

MAYOR OF LONDON

The Mayor's vision for a diverse and inclusive city

Draft for consultation



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Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

www.london.gov.uk

Enquiries 020 7983 4100
Minicom 020 7983 4458

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Mayor's Foreword



London's rich diversity and proud tradition of openness towards people of all faiths, nationalities and backgrounds, is what truly defines us and sets us apart as the greatest city in the world.

For generations, London has served as a shining example of how people from different countries, cultures and classes can live side-by-side and prosper together. That's because, by and large, Londoners don't just tolerate each other's differences, they respect, embrace and celebrate them – recognising that our diversity is not simply an added extra but one of our most valuable assets.

One in three Londoners were born outside the UK, while more than 300 languages are currently spoken on our streets. Today, London is home to a million EU citizens and you'd be hard pressed to find a nationality that isn't represented in our city.

From our food and drink to our culture and economy – across the fields of sport, entertainment and the arts – the advantages of London's amazing diversity are clear for all to see. Indeed, we draw huge strength from the contribution made by immigrants who have chosen to make London their home. Not only are we grateful for the economic benefits they have brought to our city, we are also conscious of the many ways in which they have enriched our society, our communities and our shared way of life.

It's a privilege to serve London as Mayor and represent every single one of our many diverse communities. I want London to remain a beacon of tolerance and diversity – one that other cities around the world look to for inspiration. However, I know that won't be possible unless our diversity goes hand-in-hand with an inclusive approach that ensures every Londoner – irrespective of their age, disability, gender, gender identity, marital status, race, religion, sexual orientation or social class, or whether they are pregnant or on maternity leave – gets to share in the prosperity generated by our incredible city.

As someone who's broken my fast in a London synagogue and marched in solidarity with members of our city's LGBT+ community, I know only too well that a commitment to diversity is at the very core of our identity as Londoners. But I also know that we are not perfect and that more needs to be done to build bridges between our communities and strengthen the bonds between Londoners from different walks of life. This task is all the more urgent following the Brexit vote and with London facing some huge challenges - from the widening gap between rich and poor to a rise in the number of hate crimes, the growth of online radicalisation and the continued risk of terrorist attacks.

As Mayor, I will endeavour to tackle these challenges head-on and strive to build a London that is more inclusive, more integrated and more equal. Now, more than ever, we need to build strong, thriving and connected communities and I will seek to engage all Londoners in pursuit of this vital goal. As Londoners, we rightly take pride in our city's reputation for tolerance, respect and unity, but we cannot take for granted the progress we've made and we must remain vigilant to new threats and challenges to our social fabric.

My vision for London is one where all Londoners are able to reap the rewards of our city's growth and play active roles in their communities, and where all young people have the opportunities they need to fulfill their potential.

This publication sets out my vision for the future of London as a diverse, inclusive and integrated city. It builds on my manifesto commitments and those set out in a City for All Londoners. It is a consultation document that will form the basis of an ambitious strategy for City Hall. I want to hear from individuals and organisations that can help me and the GLA group to make London a more inclusive city. Most importantly, I want you to work with us to turn these plans into action.

Introduction

The Mayor has a leadership role to shape and respond to changes in London. Our population is becoming more diverse. London is also becoming more unequal in terms of income, employment and quality of life. His role is to show the way ahead for the GLA group¹ working together with communities, organisations and businesses. This draft vision, published for consultation, is the first step in that process.

This vision includes suggested priority areas for action. These lists are not exhaustive. By consulting early, we will ensure that our strategy focuses on the right issues. Through consultation we will also build a stronger evidence base. This includes evidence of where people face multiple challenges, for example as a result of their gender and social class.

Consultation will also help us to develop detailed objectives based on what works best. This is how we work openly, hand-in-hand with communities, civil society and others to shape our work. The Mayor and the GLA group are committed to working together on diversity and inclusion. However, we cannot realise this vision alone. We want to work with London's schools, universities, businesses - small and large, communities, civil society, boroughs and others to effect change.

This publication focuses on, but is not limited to, those people protected by the Equality Act 2010². It describes how the Mayor and GLA group will promote equality, tackle discrimination and encourage good relations between communities. It deliberately goes beyond legal compliance to consider some wider priorities that help everyone to contribute, regardless of their background.

We set out here the Mayor's vision as it relates to types of life in London – a place to work, a place to grow up, etc. We could have written instead about the types of inequality – gender, disability, ethnicity etc. Our approach shouldn't be seen as downplaying the need to address specific inequalities – far from it. We are keen to hear from those with particular insight into those areas and how we can address them.

After this consultation, we'll develop and publish the Mayor's Diversity and Inclusion Strategy. This will contain an evidence base of inequalities that affect the social integration and social mobility of Londoners. That evidence base, alongside insights from consultation responses, and feedback given on the City for All Londoners document, will help us to decide on specific objectives.

So this vision is a call for evidence. Our final strategy will be a call to action.

A full glossary of terms is provided at the end.

¹ London Fire and Emergency Planning Authority (LFEPA), the London Legacy Development Corporation (LLDC), the Mayor's Office for Police and Crime (MOPAC), the Old Oak and Park Royal Development Corporation (OPDC) and Transport for London (TfL) and through them the London Fire Brigade and the Metropolitan Police Service.

² The law protects the 9 characteristics of age, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion, sexual orientation

How you can help

We want to hear from individuals and organisations with evidence, ideas and expertise. We invite those responding to consider the following five questions. We also welcome other information that you think we should consider.

1. Are these the right priorities? Are there other priorities we should consider?
2. What evidence of inequalities do you or your organisation have that we could include in our evidence base?
3. What are the most effective actions we could take to act on our priorities?
4. What best practice exists in the areas we are focusing on that we learn from?
5. Could we work together with your organisation on our priorities? How could we do this?

Please send any feedback and comments to: diversitystrategy@london.gov.uk or to

The Diversity and Social Policy Team
Greater London Authority
PP22, City Hall
The Queen's Walk
More London
London, SE1 2AA
Tel: 020 7983 4032

The closing date for responses is **Monday 11 September 2017**.

1 - A great place to live

The Mayor's vision

London's population is increasing. It is projected to reach 10.5 million by 2041.³ The investment creating economic growth will act as a catalyst. It will help to regenerate the places where people live, work, learn, exercise, visit and shop. We want London to prosper in a way that benefits everyone. We want communities to have access to sustainable jobs, skills, training, genuinely affordable homes, high quality public realm, and better local services.

Good growth means giving Londoners a chance to take part in the design of their city, including the London Plan consultation. This will help the Mayor to better understand the current and future needs of London. The planning processes will promote inclusive neighbourhoods and developments that are suitable for our diverse population. We want our communities to have cleaner air and more access to green spaces. We want also to reduce our reliance on non-renewable energy sources.

The Mayor has a leadership and coordination role to play to ensure everyone has a secure, decent and genuinely affordable home. He has negotiated rules that mean investment in London can be spent on a mix of homes for low-cost rent and affordable home ownership. London also needs more accessible, adaptable and specialist housing. This is both for our ageing population and for disabled Londoners currently living in housing that doesn't meet their needs. The Mayor will support our city to become a world-leader in accessibility, disability innovation and Inclusive Design⁴. He will continue to learn and share lessons from the regeneration of east London.

Priority outcome 1.1 Affordable, accessible decent homes

High housing costs for owners and renters increase poverty in our city and slow down growth. We want more genuinely affordable homes on new housing developments. Housing costs are particularly difficult for young people. The national living wage does not apply to those under 25 and housing benefit rates are lower for single people under 35. Many Londoners' homes are overcrowded and poor quality, particularly among the black-African, Bangladeshi and Pakistani communities⁵. High costs and poor housing particularly affects the health and wellbeing of people on low-incomes, disabled people and older Londoners⁶. We also know that there are not enough pitches for London's Gypsy, Roma and Traveller communities.⁷

³ GLA Economic Evidence Base for London 2016

⁴ Inclusive Design is the design of mainstream products and/or services that are accessible to, and usable by, as many people as reasonably possible without the need for special adaptation or specialised design.

⁵ www.runnymedetrust.org/uploads/images/London%20Inequality%20report%20v3.pdf

⁶ Is England Fairer? The Equality and Human Rights Commission, 2016

⁷ www.london.gov.uk/what-we-do/planning/london-plan/current-london-plan/london-plan-chapter-3/policy-38-housing-choice#_ftn5

Londoners are living longer⁸. More older people are choosing to remain in their own homes rather than move into residential institutions.⁹ Many older and disabled Londoners live in unsuitable and inaccessible poor quality homes¹⁰ that are less energy efficient.¹¹ They struggle to afford the costs of heating and adapting their homes. We want to reduce household energy bills and alleviate fuel poverty in some of London's more deprived communities. These include the unemployed, single parent households and households with pre-payment meters.¹²

The majority of people in private rented accommodation were born abroad.¹³ The government now requires landlords to check tenants' 'Right to Rent'. Surveys by the Residential Landlords' Association¹⁴ and the Joint Council for the Welfare of Immigrants show that this has become a problem. Many landlords are less likely to rent to someone without a British passport,¹⁵ even those with a right to rent.

Homelessness is rising for the first time in a generation¹⁶ and the availability of social housing is decreasing.¹⁷ The majority of London's homeless households are from black, Asian and minority ethnic (BAME) communities¹⁸, with high numbers also from the lesbian, gay, bisexual and transgender (LGBT+) community.¹⁹ Young people are also particularly at risk of homelessness.²⁰ The majority of London's rough sleepers are from outside the UK. Refugees, asylum seekers and failed asylum seekers make up a relatively small percentage of these.²¹ Almost half of rough sleepers have mental health issues, many with additional alcohol and drug problems.²² Reducing homelessness and rough sleeping must be a priority in our city.

The Mayor will play his part in helping Londoners to afford good quality homes by:

- ensuring via the London Plan, and his Housing Strategy, that the changing needs of London's ageing population, are taken into account by planning for specialist and affordable housing
- supporting councils and housing associations to build homes for a London Living Rent and available as 'part-buy part-rent'
- using the development control process to influence others to build more genuinely affordable, accessible and adaptable homes on new developments

⁸ GLA Economic Evidence Base for London 2016

⁹ www.london.gov.uk/what-we-do/planning/london-plan/current-london-plan/london-plan-chapter-3/policy-38-housing-choice#_ftn5

¹⁰ English Housing Survey 2013-2014, DCLG

¹¹ Annual Fuel Poverty Statistics Report, Department of Energy and Climate Change, 2016

¹² *ibid*

¹³ Q2 2016 Labour Force Survey household dataset

¹⁴ news.rla.org.uk/Britons-without-passports-victims-right-rent/

¹⁵ No Passport Equals No Home: Joint Council for the Welfare of Immigrants, 2015

¹⁶ GLA Economic Evidence Base for London 2016

¹⁷ www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness

¹⁸ Department for Communities and Local Government

¹⁹ www.akt.org.uk/webtop/modules/_repository/documents/AlbertKennedy_ResearchReport_FINALInteractive.pdf

²⁰ www.crisis.org.uk/data/files/publications/Homelessness%20briefing%202016%20EXTERNAL.pdf

²¹ <http://data.london.gov.uk/dataset/chain-reports/resource/176b07d9-f512-4d64-9126-90dfc702fdc4#>

²² *ibid*

- developing policies in the London Plan and the Housing Strategy to increase the supply of land for housing, including using land owned by the Mayor and Transport for London
- coordinating the work of boroughs and other partners to help end rough sleeping through the 'No Nights Sleeping Rough' taskforce
- making people's homes more energy efficient and providing more local and low-carbon generation through Energy for Londoners. The Mayor will also explore what role he can play in helping to make energy tariffs fairer and more affordable

Priority outcome 1.2 Places where people and business can prosper

London, one of the richest cities in the world, is home to some of the poorest communities in the UK. London's wealth is not evenly shared across the population or across the city. Levels of deprivation - measured across income, employment, health, education, living environment, crime and barriers to services - are linked to geography. Most inner London wards have higher levels of deprivation²³, with serious pockets of deprivation in outer London too.

Those on low incomes, especially those from BAME communities are more likely to live in parts of London where the quality of schools and transport links are worse.²⁴ This in turn impacts on their health, wellbeing and job prospects, making escape from poverty even harder. Regeneration can bring jobs, homes, facilities and opportunities. We need to find ways to make sure that these opportunities are more broadly shared. This includes helping people to gain the skills they need to get jobs in the businesses that are part of their neighbourhoods.

The Mayor will support the regeneration of neighbourhoods and town centres by encouraging investment across the city including in public transport. We will create desirable places where people want to live. Places where homes, schools, colleges, hospitals, sports and community facilities are close to where we work and socialise.

The Mayor will play his part in creating places where people and business can prosper, by:

- developing and sharing best practice, research and learning on an evidence based and measurable approach to inclusive and sustainable regeneration
- finding new ways for Londoners to participate in regeneration programmes not least by building a strong civic society
- sharing our learning on inclusive and sustainable regeneration through London Legacy and Old Oak and Park Royal development corporations

²³ GLA Economic Evidence Base for London 2016

²⁴ *ibid*

Priority outcome 1.3 An inclusive city

Much of our city's infrastructure needs upgrading and was not designed for our current population levels. Via the London Plan and other strategies, the Mayor will make clear the economic, environmental, transport and social infrastructure needed for our capital's growing and ageing population. He will also coordinate the work of local authorities and others to prepare for long-term population growth. Planning ahead is essential to shaping strong, connected communities.

Effective planning, involving local people, will create an inclusive city that is welcoming to all. It includes areas where people of different ages, ethnicities and backgrounds feel comfortable, safe and can interact meaningfully. Promoting good design is a critical part of effective planning. It improves the health, wellbeing, and quality of life of all. In particular, disabled and older Londoners will benefit from accessible and safe neighbourhoods. Inclusive neighbourhoods will be designed to make journeys easier – whether they be from residential areas to bus stops, green spaces, walking routes, stations, parking, doctors' surgeries, hospitals, schools and places of worship.

Despite progress in making London more accessible, especially the inclusive design of Queen Elizabeth Olympic Park, much of the city remains hard to access for too many people. Inaccessible buildings, spaces and places make life difficult for London's one million disabled people. It limits their opportunities to work, study, travel, and contribute and live independent and dignified lives²⁵. Disabled people are experts in the barriers they face. Their involvement in the planning process will highlight specific and local issues and ensure better solutions.

The Mayor will play his part in planning an inclusive city by:

- consulting widely on his strategies to make sure that we meet the needs of the people in our diverse city
- using our planning and housing powers to ensure there is a better supply of accessible and adaptable homes
- continuing to promote inclusive design and the creation of an inclusive environment, via planning and housing policy. This will require new developments in London to achieve good standards of accessible and inclusive design
- helping boroughs and other agencies to implement accessible and inclusive design in development proposals by providing advice and guidance. The Mayor will continue to contribute to the development of national technical access standards and support training and professional development programmes
- using the Inclusive Design and Access Panel (IDaAP), to consult and involve disabled people in the planning process from a user perspective. Through the work of the Global Disability Innovation Hub, lead work on research and good practice on disability related innovation

²⁵ www.london.gov.uk/what-we-do/planning/london-plan/current-london-plan/london-plan-2016-pdf

Priority Outcome 1.4 Strong, connected communities

Social integration is one of the Mayor's top priorities. We all benefit when people from different backgrounds are able to lead inter-connected lives. It's good for everyone when all are supported to play an active role in their community. This includes through volunteering, sport, voting and taking part in public and political life. We know that disabled people, young people and BAME Londoners are less likely to take part in public and political life than their peers.²⁶

As a successful world city, London attracts people from abroad for many reasons. Whether joining family members or seeking sanctuary, they contribute to London's economic and cultural life both through work and study. Being more socially integrated can enable migrants to fully contribute to our city and thrive here. That applies whether they come as highly paid or low skilled workers, come for a short period or to settle. Integration helps individuals to get jobs, feel part of local decision-making and contribute to our city. Too many Londoners who were born abroad face barriers to integration like poverty, discrimination and language skills.

Genuine social integration relies on decent jobs, an accessible affordable transport system, and a reduction in poverty and health inequalities. Integration benefits everyone, narrowing the gaps in educational attainment, income and health and wellbeing. It leads to healthier, safer and more prosperous communities.

The Mayor will play his part in promoting and improving social integration by:

- setting up a social integration team to publish a Social Integration Strategy, lead a citywide programme of activity and integrate social integration into the Mayor's strategies
- establishing a new Citizenship and Integration Initiative, to increase civic engagement through increased citizenship ceremonies, supporting young Londoners to secure rights to residency
- developing a new community and grassroots sports programme that will be fully integrated into London's position as a global venue for major sports events
- promoting active citizenship, making it easier for Londoners of all backgrounds to work together on volunteering and social action programmes in schools and local communities
- helping older Londoners to be more physically active through the Get Moving project and through improved digital inclusion

²⁶ Community Life Survey 2015 to 2016, Cabinet Office

2 - A great place to grow up

The Mayor's vision

The success of our children and young people is critical to the success of our city. Children should be able to grow up in safe communities, and in households that can afford everyday essentials like healthy food and keeping their home warm. How well we educate our children will determine their futures, and London's future. The Mayor wants every child to have the opportunity to attend a good or outstanding local school.

London's schools have made major improvements in closing the gaps between children from different backgrounds. We must build on those improvements. Policies that place an over-emphasis on selection undermine the benefits schools can bring to all children and risk inequality and segregation. The Mayor will push for London to get the necessary resources and promote policies that benefit all of London's children and young people. This will be through reducing child poverty, providing inclusive and accessible education, creating a skilled future workforce and ensuring healthy childhoods.

The Mayor is not directly responsible for providing early years education or schooling but will take on a leadership role. Our success depends on working with schools, community groups, faith groups, charities and civic organisations to help children and young people – particularly the most disadvantaged. The Mayor also recognises the importance of listening to young people. This is especially important for those who are more marginalised like disabled young people and young carers.

Priority outcome 2.1 Child poverty reduction

London has the highest rate of child poverty in the UK. Rates are forecast to increase over the next five years due to benefit and tax changes.²⁷ We need to break the cycle for children born into poverty. These children are more likely to underachieve at school, have worse employment prospects and go on to have lower incomes. More children living in poverty are part of low-income working families than are in workless families²⁸. The majority are housed in rented and often overcrowded accommodation.²⁹ In a city as prosperous as London, there is no excuse for child poverty, or for people to have to rely on food banks in order to feed their children.

Levels of poverty are significantly worse in Black-Caribbean, Bangladeshi and Pakistani families.³⁰ Over half of families with a disabled child live at the margins of poverty, often because parents of disabled children are less likely to be able to work. And it costs three times more to raise a disabled child.³¹

²⁷ Department for Work and Pensions (2015), Households Below Average Income 2013/14 (3 year average)

²⁸ www.londonpovertyprofile.org.uk/indicators/groups/children/

²⁹ www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness

³⁰ www.londonpovertyprofile.org.uk/indicators/groups/ethnicity/

³¹ www.cafamily.org.uk/media/381221/counting_the_costs_2012_full_report.pdf

The Mayor will play his part in reducing child poverty by:

- working with partners to increase the availability and affordability of housing and childcare
- improving the safety, accessibility and affordability of transport
- promoting the London Living Wage and flexible working to London's employers
- working to understand the causes of child poverty including the impact of high costs; low incomes and insecure employment; and specific events that act as 'triggers'
- designing and supporting targeted programmes that break the poverty cycle for children from disadvantaged communities and groups
- lobbying the government and working with others to monitor and mitigate against negative impacts of welfare changes, especially on children living in poverty

Priority outcome 2.2 Inclusive and accessible education

London's education sector has a great deal of which it should be proud. The proportion of London's children doing well at age five has increased rapidly in recent years.³² In every London borough, children eligible for free school meals (FSM) do better at GCSEs than their peers in the rest of England. Also children who have English as a second language do just as well at school as their peers, which is not the case elsewhere in England.³³

Children from some groups and communities don't do as well as their peers, with initial gaps in development widening as they get older.³⁴ The early years are critical to a child's development, and children whose parents have low incomes are less likely to access high quality childcare.³⁵ One way to help these parents get back to work is by signposting good information about flexible and affordable childcare and lobbying for better childcare policies and funding structures that work for Londoners.

White British boys who receive FSM achieve the lowest grades at GCSE of any ethnic group and white British FSM girls are also the lowest performing female ethnic group³⁶. There is however a huge degree of variation between boroughs. Children from black communities tend to have lower attainment levels at GCSE than their peers and are more likely to be excluded.³⁷ Children living in temporary housing and those from the Gypsy, Roma and Traveller communities face significant challenges at school due in part to in-year school moves. Gypsy, Roma and Traveller children have the lowest attainment levels at every key stage.³⁸

³² Early years foundation stage profile results: 2015 to 2016

³³ GLA Economics Economic Evidence Base for London 2016

³⁴ Early years foundation stage profile results: 2015 to 2016

³⁵ London Annual Education Report 2017

³⁶ The Sutton Trust Class Differences 2016

³⁷ The EHRC Triennial Review

³⁸ Department for Education 2016, National and Local Authority Tables

Boys continue to do less well than girls³⁹ and children with special education needs (SENs) do less well than those with no identified needs at school. Children with SENs are also more likely to be permanently excluded than their peers, and to have been the victims of bullying.⁴⁰ Young lesbian, gay, bisexual and trans (LGBT+) children are more likely to be bullied at school. This has an impact on their school attendance record and in turn their results.⁴¹ As a group, looked after children have some of the poorest outcomes at school.⁴²

The Mayor will play his part in giving children an inclusive and accessible education by:

- learning from London's best schools, celebrating their achievements in narrowing the gaps in outcomes for children with different backgrounds
- working with partners to improve outcomes for children who are disadvantaged, through programmes like the Youth Innovation Fund
- supporting schools to recruit, retain and progress the best educational workforce possible, that is also as diverse as the communities they serve who can be role models
- working with partners to improve the quality of early years teaching and learning that work equally well for all children, supporting early years providers to collaborate and share good practice

Priority outcome 2.3 A skilled future workforce

Despite having some excellent schools and a growing economy, youth unemployment is higher in London than in the rest of the country.⁴³ Young people need more support to access skills and job opportunities on their doorstep in the creative, tech, digital, life sciences, engineering, and construction industries.

Educational outcomes and career prospects for certain groups are limited. Disabled young people and those with SENs have a hard time finding their first job. Teenage mothers are more likely to have no qualifications leaving them at a real disadvantage when looking for work.⁴⁴ We know that girls are less likely to study science, technology, engineering and maths (STEM) at A-level. This choice limits their future earning potential.⁴⁵ Some employers want new recruits with advanced technical skills, like coding and web design which many young people don't have.

The Mayor will play his part in helping young people to acquire the skills they need to join the workforce of the future by:

- establishing the Skills for Londoners Taskforce to improve careers advice in schools and create a talent pipeline for our employers
- developing a city-wide STEM strategy

³⁹ GLA Economics Economic Evidence Base for London 2016

⁴⁰ Permanent and Fixed Period Exclusions from Schools and Exclusion Appeals in England

⁴¹ Teachers Report, Homophobic Bullying in Britain's Schools, Stonewall, 2014

⁴² Outcomes for Children Looked After by Local Authorities in England 2010.

⁴³ www.londonspovertyprofile.org.uk/indicators/groups/16-24-year-olds/

⁴⁴ Local Authority Client Caseload Information System (CCIS) data

⁴⁵ Fisher Family Trust Aspire, Key stage 2 and 4 London database, 2015, National pupil database

- working with government and business to create more high-quality apprenticeship programmes
- addressing skills shortages and increasing diversity in key industries
- providing opportunities to engage with employers through programmes like London Ambitions
- helping them develop life skills, employability skills and confidence through volunteering and programmes like Team London Young Ambassadors and community sport initiatives

Priority outcome 2.4 Healthy childhoods

Too many pollution hotspots in the city are near schools. This exposes our children to dangerously polluted air, and puts them at greater risk of respiratory conditions.⁴⁶ The Mayor will prioritise work to ensure London's children can breathe in clean air and walk to school. He wants children to be encouraged out into the city's parks and green spaces to play, exercise and learn about nature. Fewer children in London take regular visits to the park or green spaces than in any other region in England. This is particularly so for children from BAME communities or London's poorer households⁴⁷. Obesity rates among 11 year olds in most London boroughs are higher than the England average⁴⁸.

Under the banner of 'Thrive London', the Mayor will use his leadership role to coordinate the work of London's NHS bodies and local authorities, schools, workplaces and communities on mental health. He will also work to improve the mental health of London's children and young people. We will identify citywide solutions to prevent mental illness and the associated stigma, to promote recovery from mental illness and to enable all Londoners to lead healthier, happier lives. Mental ill health and stigma is a particular issue for London's BAME communities, especially for younger African and Caribbean men.⁴⁹

The Mayor will play his part in giving London's children healthy childhoods by:

- working with TfL to reduce dangerous emissions from transport across London and support boroughs to achieve legal compliance as soon as is practically possible
- developing and implementing plans that respond to our consultation on cleaning up London's air
- funding 'air quality' audits that will identify new hard-hitting measures to protect primary school children locally from toxic air
- making London the first 'National Park City' including protecting London's parks and green spaces and enhancing spaces so more children have opportunities to experience nature
- including in Mayoral strategies, appropriate policies that create opportunities for children to gain learning experiences through natural play

⁴⁶ Mayor's new 'air quality' audits to protect thousands of school kids. Mayor of London press release, January 2017

⁴⁷ Monitor of Engagement with the Natural Environment pilot study, Natural England, 2016

⁴⁸ Public Health England, Child Health Profiles 2014/15,

⁴⁹ www.equalityhumanrights.com/en/race-report-healing-divided-britain

- developing measures to tackle childhood obesity, including promoting initiatives to improve access to a healthy diet and increase the physical activity levels of London's schoolchildren
- launching Thrive London to improve the mental health of young people and their parents, joining up public services and community initiatives that contribute to good mental health, and looking into the most promising and innovative approaches
- developing a healthy food and social development offer during the school holidays through the London Food Board and Kitchen Social programme

3 - A great place to work and do business

The Mayor's vision

London is Europe's business capital and home to a range of world-class businesses. The Mayor is determined this will continue and will be the most pro-business Mayor yet. He will take steps to continue London's success in starting up firms, businesses looking to grow and in attracting the best talent from London, Europe and beyond.

We want London's businesses to have access to the talent they need. To support this, we will work with others to make sure more Londoners have the skills required to access jobs in London's growth sectors. Across London, people's career paths are too often determined by their gender or background. Girls are less likely to study STEM subjects and women are less likely to have STEM careers.⁵⁰ We want to identify and reduce barriers where they exist, and promote the most successful and suitable career choices for all. As our relationship with the EU changes, the Mayor will lobby to protect London. He wants an immigration system that helps ensure London remains a great place to do business and a great place for entrepreneurs to start up and grow.

The Mayor will work with employers, skills providers, unions and small businesses to help people who want to find work in London but are struggling to do so. This includes those facing additional barriers like disabled people, women with children, lone parents and those from particular communities where unemployment is high.⁵¹ He will focus on tackling unfair pay, employment gaps and giving workers good work-place rights. The Mayor will work with employers and others to challenge discrimination and ensure employees are treated fairly regardless of age, disability, ethnicity, faith, gender, gender identity or sexual orientation.

Priority outcome 3.1 A skilled workforce

The overall proportion of Londoners of working age with no qualifications is falling⁵². We will make sure that this progress continues. We also need to tackle the barriers to learning that make it more likely for certain groups to have no qualifications including disabled Londoners and older Londoners⁵³. Lack of qualifications and English language skills makes it much harder for people to find work. This is an issue that particularly affects migrant women.⁵⁴

London has one of the strongest and most productive science and technology sectors in Europe.⁵⁵ Despite this, there are major barriers preventing this sector from reaching its full potential, not least that many young people don't choose STEM careers.⁵⁶ In fact, the

⁵⁰ www.wisecampaign.org.uk/resources/2016/02/higher-education-statistics-2015

⁵¹ For example, Pakistani and Bangladeshi communities: see GLA Economics Economic Evidence Base for London 2016

⁵² Annual Population Survey, Office for National Statistics

⁵³ Annual Population Survey. ONS

⁵⁴ 2011 Census, Office for National Statistics

⁵⁵ LEP Jobs and Growth Plan 2013

⁵⁶ www.wisecampaign.org.uk/uploads/wise/files/not_for_people_like_me.pdf

number of jobs in London that cannot be filled because of skills shortages has doubled in four years.⁵⁷

While the range of Londoners taking up apprenticeships closely reflects London's overall diversity, the London Assembly Economy Committee is looking at evidence that success rates are not as high for BAME apprentices.⁵⁸ We also know that young women and young men continue to choose 'traditional' career paths with women more likely to choose an apprenticeship in teaching and healthcare and men going into construction and IT.⁵⁹

The Mayor will play his part in making sure London has the skilled workforce it needs by:

- setting up the Skills for Londoners Taskforce to help to give Londoners the skills that they and the city's businesses need including English Language skills
- working for an acceptable devolution deal for the Adult Education Budget from 2019/20 and making the case for strategic influence over 14 -19 vocational capital investments (alongside London's existing FE Capital responsibility)
- lobbying central government for greater influence over the apprenticeship levy raised by London's employers to ensure it supports the skills needs of the city's employers
- commissioning and influencing skills programmes aimed at certain groups and skills gaps, including the under representation of women in STEM

Priority outcome 3.2 Decent jobs

The Mayor has made the economic fairness of London a top priority. His work on promoting social integration and spreading best practice in the workplace will address the causes of gaps in employment rates. This includes between men and women, disabled people and non-disabled people and between different communities in London. He will consult experts and stakeholders from business and civil society on promoting the highest standards of equality, diversity and inclusion in work.

Any Londoner, who wants to work, should have equal access to work. Employment rates are increasing and we want this to continue. We will support those who, evidence tells us, struggle to find a job particularly women who are disabled, who have children or who are Bangladeshi, Pakistani or from the Gypsy/Traveller community.⁶⁰ Lack of flexible working and part-time jobs make it harder for women, especially those who are parents⁶¹ or carers⁶², and disabled people⁶³ to get into work.

While the employment rates of disabled Londoners, young people and those from some BAME groups are increasing, they still fall behind overall employment rates.⁶⁴ There are a

⁵⁷ UK Commission for Employment and Skills- Employer Skills Surveys 2011-2015

⁵⁸ www.london.gov.uk/about-us/london-assembly/london-assembly-publications/apprenticeships-un-level-playing-field

⁵⁹ SFA data cube (learner region), June 2016

⁶⁰ GLA Economics Economic Evidence Base for London 2016

⁶¹ Women and Flexible Working, IPPR, 2014

⁶² <https://carers.org/press-release/making-work-londons-carers-reality-thanks-new-%C2%A32m-grant>

⁶³ Fulfilling Potential, DWP, 2013

⁶⁴ GLA Economics Economic Evidence Base for London 2016

number of other groups who experience low employment rates. This includes carers⁶⁵, ex-offenders⁶⁶, young people leaving care⁶⁷, homeless people especially young homeless people⁶⁸, and those who are veterans/ex-armed forces⁶⁹. Older Londoners who are made redundant find it much harder than younger adults to find another job.⁷⁰

The Mayor will play his part in ensuring access to decent jobs by:

- encouraging employers to reduce the barriers to employment faced by many through inadequate part-time or flexible working opportunities
- running schemes that focus on supporting women into sectors such as construction and STEM where there are skills shortages
- using our influence to support providers to deliver more accessible, flexible, high quality childcare
- providing evidence-based employment support programmes targeted at certain groups
- working closely with London boroughs to support the rollout of the Work and Health Programmes

Priority outcome 3.3 Inclusive employers

Employers who create inclusive workplace cultures, are more innovative, perform better and more likely to get the best out of their employees.⁷¹ With London's fantastic culture and diversity, there is a real opportunity for business to take advantage by hiring a diverse workforce including at board level.

Career success in London is still limited by discrimination, bias and factors not related to how well someone can do their job. These include age, disability, gender, gender identity, race, religion and sexual orientation and social class.⁷² Pregnant women, new mothers and people undergoing gender reassignment are also on the receiving end of discrimination.⁷³ Too many London employees are being treated unfairly for example through different rates of pay for the same job.⁷⁴ There are rising numbers of people on low pay who do not have the security they would like in their employment. For example, those workers with 'zero hour' or self-employed contracts.⁷⁵

Overall pay levels in London are much higher than in the rest of the country⁷⁶. That means working in our city should be a clear route out of poverty. Yet working families account for over half of poor households. Too many Londoners, especially women, earn less than the

⁶⁵ <https://carers.org/key-facts-about-carers-and-people-they-care>

⁶⁶ LEP ESIF 2014-2020

⁶⁷ Care leavers' transition to adulthood, NAO, 2015

⁶⁸ Young and Homeless 2015, Homeless Link

⁶⁹ Household Survey of the Ex-Service Community, Royal British Legion 2014

⁷⁰ LEP ESIF 2014-2020

⁷¹ Diversity Matters, McKinsey 2015

⁷² Is England Fairer? The Equality and Human Rights Commission, 2016

⁷³ Is England Fairer? The Equality and Human Rights Commission, 2016

⁷⁴ GLA Economics Economic Evidence Base for London 2016

⁷⁵ *ibid*

⁷⁶ *ibid*

London Living Wage and a gender, race and disability pay gap still exists.⁷⁷ A pay gap has also been identified that impacts on those who are classified as having a working class background.⁷⁸

Through his proposed 'Good Work Standard' the Mayor will work with employers committed to treating their employees fairly, to paying the London Living Wage and to tackling inequality in the workplace. Employment practices - such as offering more senior roles on a part-time or flexible basis – enable forward thinking employers to attract and retain talented employees and help close pay gaps. Flexible working attracts and retains the increasing number of skilled employees who are carers. At the same time, we must guard against 'flexible' hours being imposed on London's workers as a way to circumvent good employment practices. London's freelance / short-term contract 'gig economy' has grown quickly over recent years,⁷⁹ bringing with it its own challenges.

The Mayor will play his part in supporting businesses to become more inclusive employers by:

- promoting fair pay for example by addressing pay gaps and encouraging take up of the London Living Wage
- encouraging modern, inclusive practices like good working conditions, flexible working cultures, support for health and well-being
- increasing the diversity of workforces at all levels including on boards
- helping to give employees a voice and participate in the organisations future
- promoting all good practice steps through supply chains
- monitoring the impact of the increase in short-term and zero hour contracts on workers' rights and financial security for those people and groups already struggling to make ends meet

Priority outcome 3.4 Thriving businesses

London is home to many of the world's largest global companies, and almost one million small and medium-sized businesses (SMEs). Our creative industry is a core part of our commercial profile as well as high numbers of business start-ups, including those in the financial and medical technology sectors. London has proportionally more self-employed individuals than the UK as a whole. More people than ever, especially women and older workers, are taking new routes to employment and business success.⁸⁰

London has more minority-led businesses than the rest of the UK, often clustering in specific geographical areas.⁸¹ These SMEs support the local economy and a more socially integrated city by providing jobs. We know that there are positive links between migrant entrepreneurs and innovation in London⁸². Diverse management teams are significantly

⁷⁷ GLA Economics Economic Evidence Base for London 2016

⁷⁸ Social Mobility, the Class Pay Gap and Intergenerational Worklessness: Social Mobility Commission. 2017

⁷⁹ Independent Work: Choice, Necessity and the Gig Economy McKinsey 2016

⁸⁰ GLA Economics Economic Evidence Base for London 2016

⁸¹ Longitudinal Small Business Survey Year 1 (2015): SME employers, Department for Business, Skills and Innovation, 2016

⁸² GLA Economics Economic Evidence Base for London 2016

more likely to innovate than the average company founder. Minority-led businesses are also better able to enter international markets using existing networks and language skills.⁸³

Accessing funding to start or scale up a business is challenging especially for female entrepreneurs.⁸⁴ Research also tells us that women would like support to gain the skills they need to start up.⁸⁵ Finding the right support can be difficult, as business support services in London are fragmented. The Mayor, through the London Economic Action Partnership's (LEAP) Growth Hub will focus on signposting individuals to programmes that encourage start-ups. He will support entrepreneurs and provide skills training to help business innovate and grow. London's competitive business environment also means that London has a high rate of business failure. The Growth Hub will show businesses the knowledge and skills required to survive and thrive. Many businesses need accessible and affordable workspaces. London has lost a lot of artist studios and small workspaces, often driving businesses to move to more affordable cities across the UK and Europe.⁸⁶ Lack of accessible workspaces can be a major issue for disabled owned businesses.

The Mayor, working with LEAP and others, will help London's SMEs to thrive by:

- providing targeted business support to help create new businesses and give them the skills needed to grow and innovate
- increasing access to finance, including innovative funding models, to new and existing SMEs especially to aspiring female entrepreneurs
- supporting an increase in flexible, accessible affordable workspaces and business incubators
- developing Creative Enterprise Zones to encourage local creative talent from diverse backgrounds to take up creative careers and start creative businesses

⁸³ GLA Economics Economic Evidence Base for London 2016

⁸⁴ www.gov.uk/government/groups/womens-business-council

⁸⁵ www.fsb.org.uk/docs/default-source/fsb-org-uk/fsb-women-in-enterprise-the-untapped-potentialfeb2bbb4fa86562a286ff000dc48fe.pdf?sfvrsn=0

⁸⁶ GLA Economics Economic Evidence Base for London 2016

4 - Getting around

The Mayor's vision

The Mayor's vision is that everyone should be able to move around London safely and easily, with better journeys from their front doors to their destinations. Reliable and efficient transport is essential for London's success, connecting people to jobs, shops, schools, doctors and all the places they need to go. This in turn can lead to healthy and more active lives, reducing inequality and promoting social integration. The Mayor will work closely with Transport for London (TfL) to achieve this, including through the forthcoming Mayor's Transport Strategy.

London needs a more accessible transport network that everyone can use safely and easily. The Mayor, with TfL, will improve accessibility using the principles of Inclusive Design. This will include making many more Tube and rail stations step free, starting with an extra investment of £200m to 2021/22. With TfL, the Mayor will also find better ways to provide passengers with consistent customer service and more accessible information, including information about fare structures. Central to this work will be engagement with London's diverse communities, who can help us to deliver an inclusive transport network.

Keeping fares affordable will benefit everyone, particularly those struggling on lower incomes. Londoners will benefit from opportunities to have active lifestyles, in particular those groups of Londoners who are currently doing less walking and cycling.⁸⁷ We also want to ensure that travel in London is safer and fewer women, young people and people from BAME communities are deterred from travelling because of safety concerns.

Priority outcome 4.1 Affordable transport

Historically, Londoners have paid some of the highest public transport fares of any major city in the world. This can leave them out of pocket when it comes to buying everyday essential items. High costs of living, including fares, can lead to poverty and inequality in the city especially for young people, BAME Londoners and women.⁸⁸ The Mayor is committed to addressing this and has already made travelling in London more affordable by freezing TfL fares and introducing a new 'Hopper' fare which, by the end of 2018, will mean that customers can make unlimited bus or tram transfers within the hour, even if other trips on Oyster modes are made in between. a new bus 'hopper' fare. The Mayor has committed to protecting the Freedom Pass, the 60+ bus pass and concessions for children, apprentices, veterans and others.

The Mayor, working with TfL will play his part in delivering affordable transport by:

- lobbying for the devolution of more rail services to the Mayor so that he can make more rail journeys across London more affordable and accessible

⁸⁷ What are the barriers to cycling amongst ethnic minority groups and people from deprived backgrounds? Policy Analysis Research Summary, 2011

⁸⁸ Understanding the Travel Needs of London's Diverse Communities, TfL, 2015

- providing clearer information on fare prices and payment types, including targeted information for groups that travel less frequently
- promoting fare reductions or concessions where they are available for users
- using surveys and the level of transport use to measure the extent to which cost is a barrier to particular communities

Priority outcome 4.2 Inclusive transport network

While investment in London's transport network has provided more inclusive and accessible ways for Londoners to travel, disabled and older Londoners still travel less than others.⁸⁹ We will continue to take steps make sure that the network is more accessible. This includes for the growing number of people with dementia, carers, people with small children, and people carrying luggage.

Making London's transport more inclusive is not only about physical changes. Research shows that customers want more up to date information about accessibility and delays.⁹⁰ We will use London's business and tech expertise to provide new ways to do this. Such solutions will take into account how many Londoners receive information through smart devices. They will recognise too that disabled and older Londoners are less likely to access the internet or own a smartphone⁹¹. Journeys are also made easier and safer by good customer service. We will make sure that our stations have enough accessible ticket machines and train customer service staff. This includes those working on our buses to help older people, disabled people, people with dementia and people with young children.

People need to move freely through stations and transport interchanges. To help, we will work to reduce physical 'clutter' that impedes passengers' journeys. We intend to provide more seating for people who struggle to stand and extend the use of hearing-aid induction loops across the network. We will also trial innovative methods, including 'ibeacon' systems that help visually impaired people navigate around our spaces and places.

The Mayor will play his part in creating a more inclusive transport network by:

- promoting inclusive design through the London Plan, supplementary planning documents and the Mayor's Transport Strategy including record investment in step-free access
- working with local councils, Network Rail, bus and train companies to improve the accessibility of our stations, bus stops, buses, and walking and cycling routes
- working with other transport providers to train customer service staff, bus drivers and others who support disabled and older people in how to offer inclusive service
- continuing to engage with young people, and disabled and older passengers who can help us to make the network more accessible

⁸⁹ London Travel Demand Survey, 2006/07 - 2014/15, TfL

⁹⁰ Understanding the Travel Needs of London's Diverse Communities, TfL, 2015

⁹¹ Transport for London (Apr/ Oct 14) Digital Media Monitoring combined analysis

- improving the information we are able to provide passengers about the accessibility of the transport network
- making passenger information more accessible, including looking at improving the languages used to support more Londoners and visitors and supporting those Londoners not online

Priority outcome 4.3 Healthy Streets

The Healthy Streets Approach⁹² is the Mayor and Transport for London's approach to prioritising people and their health in decision making to create a healthy, inclusive and safe city for all. An important part of this is making London a more attractive place to walk, cycle and use public transport and reducing the dominance of motorised transport. The experience of being on London's streets is particularly important for older people, the very young, disabled people and people living on lower incomes, who disproportionately feel the negative impacts of living in a car-dependent city. We will provide accessible space for walking and cycling and improve bus reliability, to enhance safety and security.

Encouraging people who don't currently cycle to do so is partly about creating appealing places in which to ride, particularly for local trips. It is also about addressing the barriers to cycling experienced by some groups, as well as enabling more accessible cycling for adapted cycles. The Mayor has appointed the first ever Walking and Cycling Commissioner to lead work in this area.

Transport for London (TfL) will adopt a new approach called 'Vision Zero'. This reduces the dominance of vehicles on our streets to minimise the dangers they pose to vulnerable road users. We will also take steps to understand and address why children, older people and BAME people are more likely to be injured in road traffic collisions.⁹³ We know that for some older and disabled Londoners, cars are their only accessible mode of transport.⁹⁴

The Mayor, working alongside TfL will play his part in creating healthy streets by:

- developing and delivering plans to make our streets inclusive for everyone who wants to walk or cycle more
- establishing safe walking routes, to give children safer journeys to school, avoiding busy roads where possible
- providing better and accessible information on safe walking and cycling routes
- understanding and addressing the barriers to cycling for certain groups and communities
- redesigning the most dangerous junctions to make them safer for pedestrians and cyclists

⁹² Healthy Streets for London, TfL, 2017

⁹³ Understanding the Travel Needs of London's Diverse Communities, TfL, 2015

⁹⁴ *ibid*

Priority outcome 4.4 Safer journeys

While the rate of crime on transport has fallen to an all-time low⁹⁵, safety and security concerns deter too many Londoners, particularly BAME groups, women and young people, from using public transport.⁹⁶ Rates of faith and LGBT+ hate crime when travelling in London are too high. Women and young people are more at risk of unwanted sexual behaviour and some incidents are not reported. The impact of fear of crime is greatest at night, particularly on buses and on the Tube.⁹⁷ Anti-social behaviour makes some women, older and disabled Londoners and many from BAME communities feel uncomfortable using public transport.⁹⁸

Since the Mayor opened the first Night Tube services in August 2016 levels of usage have been higher than expected. The Mayor is committed to ensuring that passengers on the Night Tube can travel with the same confidence they are used to during the day. The Mayor is investing £3.4 million to ensure that dedicated British Transport Police officers are on hand to offer support and visible reassurance.

Tackling safety concerns will continue to be a priority for the Mayor in collaboration with TfL, transport operators and the police. This is not least because if public transport does not feel safe to use then people are more likely to take other options, including their own car. Better street lighting, CCTV coverage, well-designed and well-maintained spaces and transport places will help Londoners feel more safe and secure.

The Mayor, working alongside TfL, will play his part in ensuring Londoners have safer journeys by:

- continuing to promote ways to report crime on our network including hate crime and unwanted sexual behaviour via the 'Report it to Stop it' campaign
- tackling fear of crime by listening and responding to local concerns about crime and antisocial behaviour
- providing safety and reassurance to passengers through policing, CCTV, lighting, signage and well trained staff
- working with schools in London to deliver lesson plans to tackle sexual offences on the transport network
- tackling un-booked and unlicensed private hire vehicles that pose a serious risk to the travelling public, particularly women

⁹⁵ Action on Equality, TfL's Commitments to 2020

⁹⁶ <http://content.tfl.gov.uk/safety-and-security-annual-report-2015.pdf>

⁹⁷ Understanding the Travel Needs of London's Diverse Communities, TfL, 2015

⁹⁸ *ibid*

5 - A healthy, green, safe and enjoyable city

The Mayor's vision

The Mayor wants London to be a city where all of its citizens can live a healthy life. This means addressing particular health issues faced by some of London's groups and communities. It also means taking steps to address the lack of resources available for supporting Londoners with mental health issues. The stigma of mental ill health must be addressed too.

The Mayor will use his Police and Crime Plan⁹⁹ to make London a safer city for everyone regardless of who they are, or where they live. It details three new priorities: keeping children and young people safe; tackling violence against women and girls; and standing together against extremism, hatred and intolerance. The Mayor wants to restore dedicated neighbourhood policing to every part of London. This will help tackle crime and anti-social behaviour and reduce the fear of crime in every community. The plan also sets out how the Mayor will give extra protection to those individuals and groups more at risk of being the victims of crime at home, at work, on the street or online. Through LFEPA, we will also address why some groups and communities are more at risk of fire.

As the city grows to accommodate more people, jobs and activity, threats from climate change will also become more tangible. That is why it's vital both for the health and wellbeing of our citizens to do what we can to mitigate the impacts. The Mayor wants London's air quality to be at safe levels as soon as possible. He also wants more green spaces and London to be a zero carbon city by 2050.

As well as creating a city that is healthy, green and safe we need to ensure everyone can enjoy culture, arts and leisure here. London's culture is one of the main reasons people come to visit. It is the 'golden thread' that joins us all together and creates a city we can be proud of. London is at its best when all groups feel able to benefit from London's cultural opportunities and are fairly represented in its cultural offerings. Culture enriches people's lives and makes people healthier and happier. It brings different communities together and places back to life. It also accounts for one in six jobs in London.

Priority outcome 5.1 Healthy Londoners

The Mayor will play a leadership role in improving the health of Londoners through the London Health Board. He will use this board to coordinate work to implement his statutory Health Inequalities strategy. The strategy will address the large differences in health and life expectancy between different parts of London and different communities. Too many people in deprived neighbourhoods live shorter lives and spend a higher proportion of their lives in ill-health.¹⁰⁰

⁹⁹ <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/police-and-crime-plan-safer-city-all-londoners>

¹⁰⁰ Public Health England, (2014), Public Health Profiles, Healthy Life Expectancy at Birth by local authority

There are many reasons for these differences. People are more likely to be healthy and active if they have access to healthy food, and good quality health care. Specific communities are at higher risk of certain health problems. This includes mental health issues, which are more likely to affect African and Caribbean men¹⁰¹, refugees and asylum seekers¹⁰² and members of the LGBT+ community.¹⁰³ LGBT+ Londoners are also often not fully supported by a health care system that focuses on sexual health. As a consequence, there is not enough on depression and anxiety, breast cancer, smoking and alcohol use, drug use, and HIV related illness.¹⁰⁴

The Mayor will play his part in giving Londoners a chance to be healthier by:

- developing and implementing a Health Inequalities Strategy
- overseeing initiatives like the Thrive London mental health programme
- ensuring that tackling of health inequalities are considered within other statutory strategies and policies

Priority outcome 5.2 Cleaner air and better access to green spaces

Air pollution has a big impact on the health of Londoners over the course of their lives. As well as increased deaths, air pollution is also linked to thousands of hospital admissions.¹⁰⁵ Evidence also suggests a link between exposure to pollution and dementia. There is also a real economic cost to these health impacts. The Mayor will continue to tackle London's air quality as a priority.

Air pollution disproportionately affects those living in poverty, the youngest residents and many from BAME communities. People living in the most deprived areas of London are more exposed to poor air quality than those in less deprived areas.¹⁰⁶ The same areas also fare worse in terms of the quantity and quality of green space. Access to green space is essential for good mental and physical health, childhood development, and social integration. The Mayor will use his London Environment Strategy to set out how he aims to support this vision.

The Mayor will play his part in making London the greenest of the world's big cities by;

- reducing toxic emissions, and thus exposure to, poor air quality - particularly amongst those communities most affected
- promoting the idea of 'green infrastructure'. This is where parks and good quality green spaces are planned, designed and managed so that everyone can access them. This will also provide other benefits such as cleaner air, protection from flooding and heat, and tranquil space.

¹⁰¹ <http://lankellychase.org.uk/wp-content/uploads/2015/07/Ethnic-Inequality-in-Mental-Health-Confluence-Full-Report-March2014.pdf>.

¹⁰² GLA, London Assembly Health Committee 2015, Healthy minds, healthy Londoners, 2015,

¹⁰³ Unhealthy Attitudes, The treatment of LGBT people within health and social care services, Stonewall, 2015

¹⁰⁴ Unhealthy Attitudes, The treatment of LGBT people within health and social care services, Stonewall, 2015

¹⁰⁵ Aether (2013) Analysing Air Pollution Exposure in London

¹⁰⁶ Aether (2013) Analysing Air Pollution Exposure in London

Priority outcome 5.3 A safer city

The British model of policing by consent is admired around the world. It is based on trust and confidence between the public and the police. It is essential that all Londoners feel comfortable reporting crime and able to come forward with important evidence and intelligence. Without that cooperation effective policing is not possible. We know that confidence in London's police varies significantly between communities, with confidence levels lower for black Londoners. There are many complex reasons for this, some of which are historical. The Mayor is keen to address them as part of his vision for London. This means providing support to those communities; finding new ways to improve police working methods, driving out bad practice and supporting police officers as they deal with new approaches and modern challenges. It means the only using stop and search when appropriate. It also means advocating for a more representative police workforce that better reflects London's diversity.

In June 2016, following the EU referendum, there was a marked increase in reported race, religious, disability and LGBT related hate crimes across London.¹⁰⁷ Hate crime not only harms its victims, it damages communities. Communities that are divided and fearful, and individuals who are isolated, are more vulnerable to extremism. Some Londoners are more at risk of being drawn into extremism. This includes people with mental health needs, gang members, prison inmates and young people. Young people, especially young men, are also more at risk from knife crime, gang-related crime and violence. Too many people in London, especially women, are victims of sexual violence and abuse including domestic violence. Reports of child sexual exploitation are increasing. The risks to children are changing too as abusers use the internet and social media to target them.¹⁰⁸

London's police are also now dealing with an increasing number of incidents related to mental health issues.¹⁰⁹ A disproportionate number of black African and Caribbean men experiencing a mental health crisis in a public place, are detained by the police under section 136 of the Mental Health Act.¹¹⁰ Addressing this will form part of the Mayor's overall approach to improving the experience of Londoners with mental health needs.

As well as increased risks of crime, some sections of London's communities are also more at risk of fire or injuries from fire. One such example is young people renting in high-density social housing. Those most likely to die from fire are people over 65 with reduced mobility, who live alone and either smoke or use candles or naked flames at home.¹¹¹

The Mayor will work with MOPAC, the Metropolitan Police Service, the Crown Prosecution Service, Local Authorities and LFEPA to create a safer city by:

- taking a zero-tolerance approach to hate crime with meaningful support for victims

¹⁰⁷ A Safer City for All Londoners: The Mayor's Police and Crime Plan 2017-2021

¹⁰⁸ *ibid*

¹⁰⁹ *ibid*

¹¹⁰ www.centreformentalhealth.org.uk/Handlers/Download.ashx?IDMF=5da5da65-ea3f-41c5-9041-7cd7a5cfd26a

¹¹¹ LFEPA Community Safety Risk Reduction – Targeting and Delivery 2016

- working with community groups, prisons, schools and others to safeguard vulnerable people from being drawn into extremism
- focusing work on preventing domestic violence, domestic abuse and violence against women and girls as well as making it easier to report and giving support to victims and survivors
- overhauling child protection in London with expert help including creating safe places where young people can report sexual abuse and get long-term support
- building confidence in a more diverse police force focused on community policing and on engaging more with Londoners
- ensuring that stop and search is used in an evidence-based and targeted manner
- targeting those most at risk of fires with home fire safety visits, education programmes and support for specialist housing

Priority outcome 5.4 Inclusive arts, culture and sports

London's cultural offer is world class and is woven into every aspect of life here. Culture is a priority area for the Mayor. It includes theatres, cinemas, music venues, pubs, skate parks, busking pitches, fashion studios and much more. Many cultural venues are important to particular groups. For example, museums and galleries that reflect the contribution of certain communities, or the pubs and clubs of the LGBT+ scene. The Mayor will use his powers over economic development, planning, transport and policing alongside the GLA group's powers to promote and support London's cultural infrastructure.

Sadly, many Londoners don't feel able to make the most of the culture on their doorstep. This is because of cost, lack of information and poor accessibility.¹¹² The introduction of universal free access to national museums in 2001 led to more visits from people on low-incomes¹¹³. However there is still work to be done. The Mayor will focus on giving all Londoners access to a city-wide cultural offering. The GLA will work to ensure that young people, those with lower incomes, disabled people and BAME Londoners feel able to use and help run London's cultural institutions.

The Mayor will ensure that London's culturally diverse programme of major festivals - Pride, St Patrick's Day and others – will remain free of charge and accessible. These kinds of events help us celebrate the diversity of our city. They make us feel proud of the number of different communities that call London home. The Mayor will ensure that our arts and culture offering continues to represent the rich diversity that makes our city unique.

London is well established as a global leader in major sporting events. The London 2012 Olympic and Paralympic Games reflected the city at its best. The Mayor will harness the power of similar events, linked to grassroots and community sports programmes to build stronger, more engaged communities. The Mayor wants to map out the first city-wide

¹¹² DCMS, 2015. Taking Part Survey Quarter 4 Statistical Release,

¹¹³ www.nationalmuseums.org.uk/what-we-do/encouraging_investment/free-admission/

blueprint on how these wider benefits of sport can help promote ideals like tolerance, respect and community.

The Mayor will nurture an inclusive arts, culture and sporting landscape in London by:

- developing a Cultural Infrastructure Plan to identify what London needs to sustain its future as a cultural capital
- setting up a London Borough of Culture scheme to focus attention and investment on a particular area to catalyse and celebrate local culture and communities
- using the London Plan and the principles of Inclusive Design to seek to protect accessible creative workspaces, arts and culture venues and the night-time economy
- introducing a Love London campaign to open London's great cultural offer to more Londoners
- investing in community sport initiatives that unite Londoners and break down barriers between individuals and groups across the city
- ensuring that international sporting events are linked more closely to community sports programmes and investment to engage London's communities and ensure ordinary Londoners benefit too

Priority outcome 5.5 Digital inclusion

The Mayor is committed to giving more Londoners the skills and support they need to access the digital world. Lack of basic digital skills (managing information, communicating, transacting, creating and problem solving) can be a barrier for some groups. It can stop them accessing job opportunities, public and financial services, and means they miss out on the benefits of London's economic growth. Lack of access to Wi-Fi, a device to get online or good broadband also leaves many unconnected to all that London has to offer.¹¹⁴

Digital exclusion often follows wider social and economic exclusion. It is experienced more by disabled and older people, many of whom have never used the internet, and are not online. Women, those on low incomes and many from London's BAME population are more likely to not have the skills or access to benefit from digital inclusion.¹¹⁵ Lack of confidence and affordability partly explain why many are excluded.¹¹⁶

The GLA has signed the government's Digital Inclusion Charter, which aims to get everyone, who wants to be online, online by 2020. We will develop a strategy to achieve this, with a particular focus on targeting disabled people, older people, new arrivals and those who are more excluded.

¹¹⁴ <https://doteveryone.org.uk/digital-skills/digital-skills-framework/>

¹¹⁵ Labour Force Surveys 2011-2015

¹¹⁶ Home Internet and Social Media Usage, ONS 2016

The Mayor will play his part in achieving digital inclusion for more Londoners by:

- piloting projects to support people to get online and get the basic digital skills they need
- working with central government, local boroughs and civil society organisations to help get all Londoners online
- advocating for faster and better connectivity for all parts of London especially in poor areas

6 - Leading by example

The Mayor's vision

The Mayor's office, the Greater London Authority (GLA) and the GLA group¹¹⁷ will lead by example. We will be models of inclusive employers, responsible procurers and open and transparent organisations, engaged with all the communities we serve.

The work of the Mayor and GLA group is complex and often on a large scale. This requires high-performing teams that can innovate and harness ideas, drawn from a workforce that truly reflects London. Recruiting diverse workforces and supporting them with inclusive cultures will give us the basis for that level of performance and innovation.¹¹⁸

The GLA group spends around £11bn on its procurement activities every year. The scale and diversity of our buying power presents huge opportunities for effective partnership working. This can help to support diversity and inclusion, economic fairness, and social integration by widening out of skills training and employment opportunities,

Priority outcome 6.1 An inclusive employer

The Mayor wants a diverse workforce across the GLA group that is representative of London. He is committed to breaking the glass ceiling that stops carers, disabled people, women and BAME employees from reaching leadership positions, especially at board level. BAME and disabled people are currently under-represented across the GLA group at all levels. A particular focus is needed on attracting a more diverse workforce to sectors where there is under-representation for example transport, policing and the fire service.¹¹⁹

The Mayor will focus on creating inclusive workplace cultures across the GLA group. He wants everyone to feel able to speak up and contribute, especially to suggest fresh ways of working. Inclusive cultures will mean that all our employees, partners and suppliers are treated with dignity and respect and their health and wellbeing is supported. Culture change is essential if we are to recruit and retain the talent we need to support the Mayor to lead London.

The Mayor will create inclusive cultures and workforce diversity across the GLA group, by:

- developing detailed organisational action plans to recruit a more diverse workforce including apprentices, senior leaders and board appointments
- creating detailed action plans to deliver inclusive cultures including exemplary employment practices
- identifying and sharing good practice and clear standards in workforce diversity and inclusion across the group

¹¹⁷ The London Fire and Emergency Planning Authority, the London Legacy Development Corporation (LLDC), the Mayor's Office for Police and Crime, the Old Oak and Park Royal Development Corporation (OPDC) and Transport for London and through them the London Fire Brigade and the Metropolitan Police Service

¹¹⁸ Inclusive leadership: culture change for business success, Shapiro Consulting and Opportunity Now, 2011

¹¹⁹ www.london.gov.uk/sites/default/files/annual_report_2015-2016_appendices.pdf

- addressing the issues highlighted in the GLA group's gender pay audit including increasing the availability of part-time and flexible-working options
- paying all staff, including apprentices, at or above the London Living Wage

Priority outcome 6.2 A responsible procurer

Responsible procurement, led by the GLA group and championed by the Mayor, has the potential to create a ripple effect. This can help create innovation in the way that products and services are delivered and improve job opportunities and standards of living. It also means using accessible procurement processes. These will give London's diverse businesses, SMEs and voluntary and community organisations fair access to opportunities. We can use our influence on suppliers to encourage improved practices. Examples include paying the London Living Wage, creating apprenticeships, adopting Inclusive Design principles and reflecting London in their workforces.

The Mayor will achieve this across the GLA group by:

- removing barriers in our procurement approach that could make it harder for minority-led businesses and SMEs to enter our supply chain
- reviewing our procurement processes to ensure they remain transparent and open to the whole of the supplier community
- paying our suppliers promptly in recognition of their specific challenge around poor cash flow for many SMEs
- making sure that when we procure goods and services from our suppliers, we have thought about how they can support our work on diversity and inclusion. For example, ensuring software is accessible and services cater for everyone's needs
- identifying opportunities to encourage our suppliers to adopt Inclusive Design principles
- looking for ways to work with companies (and their supply chains) that have a good track record and can clearly demonstrate promoting equality, diversity and inclusion

Priority outcome 6.3 An open and engaged organisation

We will develop a new vision to actively engage communities. Our new community engagement framework will give Londoners more options to engage with us, in more ambitious ways. We will lead by example, with new principles in place for more participatory methods of engagement. We will tackle inequalities in voice and power. That way the full diversity of London's communities will be more connected to City Hall. We aspire to make the GLA a hub of innovation in community engagement. We will also work across City Hall to support high quality consultation on all the Mayor's statutory strategies.

Our new Civil Society Strategy will work with voluntary and community sector support organisations to promote resilience in London's civil society. It will also seek ways to work more strategically with the sector. We will consider how to help Londoners contribute to civil society, encouraging greater levels of volunteering and giving. We will measure and track the impacts of our work on Londoners.

The Mayor will achieve this across the GLA group by:

- reviewing our current methods of community engagement and participation
- giving Londoners more opportunities to engage with us
- exploring new and innovative ways to engage
- working with community and voluntary groups to create new ways for London's diverse communities to engage with us
- strengthening and supporting civil society organisations who deliver key services to Londoners and make communities more resilient
- considering how to help people contribute to London's civil society

Glossary

Carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support

Community Engagement is a process that involves communities in deliberation, decision making and practical action. Community engagement can be done using a wide range of methods, and can include both face to face and online engagement.

Disability as defined by the Equality Act 2010, is a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on a person's ability to do normal daily activities. The social model of disability defines disability as the effect of the barriers, discrimination and disadvantages faced by disabled people, not the impact of their specific impairment.

Diversity is about recognising, respecting and valuing a wide set of differences and understanding that the opportunities we get are impacted by characteristics beyond those protected by legislation like class, family background, political views, union membership etc.

Educational attainment is the highest level of education an individual has received. It does not take educational proficiency, quality or grades into account.

Employment rate: The number in employment expressed as percentage of everyone in that age group (in this case, all those of working age).

Equality is about recognising, respecting and valuing differences, including different needs, and giving everyone the opportunity to succeed. It is not about treating everyone the same. The characteristics protected by equality legislation are age, disability, gender, gender reassignment, ethnicity, pregnancy and maternity, religion and/or belief and sexual orientation.

Fuel Poverty: Households that need to spend more than 10 per cent of their income on fuel to maintain a satisfactory heating regime, as well as meeting their other fuel needs (lighting and appliances, cooking and water heating).

Hate crime is any crime that is targeted at a person because of hostility or prejudice towards that person's actual or perceived disability, race or ethnicity, religion or belief, sexual orientation, or transgender identity. This can be committed against a person or property.

Homelessness is the state of lacking a place to live that is supportive, affordable, decent and secure. While rough sleepers are the most visible homeless population, the vast majority of homeless people live in hostels, squats, bed and breakfasts or in temporary and insecure conditions with friends and family.

Inclusive Design creates environments which everyone can use to access and benefit from the full range of opportunities available; confidently, independently, with choice and dignity, which avoids separation or segregation and is made up of places and spaces that acknowledge diversity and difference, meeting the needs of everyone in society.

Inclusive Growth is economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.

Inclusion means removing barriers and taking steps to create equality, harness diversity and produce safe, welcoming communities and cultures that encourage innovative and fresh ways of thinking and allow people to speak up, especially to suggest where things could be done better.

Minority-led businesses are businesses where over 51% of the senior management team or its owners are from a minority ethnic community.

Older people refers to people over 50, but also recognises that those above retirement age and those over 70 may have particular requirements that need to be addressed.

Pay gap is the difference between the average pay of two different groups of people, for example men and women, or groups from different ethnic backgrounds.

Poverty is defined relative to the standards of living in a society at a specific time. People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are an accepted part of daily life in that society.

Social integration is about how we all live together. It is about building strong communities where all Londoners can lead interconnected lives and play an active part in their city and the decisions that affect them. This can only be achieved by working to prevent, identify and remove inequalities and barriers that prevent people from engaging in their communities and wider society, whilst recognising the important role interaction and participation play in overcoming these.

Sustainable Regeneration is redevelopment that meets the needs of the present without compromising the ability of future generations to meet their own needs.

SME (Small or Medium Sized Business) A small business is one that has a turnover of not more than £6.5 million, a balance sheet total of not more than £3.26 million and not more than 50 employees. A medium-sized company has a turnover of not more than £25.9 million, a balance sheet total of not more than £12.9 million and not more than 250 employees.

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Public Liaison Unit

Greater London Authority

City Hall

The Queen's Walk

More London

London SE1 2AA

Telephone **020 7983 4000**

www.london.gov.uk

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