using the latest technologies. An example of this is the GLA's successful €25m Sharing Cities project, funded by the EU, which involves thirty partners across six cities. A site has been established in Greenwich to demonstrate new products and services, such as smart parking, shared electric bikes and vehicles, and energy management.
- In 2016, the GLA was awarded £150,000 from the Big Lottery to develop a Pan-London Social Impact Bond for Children on the Edge of Care. Six Boroughs are participating in the largest social finance pilot in the country, with potential savings of £25m to the public purse over five years.
- The GLA has developed the London Open Workspaces map containing profiles of over 400 workspaces to help SMEs and users find affordable, appropriate workspaces.

15,000

**Londoner's shared
their views on how to
clean up London's air**



GLA GROUP WORKFORCE INITIATIVES

Equality information on the GLA group workforce is included in the appendix to this report, and in published workforce reports.

- The GLA group are striving to be exemplar employers, with diverse workforces, representative of London, and inclusive workplace cultures. To this aim, all organisations in the GLA group have published their gender pay gap analysis in advance of the statutory deadline of April 2018, emphasising the aim to be open and transparent organisations. The GLA has been recognised for its leadership on workplace gender equality by being named in The Times Top 50 Employers for Women 2017.
- The Mayor announced the introduction of a new GLA group childcare deposit loan scheme to give parents help with the upfront costs of childcare provision to support them getting back to work. He is urging businesses and organisations across London to follow suit and offer the same scheme to their employees.

-
- The GLA group have taken action to embed fair and transparent recruitment practices, to increase access to a wide range of flexible working options, and to establish and support staff networks for different groups of staff. The group are committed to developing the skills and capacity of employees and offer a range of flexible and structured learning and development options to develop staff competencies and careers.
 - The Mayor has demonstrated best practice in diversity through a number of board appointments, and his aspiration is that boards match the profile of London (that is those who are economically active).

“The GLA group are striving to be exemplar employers, with diverse workforces, representative of London, and inclusive workplace cultures.”



EQUALITY ACTIONS AND ACHIEVEMENTS IN 2016-17

- In line with the Mayor's commitment to be a Mayor for all Londoners, the GLA has engaged a wider spectrum of people and interested groups in discussions on the development of strategies, including running identity based focus groups during the 'A City for all Londoners' consultation. Our monthly polling programme interviews 1,000 people, representative of the London population, which enables policy makers at City Hall to understand the views and wants of a diverse set of Londoners. In addition, we collect information on the characteristics of Talk London members to determine that we are reaching a broad cross section of the London population.
- The GLA publishes data on the diversity of London's population which enables organisations to know if their workforce or service beneficiaries are representative. It also publishes reports with data broken down demographically to aid decision and policy making.
- Our gender pay audits are a good example of how the GLA group is acting as an exemplar by using transparency to drive improvements for all Londoners and to address inequalities.



Chapter 12

Equality arrangements

GLA GROUP'S EQUALITY ARRANGEMENTS

Over this last year work has been undertaken to replace the previous Mayor's equality objectives with more ambitious objectives for the current administration. In June 2017 the Mayor published his draft vision for Diversity and Inclusion. The consultation, plus community engagement already carried out to produce 'A City for All Londoners', will inform the development of his Diversity and Inclusion Strategy to be launched later this year. This final strategy will include specific objectives, evidence and indicators of success.

The rest of this section summarises arrangements the GLA group had in place for mainstreaming equality in 2016-17.

Leadership

Matthew Ryder QC, took up his appointment as the first London Deputy Mayor for Social Integration, Social Mobility and Community Engagement to drive forward the Mayor's aspiration for a more ambitious and broader equality agenda.

Strategy

LLDC continued to deliver against its Equality Policy and Inclusive Design Strategy and revised its Equal Opportunities Policy. In July 2016, LFB published its 1-year Diversity and Inclusion Strategy 'Safer Together' and increased funding for its delivery. In March 2017, TfL published its Action on Equality: TfL's commitments to 2020, Year Two Action Plan. LLDC's, MOPAC's and OPDC's future strategies will be incorporated into the Mayor's new strategy.

Governance

The Deputy Mayor for Social Integration, Social Mobility and Community Engagement has been chairing a new GLA group Equality Steering Group. LFB has set up a new Inclusion Board chaired by the Fire Commissioner. TfL has its Equality and Inclusion Leadership Group – made up of senior leaders from across the business. The GLA also has a Human Resources Equalities Taskforce

Decision making

The group have decision-making processes that require equality implications to have been taken into account and documented before and at the time that a particular policy/decision is being considered. Strategies and projects are subject to equality impact assessments. Quantitative and qualitative evidence is collected and analysed to inform policy making.

Staff training

The group provide training programmes on equality, dignity and inclusion as part of staff induction training. Also training and guidance is provided on topics such as the Public Sector Equality Duty and unconscious bias.

Resources

The GLA's Diversity and Social Policy team and LLDC's Paralympic Legacy and Inclusion team provide expert advice to help mainstream equality into the work of other teams and projects as well as to fulfil duties under the Equality Act 2010. TfL is merging its Equality and Inclusion Teams in Planning and Human Resources (HR) into a new Diversity and Inclusion Unit with a new Director of Diversity and Inclusion. MOPAC has specific post holders with equality expertise. Most of the group have staff devoted to increasing workforce diversity.



Staff networks

Some members of the group have networks for different groups of staff, including for women; black, Asian and minority ethnic (BAME) staff; carers; disabled staff; staff of different faiths and lesbian, gay, bisexual and trans (LGBT) colleagues. Networks are a proven mechanism for increasing engagement and sharing challenges and solutions.

Engagement and partnerships

The group has a variety of community and stakeholder engagement mechanisms and partnerships with organisations from across London and nationally. Most of the group have dedicated community engagement teams.

Reporting

Equality actions and achievements across the group are monitored and reported through the Mayor of London's Annual Equality Report and through workforce reports. TfL published a detailed progress report against its equality strategy Action on Equality: TfL's commitments to 2020 in March 2017. LFB monitors and reports on key performance indicators to the London Fire and Emergency Planning Authority.

REFERENCES

- 01 LEAP is the successor to the London Enterprise Panel (LEP), the previous Mayor's business led advisory body.
- 02 Growth Deals provide funds to local enterprise partnerships (partnerships between local authorities and businesses) for projects that benefit the local area and economy.
- 03 The Accelerated Construction Programme has been established to make public land with planning permission available to builders.
- 04 Starter Homes will be new build homes available at 20 per cent market price, available exclusively for first time buyers helping them get on the housing ladder.
- 05 The TfL Growth Fund aims to support jobs and housing growth in London through transport improvement projects.
- 06 http://www.london.gov.uk/sites/default/files/finalepi-edits_design_final_gla_annual_report_2017_0.pdf
- 07 STEM is science, technology, engineering and mathematics.

08 The International Paralympic Committee

09 The International Association of
Athletics Federations

10 C40 is a network of the world's megacities
committed to addressing climate change.

11 NESTA is the National Endowment for Science,
Technology and the Arts. It is an innovation
foundation which backs new ideas to tackle
the big challenges to our time.

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