

ASSESSMENT OF THE GLA'S IMPACT ON GENDER EQUALITY UPDATE 2013

Contents

1. Purpose of this paper	p2
2. London's diverse population	p2
3. Evidence of gender inequality in London and how the Mayor is addressing it	p4
3.1 Poverty and income	p4
3.2 Employment and business	p7
3.3 Education and skills	p15
3.4 Contributing to society	p19
3.5 Violence and safety	p19
3.6 Transport	p23
3.7 Housing	p26
3.8 Health	p29
3.9 London 2012 Olympic and Paralympic Games	p32
3.10 GLA as an employer	p33
4. Conclusion	p35
Appendix 1 – Public Sector General Equality Duty	p37
References	p38

1. Purpose of this paper

This document forms part of the GLA's response to the Equality Act 2010. It provides an update on the gender equality assessment published in February 2012.

This paper seeks to review the effect the GLA's policies and practices have had, or will have, in furthering the aims of the general duty (see appendix 1), for men, women, girls and boys. It documents

- the demographics of London's diverse population (section 2)
- evidence of gender inequalities faced by Londoners and how the Mayor is addressing them (section 3)
- the conclusions and the way forward (section 4).

2. London's diverse population

Women and girls make up just over half (51 per cent) of London's population of just under 8.2 million people (men and boys 49 per cent). Marginally more of London's black, Asian and minority ethnic (BAME) community are female (51.8 per cent) and still more of London's disabled population. The latter is largely because women increasingly outnumber men in older age groups (see Table 3), and older people are more likely to be disabled.

Table 1: London's population by gender and ethnicity in 2011

London population 2013	All	Male	Female
All (no.)	8,179,000	4,008,500	4,170,500
%age of total population	100.0%	49.0%	51.0%
White (no.)	5,198,000	2,571,100	2,626,900
%age of total population	63.6%	31.4%	32.1%
%age of total white population	100.0%	49.5%	50.5%
BAME (no.)	2,981,000	1,437,400	1,543,600
%age of total population	36.4%	17.6%	18.9%
%age of total BAME population	100.0%	48.2%	51.8%

Source: GLA Ethnic Group Projections Round 2011, Strategic Housing and Land Availability Assessment, Greater London Authority, 2012

Table 2: London's population aged 16 and over by disability and gender in 2011

London population 2011	All	Male	Female
Disabled (no.)	1,226,244	564,998	661,246
%age of total population	19.5%	9.0%	10.5%
%age of total disabled population	100.0%	46.1%	53.9%

Source: Office for National Statistics, Annual Population Survey 2011

Table 3: London's projected population by age and gender in 2013

Age	Men		Women	
	No.	%	No.	%
All 50 and over	957,600	46.4%	1,104,900	53.6%
All 50 and over % of total population		11.7%		13.5%
50 - 59	407,000	48.7%	428,100	51.3%
60 - 69	260,500	44.0%	310,000	52.4%
70 - 79	173,400	45.6%	206,800	54.4%
80 - 89	80,900	39.5%	123,900	60.5%
90 +	14,800	29.1%	36,000	70.9%

Source: GLA Ethnic Group Projections Round 2011 - Strategic Housing and Land Availability Assessment, Greater London Authority, 2012

London's population is projected to increase by nearly 1 million by 2031, and by 2 million, to over 10.1 million by 2041. The biggest change by gender will be amongst the oldest age groups, where there will be a closing of the gap between the proportion of men and women by 2014 (by 10.6 percentage points for those aged 90 and over) (see Tables 3 and 5).

Table 4: London's projected population by ethnicity and gender in 2031

London population 2031	All	Men and boys	Women and girls
All	9,139,900	4,472,800	4,667,200
%age of total population	100.0%	48.9%	51.1%
White	5,421,900	2,692,400	2,729,500
%age of total population	59.3%	29.5%	29.9%
%age of total white population	100.0%	49.7%	50.3%
BAME	3,718,000	1,780,300	1,937,700
%age of total population	40.7%	19.5%	21.2%
%age of total BAME population	100.0%	47.9%	52.1%

Source: GLA Ethnic Group Projections 2011 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2012

Table 5: London’s population by age and gender in 2041

Age	Men		Women	
	No.	%	No.	%
All ages	4,996,275	49.3%	5,133,096	50.7%
All 50 and over	1,163,953	46.6%	1,332,911	53.4%
All 50 and over % of total population		14.9%		16.7%
50 - 59	592,643	49.5%	604,033	50.5%
60 - 69	408,220	47.9%	443,381	52.1%
70 - 79	296,138	45.9%	349,527	54.1%
80 - 89	154,414	43.2%	202,886	56.8%
90 +	60,923	39.7%	92,458	60.3%

Source: GLA Ethnic Group Projections 2011 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2012

3. Evidence of gender inequality in London and how the Mayor is addressing the issues

This section outlines evidence of gender inequality in London, covering poverty and income, employment and business, education and skills, contributing to society, , transport, housing and health and violence and safety. UK evidence has been drawn on where London specific information is not available. It also highlights what the Mayor, the GLA and the wider GLA groupⁱ are doing to address these inequalities, including through the delivery and legacy of the London 2012 Olympic and Paralympic Games.

3.1 Poverty and income

Evidence of gender inequality in London

Poverty is a key issue for Londoners at both ends of the age spectrum. Whilst it has been decreasing, the **poverty** rateⁱⁱ of London’s **pensioners** is higher than the UK rate once housing costs are taken into account (AHC) and this especially affects women. The latest available figures show a rate of 26 per cent in inner London and 18 per cent in outer London, compared with 15 per cent for the UK as a whole.¹

ⁱ The London Emergency Planning and Fire Authority, the London Legacy Development Corporation (which was created in April 2012), the Mayor’s Office for Policing and Crime (MOPAC) and Transport for London (TfL)

ⁱⁱ Households with income below 60 per cent of national median

Table 6: Percentage of people of pensionable age in households with income below 60 per cent of national median

	UK	London	Inner London	Outer London
Before Housing Costs	19	19	20	19
After Housing Costs	15	20	26	18

Source: Family Resources Survey 2008/09 - 2010/11

London's pensioners have a slightly lower poverty risk when living as part of a couple (19 per cent, compared with 21 per cent for those not in a couple), while male pensioners are less likely to live in poverty than are female pensioners (19 per cent compared with 21 per cent).² Given the higher proportion of women amongst pensioners this means nearly two thirds of pensioners living in poverty in London are women.

Women who have worked will typically have earned less than men and are also more likely to have taken time out of work to provide full-time care. This means they have fewer savings for retirement and personal investment. They are also less likely to have an occupational or private pension. Pensioners with no occupational or personal pension provision are around three times as likely to be in poverty as those receiving at least some occupational or personal pension (35 per cent compared with 12 per cent).

The **child poverty** rate is higher in London, especially in inner London than in any other region in the UK, after housing costs are taken into account, at 37 per cent (AHC), compared with 29 per cent in the UK as a whole.³ Just over 40 per cent of the children in poverty in the capital are living in households where no one is in work, though fewer than one in four of London's children lives in a workless household. An increasing proportion of children in poverty are living in households where at least one parent works.

Child poverty affects both men and women, as poverty rates in London among couples with children are almost double those for couples without children (31 per cent compared with 16 per cent). However, people in lone parent households are at much greater risk of poverty (52 per cent in London), which clearly has a greater impact on women, since the vast majority of lone parents are women.

Table 6: Percentage of children in households with income below 60 per cent of national median

	UK	London	Inner London	Outer London
Before Housing Costs	20	19	23	17
After Housing Costs	29	37	44	34

Source: Family Resources Survey 2008/09 - 2010/11

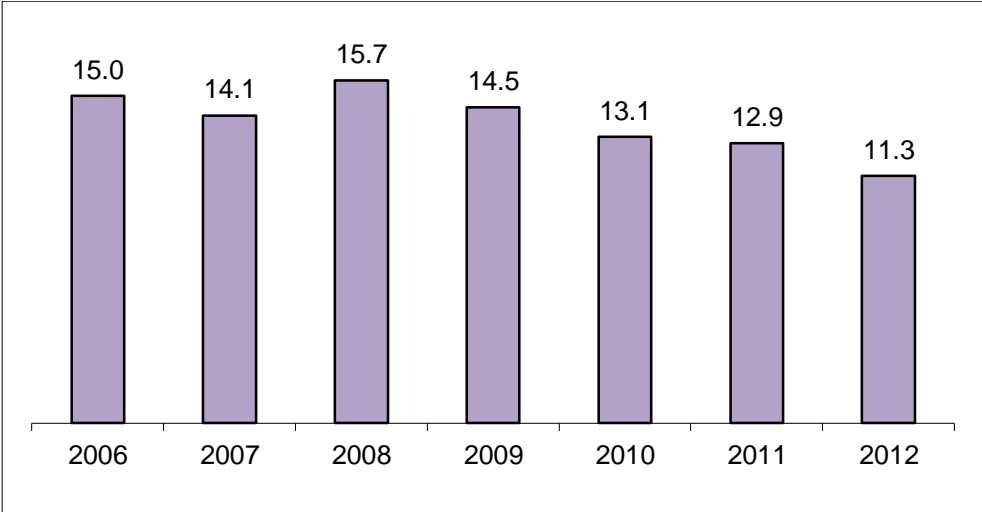
The percentage of London's households in **fuel poverty**ⁱⁱⁱ increased between 2004 (3.9 per cent) and 2010 (10.8 per cent).⁴ Across the UK as a whole, around half of all fuel poor

ⁱⁱⁱ 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)

households in the UK contain someone aged 60 or over.⁵ This disproportionately affects women, as there are more women living with children and more women are aged over 60, than men.

People need a living wage^{iv} to give them a secure margin to ensure that they do not fall into poverty. Women’s average full-time **earnings** are less than men’s and part-time earnings are still lower. In 2012, the median gross pay for all women employees resident in London stood at £13.68 per hour, compared with £15.43 for men.⁶ This made the gender pay gap - the percentage by which women’s pay is lower than men’s – 11.3 per cent. Overall since 2006, the gender pay gap has narrowed, but in 2008 there was a sudden increase to 15.7 per cent, wider than the 2006 gap, followed by a continued narrowing.

Figure 1: Gender pay gap, London residents, 2006 to 2012, percentage



Source: Annual Survey of Hours and Earnings, Office for National Statistics

In 2012 part-time women workers had a median gross hourly pay of £9.30 an hour, compared with £16.17 for full-time men, a pay gap of 43.9 per cent.⁷

The living wage level for London is estimated to be £8.55 per hour.⁸ Comparing this figure with 2012 wage levels in London shows that overall 16 per cent of men and 22 per cent of women were earning below this level. Forty-four per cent of London women working part-time were earning less than the London Living Wage. All these figures represent increases in those earning below the living wage since 2010.

How the Mayor is addressing these issues

The Mayor continues to tackle poverty and raise incomes through a variety of means, for instance, through his annual benefits take-up campaign and promoting the London Living Wage.

The fourth annual **Know Your Rights benefits take-up campaign** ran over Winter 2011/12, alongside **RE:NEW**, the Mayor’s homes **energy efficiency programme** which aimed to retrofit 55,000 homes with energy efficiency measures by May 2012. The evaluation of this campaign estimated that over 4,250 enquiries were generated and people were helped with claiming cold

^{iv} The Living Wage is the real minimum rate of pay that enables a worker to provide a decent standard of living for themselves and their family.

weather payments, pension credit, warm home discount, energy bill discounts and financial assistance with keeping their homes insulated.

The fifth campaign was rolled out from January 2013. It focused on raising awareness of benefit entitlements and financial support available and had a particular focus on older people and their carers. The Mayor has pledged continuing commitment to the campaign.

The Mayor is continuing his RE:NEW programme, through which he is hoping to help the average household save £180 a year on their energy bills.

The Mayor champions the **London Living Wage** (LLW), which is seeking to ensure those in low income jobs are paid a wage that helps ensure 'work pays' by taking account of the capital's high living costs. He made a manifesto pledge to work constructively with the private sector to increase to 250 the number of companies offering the LLW. If adopted by all employers it would particularly benefit women, who are more likely to be low-paid - especially those working part-time.

In 2012 the Mayor uplifted the LLW to £8.55, an increase of nearly 28 per cent since its introduction in 2005.⁹ The LLW rate has been implemented across the GLA group as contracts allow and means that all employees or contracted staff, including caterers, security guards and cleaners, are paid at or above the LLW, benefiting nearly 3,500 people across the group. Nearly 200 employers in London are committed to paying the LLW and Queen Mary University of London estimates that 11,500 workers are already benefiting from the increased rate.¹⁰

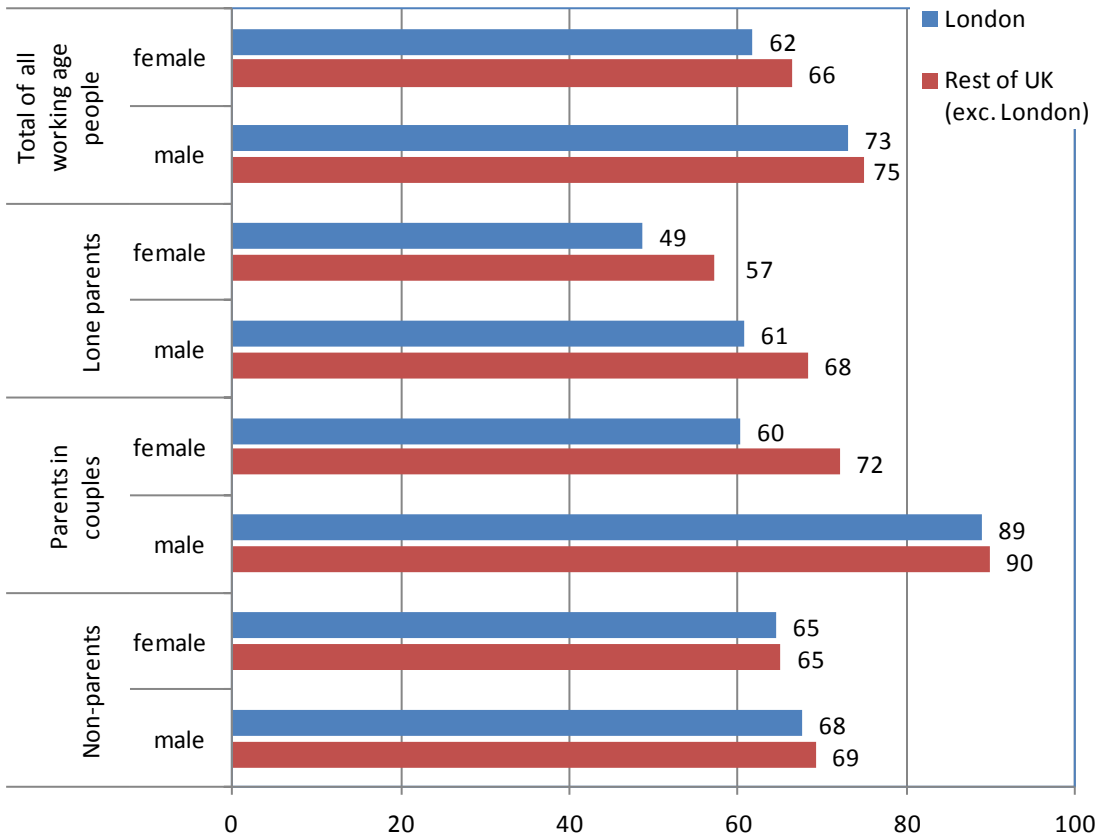
3.2 Employment and business

Evidence of gender inequality in London

Women in London are less likely to be in employment than both men in London and women elsewhere in the UK. The **employment rate** of working age (16-64) women resident in London in 2012 was 61 per cent compared with 76 per cent of working age men resident in London and 65 per cent of working age women in the UK as a whole.¹¹ This is mainly due to the lower employment rate of women with children.

In 2011 the employment rate for women without children was 65 per cent in London and also 65 per cent in the rest of the UK.¹² 60 per cent of mothers in couples in London were in employment, compared to 72 per cent of mothers in couples in the rest of UK. For lone mothers, the employment rate in London was only 49 per cent compared with 57 per cent in the rest of the UK.

Figure 2: Employment rates of London residents aged 16-64 by parental status, 2011



Note: Includes all parents with children, whether children are dependent or not.
 Source: Office for National Statistics, Annual Population Survey (household dataset) 2011

A major contributory factor is the shortage of part-time work, which fits in with caring responsibilities.¹³ In 2012, 34 per cent of working age women in employment in London worked part-time, compared with 44 per cent in rest of the UK.¹⁴ The availability of part-time jobs is more limited in London than in Great Britain. 26 per cent of jobs in London were part-time in 2011, compared to 33 per cent for Great Britain.¹⁵

In addition, there are relatively fewer childminders available in London compared with the rest of England and childcare costs are much higher,¹⁶ presenting a major barrier to women’s employment and training. In March 2013, there were just under 210,000 places in all types of day care for under eights in London.^{17, v} This represents 21.6 places per 100 children aged under eight, compared with 24.6 places per 100 in England as a whole.¹⁸

By December 2012, the average weekly cost of a day nursery place for 25 hours care for a child under two had increased by nearly 12 per cent over two years, from £119¹⁹ to £133 or £5.33 per hour in London, compared with an average of £108 in England in 2012.²⁰

In 2012, the **unemployment** rate for working age women in London was 9.4 per cent, the highest of any region in the UK.²¹ The unemployment rate in the UK as a whole was 7.4 per cent. The rate of women’s unemployment in London was slightly higher than the 9.3 per cent from the previous year, and is higher than the previous five years. Generally, the unemployment

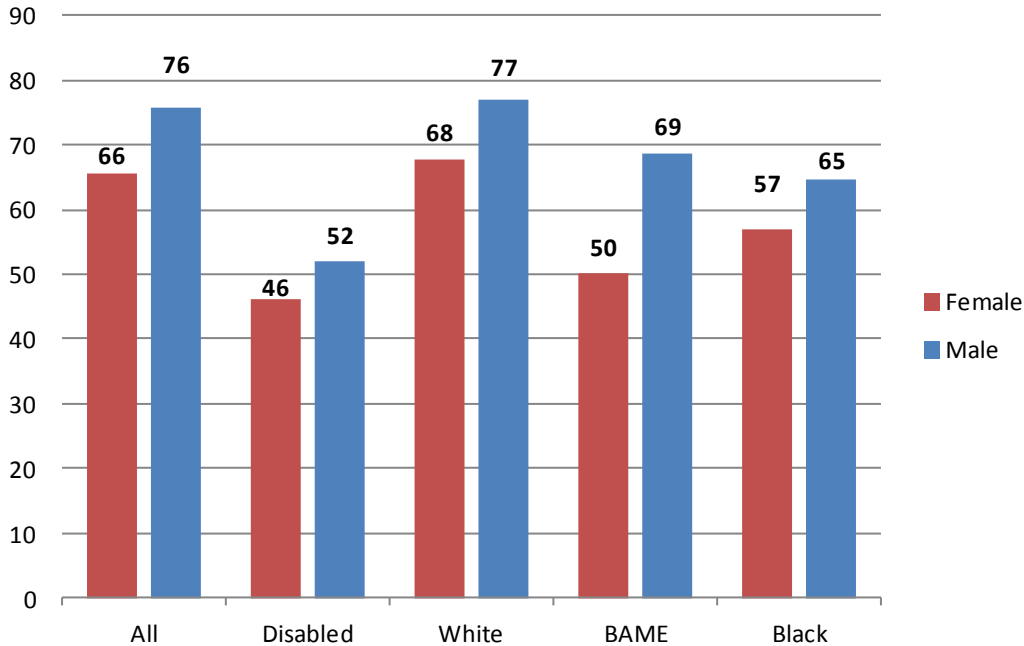
^v This includes nurseries, childminders, play groups and crèches, but does not include any school provision

rate is higher for men than for women; only in London and the South East is the unemployment rate higher for women than men.

Black, Asian and minority ethnic women (BAME) women accounted for 39 per cent of all working aged (16 to 64) women in London in 2012. The overall employment rate of BAME females in London is significantly lower than that of BAME men and of women as a whole in London.²² In 2012, the employment rate of working age Black, Asian and minority ethnic women in London was 51.1 per cent.²³ Employment rates vary amongst women from different ethnic groups. 68 per cent of white women in London were employed, 60.1 per cent of Indian women and 55.3 per cent of Black and Black British women.²⁴ The lowest rate was among Bangladeshi women, at 27.4 per cent. A 2012 report found that a quarter of the ethnic minority unemployment rate for both men and women could be explained by prejudice and racial discrimination.²⁵ In addition other barriers to employment faced by BAME women were language issues, cultural attitudes towards women, qualifications, and lack of childcare.

19 per cent of working age women in London are **disabled**.²⁶ They are less likely to be employed than both disabled men in London and disabled women in the UK as a whole. The employment rate for disabled women in London in 2012 was 44 per cent, compared with a rate of 51 per cent rate for disabled men in London and 46 per cent for women in the UK as a whole. Disabled women with children in London are also less likely to be in employment, compared with disabled women with children in the rest of the UK. In 2011 only 37 per cent of disabled women with children in London were in employment, compared with 51 per cent in the rest of UK.²⁷

Figure 3: Employment rates of London residents aged 16-64 in 2012



Source: Office for National Statistics, Annual Population Survey 2012

There is still a significant degree of **occupational gender segregation** – which is where women tend to be concentrated in jobs that are traditionally “women’s work”, and men concentrated into “men’s work” - with the jobs traditionally done by women tending to be low paid. This is changing more slowly in some areas than others.

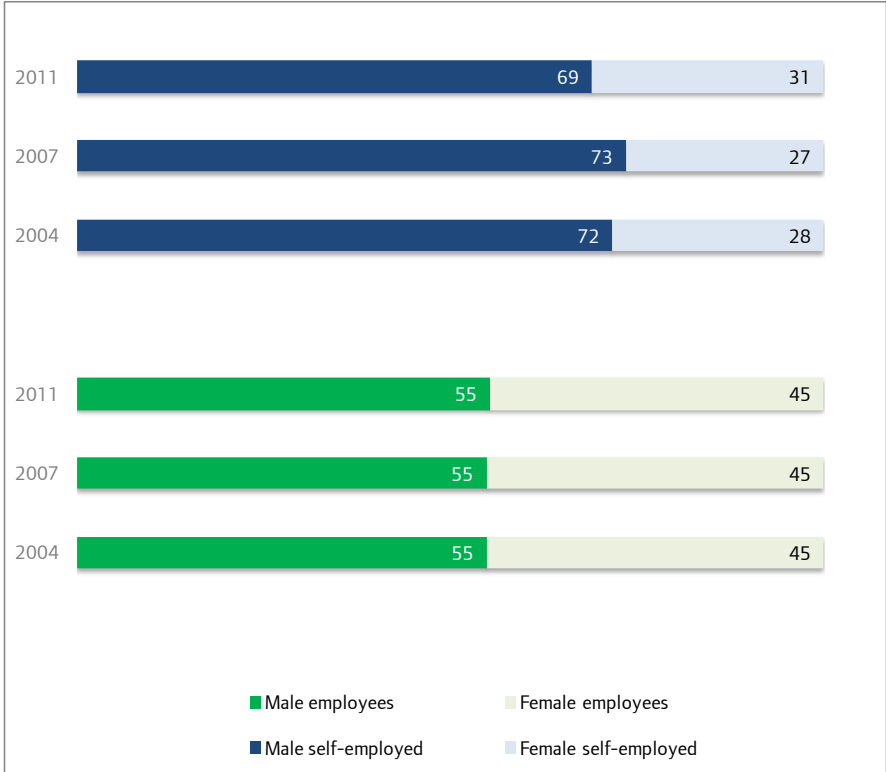
Increasingly women are involved in professions that were denied to them in the past. They make up 47 per cent of solicitors with practising certificates²⁸ and 48 per cent of all GPs registered in the UK,²⁹ with the gap between men and women in these professions continuing to close. However many are still in lower paid jobs as cleaners, cashiers, carers and clerical workers. In London, the occupation groups with the highest proportion of women is in caring, leisure and other service occupations, where they make up 77 per cent of all those in employment, followed by administrative and secretarial jobs (73 per cent) and 56 per cent of those employed in sales and customer services.³⁰ Women are in the minority in other occupational groups, making up 35 per cent of managers and senior officials and only 12 per cent of those involved in skilled trades.

Men are also under-represented in certain occupations, for instance, less than 14 per cent of teachers in nursery and primary schools in England are male.³¹

Women are under-represented amongst people running their own business. In 2011, 44.7 per cent of people in employment were female compared to only 31.1 per cent of those in self-employment (Figure 6). However, since 2004 the proportion of women amongst **self-employed** people has risen by 2.8 percentage points but has remained relatively constant amongst employees. Indeed the increase in self-employed women between 2007 and 2011 accounted for 78 per cent of the total increase in self-employed people.

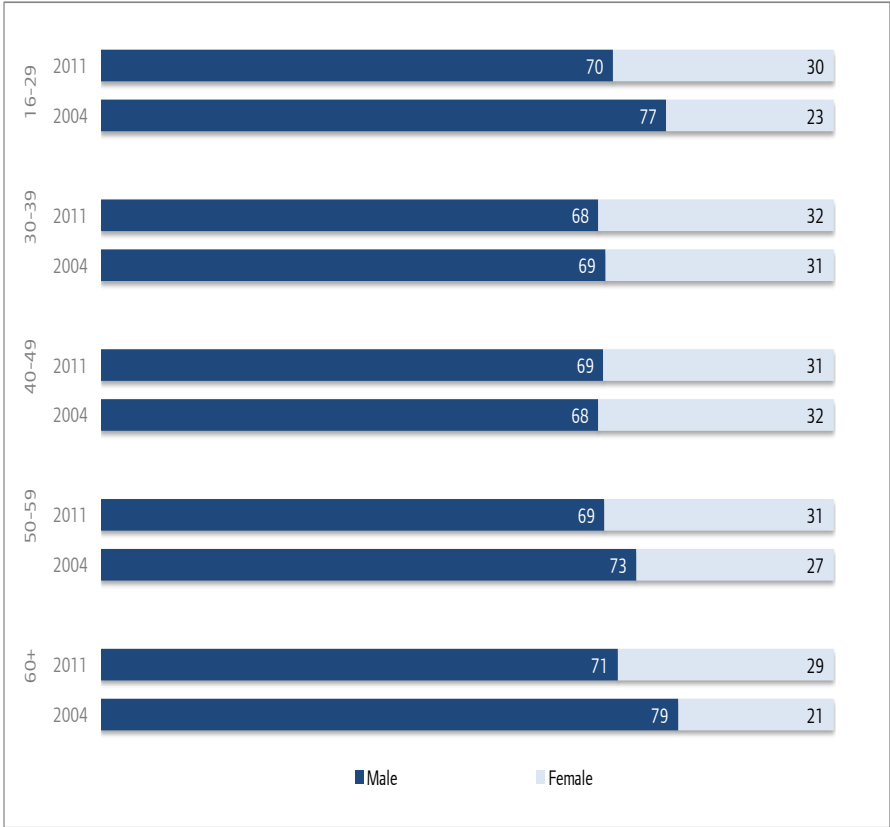
The proportion of women in self-employment has risen most significantly within the 16-29 and 60+ age groups (Figure 7).

Figure 4: Breakdown of employee and self employed people by sex in London (%), 2004, 2007 and 2011



Source: GLA Economics analysis using data from the Annual Population Survey, Office for National Statistics.

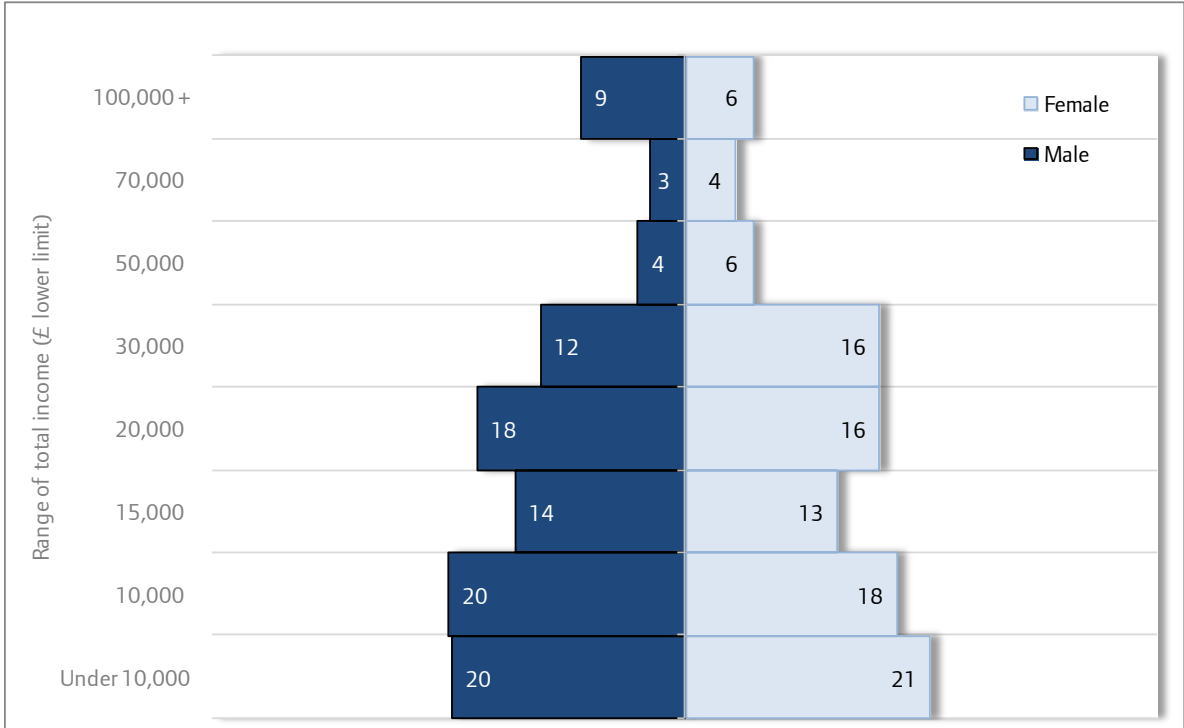
Figure 5: Breakdown of self-employed people by age and sex in London (%), 2004 and 2011



Source: GLA Economics analysis using data from the Annual Population Survey, Office for National Statistics.

Nearly half of women whose income is assessable to tax earned £15,000 or more per annum from self-employment, with 10 per cent earning £70,000 or more (see Figure 8).

Figure 6: Percentage of male and female self-employed taxpayers in London by income earned, 2009/10

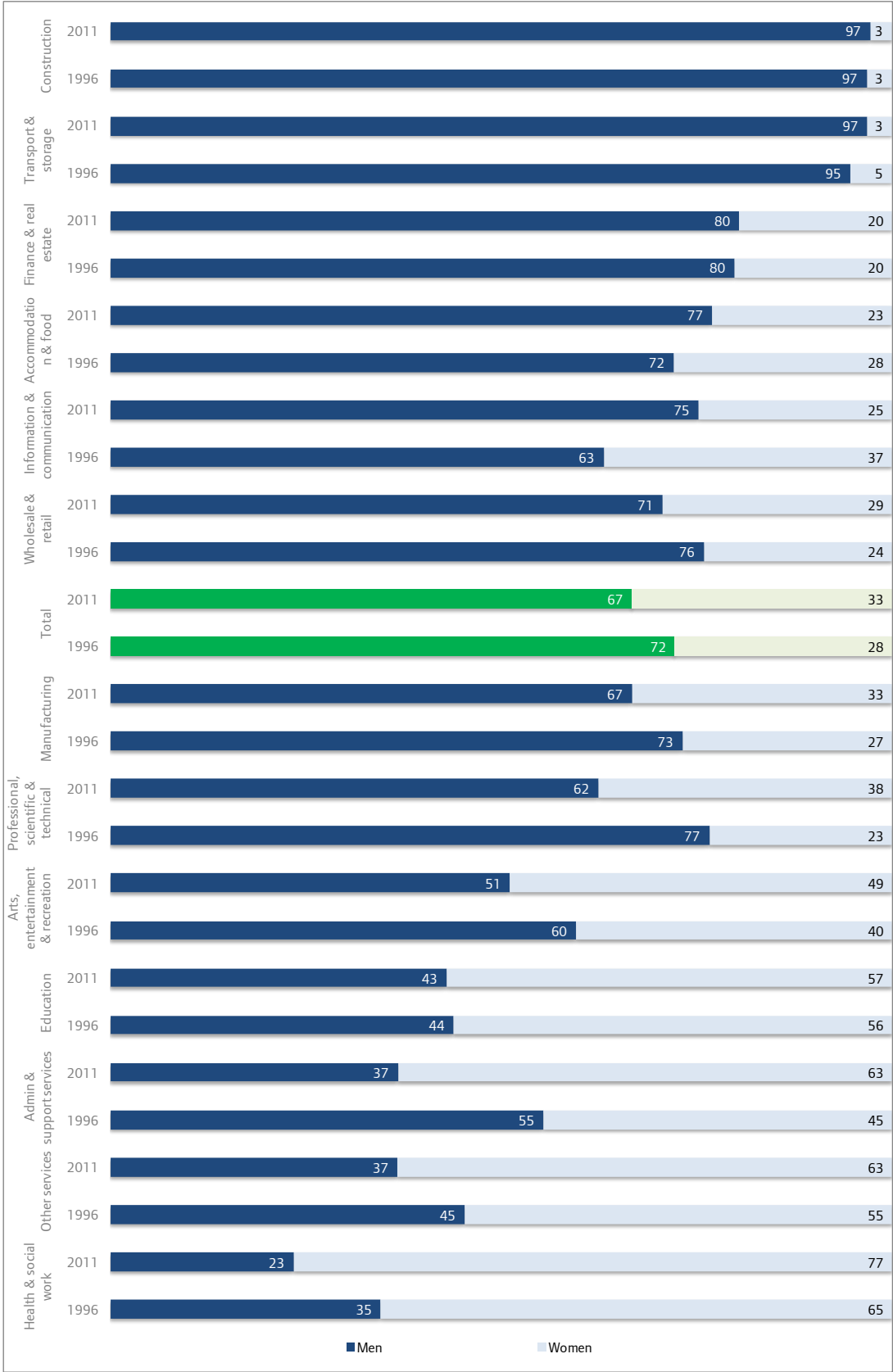


Source: GLA Economics analysis of Survey of Personal Incomes, Her Majesty’s Revenue and Customs.

33 per cent of self-employment jobs were occupied by women in 2011, however this varied significantly across industries: in manufacturing only 3 per cent of all self-employed jobs were filled by women compared to 77 per cent in the health and social work industry.

Since 1996, the share of self-employed women in the administrative and support services industries has seen the largest increase (from 45 per cent in 1996 to 63 per cent in 2011), followed by professional/scientific/technical activities (where the share of women in jobs has increased from 23 per cent in 1996 to 38 per cent in 2011).

Figure 7: Male and female share of self-employment jobs across industries in London, 4 quarter average year ending 1996 and year ending 2011



Source: GLA Economics calculations using data from Workforce Jobs, Office for National Statistics

Women are under-represented in top jobs. In February 2013, 17.3 per cent (191 out of a total of 1,098) of the directorships of the FTSE 100 companies and 13.2 per cent of FTSE 250 board directorships were held by women.³² While the proportion is increasing, the pace of change is slow. Seven per cent of FTSE 100 companies and 27 per cent of FTSE 250 companies still have no women on their boards.

How the Mayor is addressing these issues

In 2012 the Mayor published *Growing the London Economy*, his economic development manifesto. In it he set out a number of commitments to increase employment and business opportunities. Amongst them was a pledge to lead a **part-time jobs campaign** to help 20,000 parents return to work by 2016.

The GLA commissioned the Centre for Economic and Social Inclusion, on behalf of the London Enterprise Panel's Skills and Employment Working Group, to provide a refreshed evidence base on part-time jobs in the capital and to propose a series of recommendations to help the Mayor and London stakeholders to deliver this ambition. This was published in December 2012.³³

Following publication of the Mayor's **Economic Development Strategy**³⁴ in 2010, the Government and Mayor agreed that a London Enterprise Panel (LEP) should be established to provide advice to the Mayor regarding its implementation. The Panel agreed its four key priorities earlier in 2013, which are science & technology; skills & employment; infrastructure; and supporting small and medium-sized enterprises (SMEs).

In 2012/13, London & Partners received £13.1m in public funding from the GLA to promote the city. Its activities delivered £250m gross value added to London's economy, which created or supported 6,900 jobs. The total number of jobs in the workforce (i.e. the number of jobs located in London, whether or not they are taken by residents of London) increased by 201,000 (or 2 per cent) in the three months to March 2013. This measure increased strongly over the past year (standing at 5.14 million - up 2.1 per cent or 108,000 on a year earlier - and at its highest level since this measure began in 1996).

For SMEs, the LEP and the GLA are prioritizing access to finance, increasing the provision of workspace, improving business support and networks and boosting trade and exports. The GLA is developing proposals to establish an SME fund to help deal directly with the access to finance challenges that SMEs in the capital face.

CompeteFor - an online portal for major contracts, that was set up for the 2012 Games, but which has been applied to other projects including Crossrail - was competitively tendered during 2012/13 and was successfully transferred to BIP Solutions Ltd in May 2013. This will continue to make public sector contract opportunities easily accessible to all businesses.

In March 2013 the Mayor marked International Women's Day by working in partnership with Work Your Way and London Mums to hold a conference entitled 'Nurturing female entrepreneurship through the power of collaboration'. This was aimed at female entrepreneurs who wanted help kick-starting or growing a business, and provided inspiration, practical advice and networking opportunities.³⁵

In April 2013 the Mayor published his annual **Employability Performance Ratings** which help to drive up performance and improve commissioning by providing comparative information on the performance of employment and training providers funded by the Mayor, London Councils and the National Offender Management Service.³⁶ Providers are rated on their performance against diversity targets for BAME and disabled people, as well as women. It also analyses the

proportion of participants from these diversity groups that successfully start employment or enter further education.

The Mayor's **Diversity Works for London** programme provides practical help to businesses to harness the benefits of a diverse workforce and a diverse supplier base, supporting them to employ a workforce that is reflective of London's population and to widen their supplier base to businesses run by women and other underrepresented groups.

The GLA group employs around 80,000 staff, which is about 1 in 45 of all employed Londoners. Many of the job roles offered by the London Fire Brigade, the Metropolitan Police Service (MPS) and Transport for London (TfL) are those that have traditionally been done by men, but this has been changing: nearly 25 per cent of police officers, 12 per cent of underground train drivers, six per cent of fire fighters and two per cent of taxi drivers are women.^{37. vi} Currently 16 per cent of the trainee underground train drivers are women.

The GLA group has continued to apply its group-wide **Responsible Procurement** policy³⁸ to the £8 billion per year it spends on goods and services essential to London.³⁹ The policy aims include encouraging a diverse base of suppliers, such as women's businesses; promoting fair employment practices; promoting the welfare of employees; encouraging employment and training opportunities for under-represented groups; and seeking a positive impact on local communities. The 2012 Responsible Procurement programme report highlights that the MPS made use of CompeteFor for low value contracts – leading to 17 per cent being awarded to female-led organisations.⁴⁰

3.3 Education and skills

Evidence of gender inequality in London

Whether people can obtain work and the nature of it is, to some extent, dependent on their qualifications and training, especially in London where the labour market is more demanding in terms of qualifications.

Girls continued to outperform boys in **GCSEs**. In 2012 the percentage of girls in maintained schools in London achieving 5 or more GCSEs graded A* to C including English and Maths, was 67 per cent in London.⁴¹ This level was attained by 58 per cent of London boys in London.

In terms of ethnic group, Black pupils in London (57 per cent on average) have lower attainment rates than the average for London pupils (62 per cent), while Asian and Chinese pupils have higher rates.

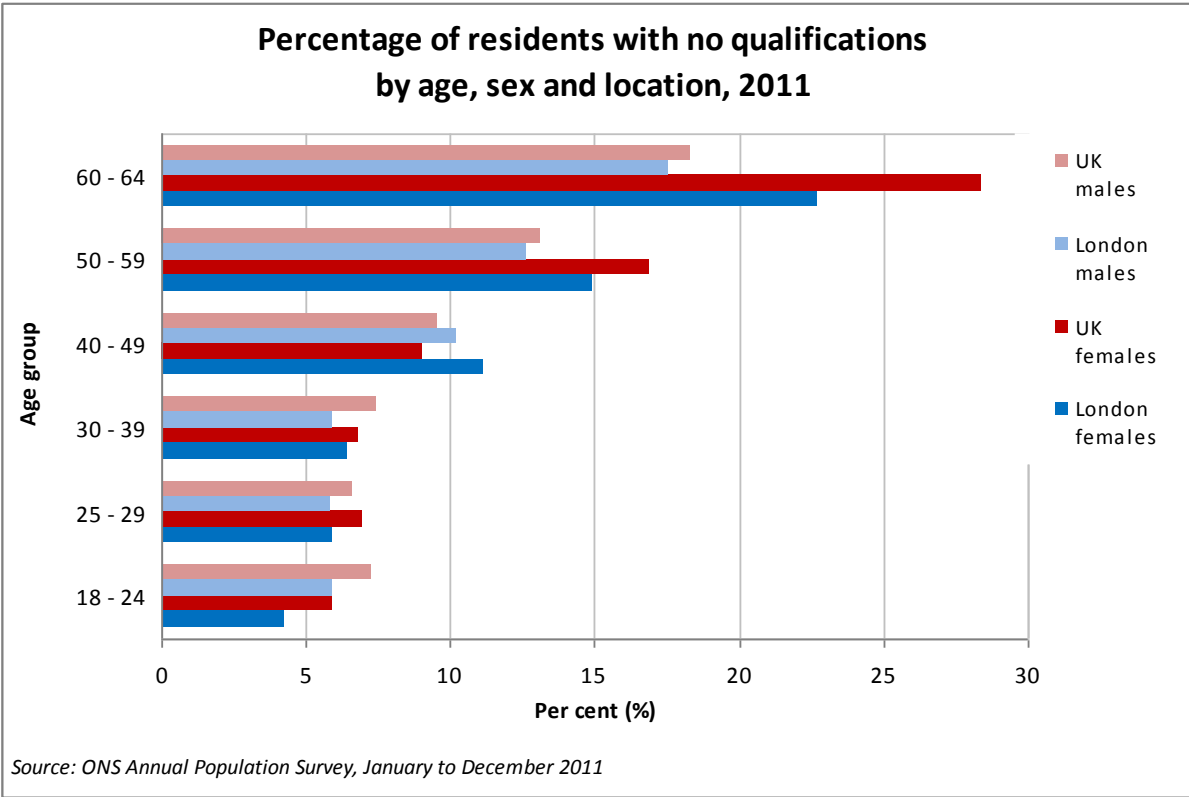
Detailed figures for 2012 only available at England level⁴² show that white British pupils (26 per cent of boys and 35 per cent of girls) entitled to free school meals had lower attainment rates than Black pupils entitled to free school meals (40 per cent of boys and 51 per cent of girls). The lowest rates of attainment were amongst Gypsy/Roma boys and Traveller girls of Irish heritage entitled to free school meals (both at 7 per cent).

There are still working age Londoners with no qualifications, but the percentages continue to decrease. In 2011, 9.7 per cent of working aged women in London and 8.8 per cent of working aged men had **no qualifications**.⁴³ The proportion of men, but more so women, without

^{vi} from 16 per cent of police officers and 1 per cent of fire fighters in 2001

qualifications increases with age. For age groups 50 and over more women than men have no qualifications.

Figure 8:



Migrant women, particularly from certain communities, are likely to have lower levels of English language skills. They have been identified as a group of learners affected by recent changes to mainstream (Skills Funding Agency funded) ESOL (English for Speakers of other Languages) courses.⁴⁴ Developing English language skills is crucial in order to remove a key barrier to employment and full participation in London life. Their ability to access ESOL courses can be hampered by childcare responsibilities and the fact that they are less likely to have had access to education in their home countries.

Apprenticeships have been a route into employment for young people. However, young people have tended to take up apprenticeships for occupations that have been traditional for their gender and men have tended to benefit more than women in terms of earning more during their apprenticeship and subsequent earning after completing them.⁴⁵

How the Mayor is addressing these issues

The Mayor made manifesto pledges to audit the GLA Group estate for 10 surplus buildings which could be used for **Free Schools** and to amend the London Plan to encourage the establishment of more Free Schools, with the intention of helping around 5,000 school children. He set up a New Schools for London unit in October 2012 to take this forward. A number of suitable sites have been identified so far and it is expected at least four will be confirmed this year.

The London Academies Enterprise Trust (LAET), the body responsible for delivering the **Mayor’s academies** in London, opened a fourth academy, Kingsley Academy in April 2013. A fifth academy, the Royal Greenwich University Technical College, will open in September 2013.

The first three academies have continued to see an improvement in exam results, compared to the predecessor schools (see Table 7).

Table 7: The average increase in the percentage of students gaining five or more GCSE passes A* - C with English and Mathematics for each school

	Year of Opening	Final results as predecessor school	Results in 2012	Average annual increase since opening as a LAET¹ Academy
Aylward Academy	2010/11	30%	43%	11%
Bexleyheath Academy	2011/12	50%	52%	2%
Nightingale Academy	2010/11	27%	33%	4%

In October 2012 the Mayor’s Education Inquiry Panel published its final report. Informed by in-depth research, a survey of 600 head teachers, seminars and evidence hearings, the report set out twelve key recommendations. The Mayor accepted all of the recommendations and published an Education Programme Delivery Plan in February 2013.

The first step has been to set up a £24 million London Schools Excellence Fund. This will support extra professional development for teachers across London and ensure the best, evidence based ideas and teaching practices are shared and percolate through London’s schools – thereby driving up standards. Other projects include the London Schools Gold Club and London Curriculum. The former is an annual scheme to identify exceptional schools which are succeeding with all their pupils including the most disadvantaged. In turn, these exceptional schools will help others to improve.

In Growing the London Economy, the Mayor’s 2012 economic development manifesto he set out the following skills and training commitments,

- work constructively with the private sector to boost skills and training
- explore launching a targeted London careers advice service
- offer 100 paid internships in the Greater London Authority (GLA) Group.
- create on average 1,000 new apprenticeships every week with the aim of delivering 100,000 new apprenticeships by the end of 2012.
- continue to work constructively with London business to generate a 250,000 apprenticeships by 2016
- maintain the 84 per cent conversion rate of apprenticeships to real jobs
- extend the discounted travel benefits which full-time students receive to apprentices on recognised schemes.

In November 2012, the Mayor and the GLA launched a major new marketing campaign in association with the National Apprenticeship Service marketing campaign across the tube network. By the end of March 2013 86,000 apprenticeship starts had been achieved, making progress towards the Mayor’s target of 250,000 by the end of the Mayoral term. Nearly 55 per cent of those who started apprenticeships in London between August 2010 and the end of March 2012 were women, a higher proportion than the England average (52.5%).

In May 2013 the Apprentice Oyster photocard scheme was introduced to allow anyone in the first year of an apprenticeship to receive 30 per cent off adult rate Travelcards and Bus & Tram pass season tickets.

The GLA's internal apprenticeship scheme has been in place since 2009, and consists of a comprehensive, nationally accredited training programme - a varied and challenging work placement supervised by a GLA line manager and GLA group networking and mentoring opportunities. In 2012-13, six GLA apprentices successfully completed Advanced Apprenticeships in Business Administration. Two of the apprentices remain employed by the GLA, one returned to full time education and one secured employment directly after their placement. The GLA has also recruited sixteen new young apprentices who are working towards advanced apprenticeships due to be completed by January 2014.

A new programme has been started called "Day One Support for Young People", which provides intensive work experience and job search support to new Job Centre Plus claimants lacking work history. The Mayor has invested £12.3m European Social Fund (ESF) money in this programme, to support 6,200 18-24 year olds into employment.

The GLA has won ESF Technical Assistance funding of £500k, effectively doubling the city's Skills Funding to £1m. This funding is being used to develop the London Skills & Employment Observatory (which provides a website with useful information, research and an accessible database regarding London's labour market), provide an evidence base, and further develop employer engagement activities including apprenticeships and other initiatives.

The GLA is active in improving the quality and range of provision of ESOL in London to create learning opportunities for refugee and migrant Londoners. Broadly, these activities cover three areas:

- The GLA commissioned an *Analysis of English Language Employment Support Provision in London for Job Seekers Allowance* customers. This led the GLA, through the London Strategic Migration Partnership, to work with Job Centre Plus (JCP), the Skills Funding Agency (SFA) and the Association of Colleges to strengthen pre-employment ESOL training for JCP customers in London. The GLA hosted a workshop for further education colleges and JCP offices in November 2012 to develop best practice in the assessment and referral of JCP customers with ESOL needs. This has led to earlier and more accurate assessments and referrals onto training provision, along with strengthening local partnerships between ESOL providers and JCP.
- The GLA published *English Language for All* in August 2012, following a piece of commissioned research. The report identifies key groups of learners now unable to access mainstream ESOL provision and recommends three models for delivering ESOL to these learners. The research led to the GLA developing a proposal to the European Integration Fund to deliver school-based ESOL to parents and to evaluate the impact this has on their children's educational attainment.
- *English Language for All* also identified migrants in low paid work as being unable to get onto SFA funded ESOL courses. The GLA commissioned a piece of research to identify the barriers and enablers to learning English for migrants in low skilled and paid work. The final report (expected later in 2013) will recommend a number of delivery models appropriate for migrants in these types of jobs.

Phase 1 of the Mayor's Sports Legacy Fund was composed of three distinct elements. One of these was the £3m Skills Fund which ran from 1 April and 31 December 2012 and enabled 3,588

women (equating to 27 per cent of the total recipients) to receive skills training as sports coaches or officials.

3.4 Contributing to society

Evidence of gender inequality in London

Women of all ages make a huge contribution to life in London, often unpaid and sometimes unacknowledged. As well as their direct contribution to London's economy, whether through business, employment or spending, they also support it by taking the major responsibility for looking after children and others.

Nationally mothers spend 71 hours a week on domestic chores, compared with the 53.5 hours spent by fathers.⁴⁶ Mothers spend 30.5 of these hours on childcare compared to the 24 hours that fathers spend. These important activities limit the time that women have to participate in life outside the home, such as working (see employment and business), volunteering or participating in civic life.

Nationally, the percentage of women (27.6 per cent in 2012) who volunteer has tended to be slightly more than men (23.4 per cent) and increased slightly for both men and women over the previous year.⁴⁷

How the Mayor is addressing these issues

The GLA recruited Team London Ambassadors for the London 2012 Olympic and Paralympic Games to welcome visitors from all over the world during the Games. From the outset the objective was for the Ambassadors to reflect London's cosmopolitan make-up and diversity of knowledge. Those new to volunteering were particularly encouraged to apply. 8,000 volunteers were recruited. Over 64 per cent of ambassadors who did a shift last summer were female.

Over and above volunteering associated with the 2012 Games, nearly 20,000 volunteers gave a quarter of a million hours of their time through the Mayor's Team London campaign, including participating in the Capital Clean-up volunteering programme and MiCommunity – a programme helping older people to become more digitally confident.

Employment is a major route out of poverty and volunteering is one route to employment. The Mayor has secured £3 million from the Technology Strategy Board. Some of this funding will be used to help people access volunteering opportunities to build their CVs.

The Mayor has supported Team London Ambassadors to continue to volunteer at major events, and also to go into schools to encourage volunteering.

The GLA has developed a new Team London website making it quicker and simpler for Londoners to get involved in volunteering. A £100,000 Team London Small Grants Innovation Fund is being launched to help other organisations attract volunteers through the web and online social networks.

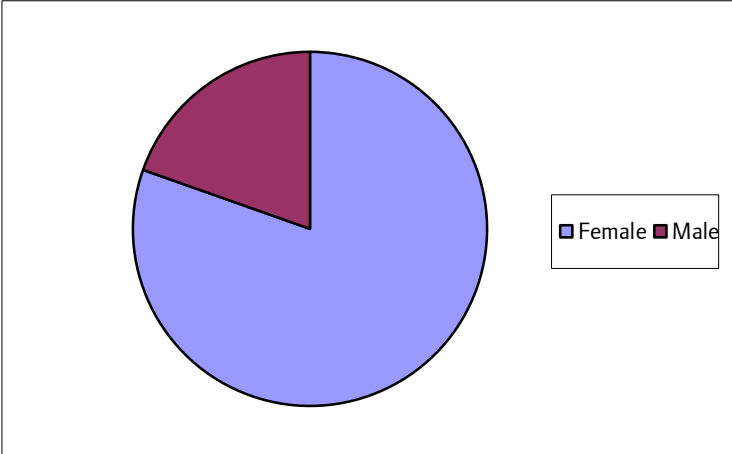
3.5 Violence and safety

Evidence of gender inequality in London

There were over 48,700 domestic violence crimes reported in London in 2012/13, a slight increase on the number of offences reported in 2010/11.⁴⁸ For 80 per cent of those offences the person experiencing the domestic violence was a woman. Domestic violence detection

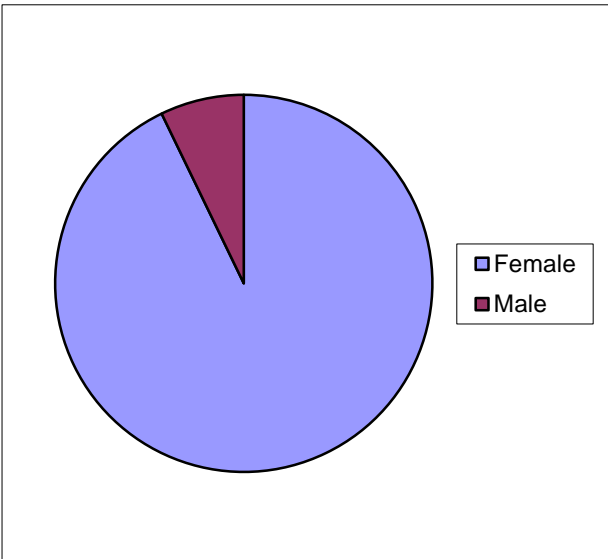
rates^{vii} are generally improving, with rates increasing from under 27 per cent to over 48 per cent between 2006 and 2010. For the last two years the rate has dropped slightly to around 45 per cent.

Figure 9: Gender of victims of domestic violence incidents recorded in London 2012/13



Source: Metropolitan Police Service

Figure 10: Gender of victims of rape incidents recorded in London 2012/13



Source: Metropolitan Police Service

There were 3,054 recorded rape offences in London in 2012/13, which is similar to previous years. Most rapes are not reported to the police and of those that are, few result in a conviction. 93 per cent of the victims were women. The sanction detection rate in 2012/13 was 21 per cent.

^{vii} A sanction detection - a detection achieved by a charge summons, caution or an offence (previously recorded by the police) taken into consideration at court when a separate offence is being considered

A survey carried out for End Violence Against Women in March 2012 found that 25 per cent of women (as compared to no men) had experienced unwanted attention of a sexual nature in public spaces, other than the transport system, in London over the previous 12 months.⁴⁹

A 2013 report highlighted that the UK and London in particular are both destination and places of transit for individuals being trafficked.⁵⁰ The majority of trafficked individuals are currently coming from Nigeria, China and Vietnam. More women, especially from Nigeria are trafficked than men. Trafficking is mainly carried out for sexual exploitation, forced labour, and domestic servitude.

A 2012 report into forced marriage (FM) cited a national estimate of up to 8,000 cases a year.⁵¹ It reported that the majority of FM victims are young women from a South Asian background and from Pakistan in particular (Pakistani people make up 65 per cent of reported FM cases) and many of these women experience higher levels of mental health problems. There are large numbers of women from South Asian background living in London making it a relevant local issue.

77 per cent of the Pakistani women in London and Slough surveyed by the JAN Trust said that they would not approach the police for further help if faced by or in a FM. The majority of victims that the Trust engaged with wanted to preserve the relationship with their family rather than take legal action. They were also reluctant to bring up the issue with practitioners, such as doctors and social workers, because of the response they perceived they would receive.

In 2011/12, 38.5 per cent of women in Londoners were fairly or very worried about crime in their area compared with men 30.5 per cent men, a difference that has remained similar over the years.

How the Mayor is addressing these issues

The Mayor is delivering against his pledge to making the police more visible and available and to maintaining police officer numbers with 2,600 more officers in neighbourhoods and more officers on London's streets.

Guidance has been developed for local authorities on how to implement a violence against women and girls (VAWG) strategy locally to assist in this transition from a focus only on domestic violence (DV).⁵² Several boroughs have already put in place or are in the process of developing VAWG strategies.

'Know Where To Go', the first ever comprehensive directory of VAWG service provision in London has been launched and is currently being updated.⁵³

In March 2012, MOPAC hosted a roundtable event with guest speaker Michael Kaufman, the creator of the White Ribbon campaign. MOPAC is working with partners to ensure that messages about developing healthy relationships are embedded in educational and youth engagement settings where possible across London.

MOPAC commissioned Against Violence and Abuse to develop a series of leaflets to support friends and family members of those who have experienced VAWG. There are four new leaflets⁵⁴ in the series targeting

- friends and family members
- children and young people
- parents, and

- non-abusive partners of survivors.

The Mayor in partnership with the London VAWG Panel lobbied London Councils to ensure that VAWG remained one of its priority areas for pan-London funding through its grants programme. The grants programme now includes prevention work with children and young people, advice, counselling and other support services for domestic and sexual violence, and targeted services for women at risk of or experiencing “honour”-based violence, female genital mutilation, forced marriage and other forms of harmful practices.

A new approach to refuge provision in the capital has been discussed with local authorities, London Councils, Refuge, MOPAC, and others. This led to London Councils commissioning a DV helpline and coordinated access to refuge provision, as well as specialist refuge provision for vulnerable groups such as women involved in prostitution, women with drug and alcohol addictions and trafficking victims.

MOPAC have commissioned a study into prostitution in London to identify the changing nature of the sex industry in London, routes into prostitution and women’s needs, indicators of trafficking and exploitation and examples of good practice in responding to prostitution. The final report will also make recommendations for a pan-London approach and commissioning objectives and is due for publication later in 2013.

To oversee and deliver the recommendations from The Missing Link, the report commissioned by MOPAC into harmful practices (such as female genital mutilation, ‘honour’ based violence and forced marriage) in London, a Harmful Practices Taskforce was created and its first meeting was convened in March 2013.

MOPAC have commissioned an evaluation of the four London Rape Crisis Centres which will inform the commissioning and service delivery of Rape Crisis provision in London for the period 2013-15. This will be shared with boroughs and Rape Crisis Centres.

A strategic framework for responding to girls affected by gangs is due to be published, based on the framework and minimum standards developed by the Women’s Resource Centre, as commissioned by MOPAC. This will influence the developments of local strategies and service provision to ensure girls who are gang-associated are supported to exit and improve their life chances.

The Human Trafficking and London 2012 network - consisting of key statutory and voluntary sector partners, working together to prevent and respond to any potential increase in human trafficking ahead of the London 2012 Games - has completed the delivery of its action plan. This included

- information on trafficking and other forms of VAWG which LOCOG agreed to include in athletes packs
- letters raising awareness of trafficking for sexual and labour exploitation and referral pathway information distributed to every hospital within the London area and every Citizens Advice Bureau
- leaflets raising awareness of labour exploitation and information on how to access support distributed in several UK airports, including Stansted, as a pilot.

The network met for the last time in October 2012 and an evaluation of the network was published in April 2013. The evaluation concluded that the Network had effectively raised awareness of human trafficking amongst the private sector and general public, helped to coo-

ordinate key services and increased the capacity of frontline workers to identify victims of trafficking.

In 2012, MOPAC commissioned an organisation called Tender to produce and deliver a healthy relationships film for use in out-of-school settings as part of a wider programme funded by Comic Relief. This was developed and produced by young people and disseminated through social media channels. The aim of this project will be to support long-term cultural change through raising awareness with hundreds of young Londoners. The film was launched in July 2012 and toured London boroughs through youth clubs and other out of school settings. MOPAC and Tender held an event at City Hall to mark International End Violence against Women Day in November 2012.

In April 2013 the GLA published a revised workplace policy to heighten awareness of violence against women and girls and provide guidance for employees and management to address the occurrence of such violence and its effects on the workplace.

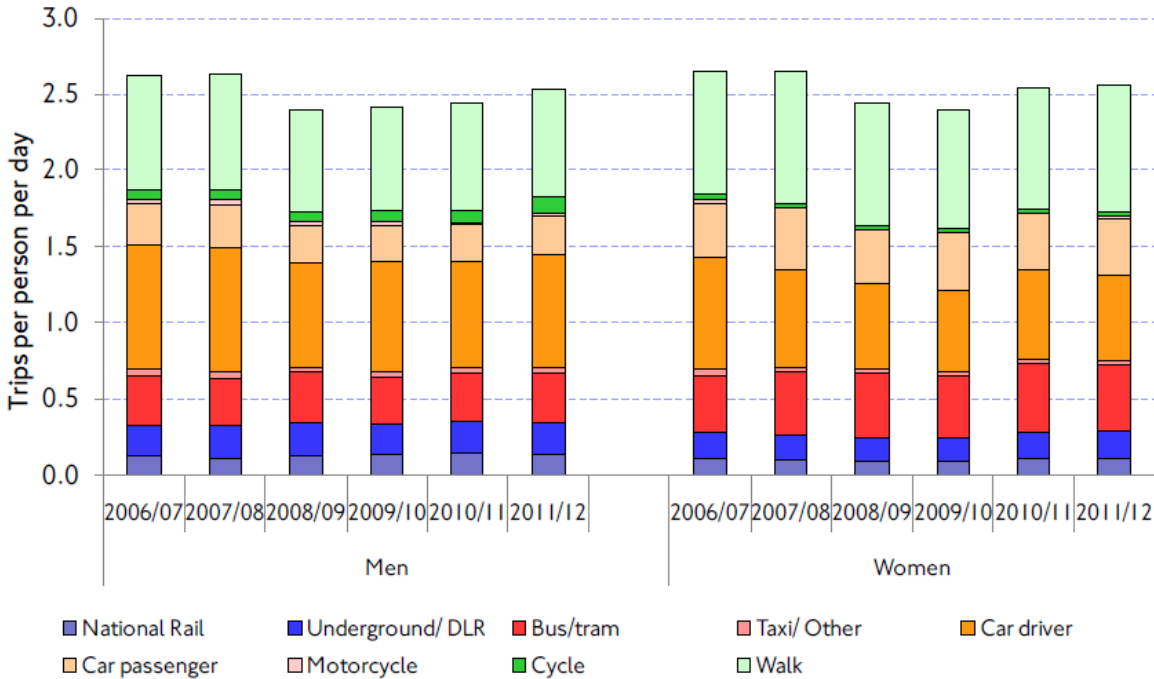
The Mayor is also improving safety on public transport and creating safe, secure and appropriately accessible environments through his planning policies.

3.6 Transport

Evidence of gender inequality in London

There are well established gender differences in the **use of transport** towards different forms of transport, with women on average being less frequent car drivers than men, and more frequent bus users (see Figure 11).⁵⁵

Figure 11: Personal trip rates by gender and main mode of transport



Source: TfL Group Planning, Strategic Analysis

Each day, 1.5 million trips are made on London's public transport network by people, mostly women, accompanied by a child under five (often with buggies).⁵⁶

Compared to male Londoners, female Londoners are more likely to walk to take a child to school (22 per cent compared to 12 per cent of males), and they are more likely to walk to get to work, school or college (53 per cent compared to 49 per cent of males).⁵⁷

21 per cent of female Londoners are not able to ride a bicycle compared with just 6 per cent of their male counterparts and only 12 per cent of female Londoners cycle regularly, compared with 25 per cent of male Londoners.⁵⁸

Women tend to be the primary carer at home so are less likely to be in full-time employment and more frequently cite **affordability** as a barrier to transport.⁵⁹

Personal **safety** is a concern for women and this affects their travel behaviour (particularly after dark). Sixty-five per cent of women say their concerns over crime and anti-social behaviour affect their use of the Tube, bus and train 'a lot/a little' after dark, compared to 45 per cent of men.⁶⁰

For the bus, car, train, Tube and walking, women feel less safe than men when considering travel after dark (see Table 8). The difference is less marked for driving a car and particularly stark for walking after dark with 49 per cent of women claiming they feel safe to do this compared to 73 per cent of men.

A survey carried out in March 2012 found that 28 per cent of women compared with 15 per cent of men said they did not feel very safe or at all safe using London public transport at all times of day and night.⁶¹

Concerns about crime and anti-social behaviour are lower for women when considering daytime travel. Although similar proportions of men and women say they feel safe travelling during the daytime by bus, car, train and when walking, a slight difference exists between feelings of safety during the day when travelling by Tube with women feeling slightly less safe than men.⁶²

There has been a significant continuing decrease in recorded crime on London Underground and Docklands Light Railway) - from just over 18,000 offences in 2010/11 to nearly just under 16,000 in 2011/12. However, the number of reported **sexual assaults**, the majority of which are perpetrated against females, continues to creep up (222 offences against females in 2011/12 (compared with 6 offences against men) compared to 206 offences against females and 6 offences against men in 2010/11).⁶³

In 2010 the government changed the age at which older people become eligible for **travel concessions** from 60 to that of women's state pensionable age (SPA) (for both men and women – the SPA for women is lower than men's until 2018).⁶⁴ In April 2012, the SPA for women and hence the age of entitlement to a Freedom Pass, for both men and women, reached 61 and was set to progressively increase as women's SPA increases to 66 by November 2018. This was bound to have an impact on those aged 60, but below women's SPA, being able to be full and active members of London's life.^{65, 66}

Table 8: Proportion of men and women who feel safe from concerns over crime or anti-social behaviour when travelling on specific modes of transport during the day and after dark

%	Men	Women
Bus		
Base (regular users in the daytime)	(284)	(421)
Feel safe in the daytime	95	94
Base (regular users after dark)	(138)	(174)
Feel safe after dark	79	62
Driving a car		
Base (regular users in the daytime)	(213)	(270)
Feel safe in the daytime	98	95
Base (regular users after dark)	(165)	(213)
Feel safe after dark	96	93
National Rail		
Base (regular users in the daytime)	(197)	(235)
Feel safe in the daytime	98	97
Base (regular users after dark)	(120)	(116)
Feel safe after dark	86	67
Underground		
Base (regular users in the daytime)	(268)	(325)
Feel safe in the daytime	98	93
Base (regular users after dark)	(166)	(177)
Feel safe after dark	88	71
Walking		
Base (regular users in the daytime)	(368)	(504)
Feel safe in the daytime	97	94
Base (regular users after dark)	(226)	(222)
Feel safe after dark	73	49

Modes shown where base size allows sub-group comparison

Source: Understanding the travel needs of London's diverse communities, TfL, 2012

How the Mayor is addressing these issues

Transport for London is responsible for delivering the Mayor's **Transport Strategy** and has since the beginning of 2012

- highlighted the dangers of picking up unbooked minicabs and provided advice on the best ways to get home safely, through its Safer Travel at Night (STAN) initiative. The

initiative primarily consists of communication campaigns targeted at women aged 16–34. It uses the strapline ‘If your minicab’s not booked, it’s just a stranger’s car’, and was reinforced to coincide with Freshers’ Week activities. STAN also works with police officers from across the Capital to combat illegal minicabs. Since the campaign launched in 2003, the proportion of women using illegal cabs and the number of cab-related sexual offences has fallen significantly. A survey carried out by TfL in 2012 found that only 15 per cent of women claimed they would use unbooked minicabs.

- developed the Safe Travel For All (STFA) initiative, set up in 2011 with the MPS Safer Transport Command, and funded by TfL. Following its success building relationships between Safer Transport Teams and local disabled people who felt vulnerable on the network, the STFA initiative has been developed to include other groups with concerns about safety on public transport. It supported a number of important events including International Women’s Day and National Personal Safety Day, in conjunction with the Suzy Lamplugh Trust.
- installed a total of 348 wide-aisle gates in 180 Underground stations – two thirds of the entire London Underground network by April 2013 making the use of gates easier for parents with buggies and people with bulky shopping.
- made nearly 40 per cent of all stops and stations step-free across London’s rail-based public transport network (including National Rail, Tube, Docklands Light Railway (DLR) and Tramlink), up from around 30 per cent in 2008. This includes 175 stations on the TfL network, with all DLR and nearly half of London Overground stations step-free. London will see a further 28 step-free London Underground and London Overground stations over the next 10 years – as well as dozens of National Rail stations and accessible Crossrail stations.
- published Understanding the Travel Needs of London’s Diverse Communities, with a chapter on women. This was used to inform TfL’s Single Equality Scheme which was published in December 2012 following public consultation. The scheme sets out TfL’s objectives for promoting equality for women and other groups.
- maintained its range of concessionary fares and restored free travel on TfL services from 1 November 2012 for all Londoners aged 60 and over, with the 60+ London Oyster photocard.
- promoted cycling through marketing campaigns and events that appeal to a wide range of people. This included the Grand Prix, which showcased elite women’s cycling.

In March 2013 the Mayor published his vision for cycling in London in which he indicated his desire for more women to cycle.⁶⁷

3.7 Housing

Evidence of gender inequality in London

Women’s lower employment rates and lower rates of pay mean that buying a home can be more difficult and they may live in poorer quality housing. The high cost of housing and the shortage of affordable options are a particular difficulty for women in London.

The past two years have seen a dramatic 21 per cent increase in the size of the private rented sector. It is now home to one in four Londoners and will house one in three within 15 years. Average private rents are currently rising fast due to a shortfall in supply and increased demand.

Women-headed households tend to be more reliant on local authority and housing association accommodation. Thousands of council homes in London. are sub-standard. Many social tenants have limited opportunities for moving.

The number of homelessness acceptances in London increased in 2011/12 to 12,720, up from 10,180 in 2010/11. Just over half (53 per cent) of homelessness acceptances were single women with dependent children.⁶⁸ In September 2012 just over 27,500 households with children (nearly all of which include women or are headed by women) or pregnant women were in temporary accommodation in London.⁶⁹

Domestic violence, forced marriage, 'honour' based violence, trafficking and prostitution can be key factors in homelessness. As hidden crimes it is difficult to obtain an accurate picture of the scale and extent. In 2011/12 there were 1,009 acceptances of a statutory homeless duty by local authorities in London due to violent breakdown of a relationship involving a partner.⁷⁰ A high percentage of these are likely to be women.

London has the highest rate of overcrowding of any region in England and this particularly affects households with children and other family members.⁷¹ In 2010/11, 8 per cent of households in London were overcrowded compared with 2 per cent in the rest of England. The proportion of new homes built in London that has three bedrooms or more has almost doubled in the last three years from 12 per cent in 2008/09 to 23 per cent in 2011/12.⁷²

Older women significantly outnumber older men and the number of single person older households is set to rise significantly over the next two decades.

Over the course of 2011/12, 5,678 people were seen sleeping rough in London.⁷³ 88 per cent of rough sleepers in London were men and 12 per cent women.

How the Mayor is addressing these issues

On 1 April 2012, the Mayor assumed a wide range of housing and regeneration powers from national and regional quangos. Allied to these new powers, the Mayor secured £3 billion to invest in London's housing up to 2015.

The Mayor continued to press Government for additional housing funding to address the capital's housing shortage and government agreed to an extra £750 million in the March 2013 Budget.

More than 10,000 affordable homes began to be built in 2012/13, twice as many starts as were achieved in 2011/12. Alongside this, 8,100 affordable homes were completed – taking the total completed since 2011 to 25,000. The Mayor is therefore almost half way to achieving his target of delivering 55,000 homes over the period to 2015.

The Mayor consulted on his Housing Supplementary Planning Guidance which was published in November 2012.⁷⁴ It brought together and updated guidance on the requirements of groups with distinct housing needs, including increasing the supply of affordable family housing.

The Mayor has secured more than £800 million – half the national Decent Homes budget – to allow London's boroughs to deal with some of the sub-standard council homes in London. In 2012/13 Decent Homes expenditure was £184 million, making 9,249 more homes decent.

In September 2012 the Mayor launched a new Housing Covenant. Four aspects of the Housing Covenant have been outlined to date.

- homes for working Londoners: The Mayor made available £100 million to stimulate the supply of intermediate housing, with some of this now rolled into the Help to Buy

programme. This will help an initial 10,000 Londoners get on and up the housing ladder and establish a ten-year revolving fund to help many more. More options for home ownership have also been created.

- Care and Support Specialised Housing Fund: Up to £60 million is to be spent on new, well-designed and accessible homes, complemented by an appropriate level of care, for about 1,500 older and disabled Londoners.
- private rented sector: In line with one of his manifesto pledges, the Mayor is developing a new London Rental Standard. This will build on and accelerate existing efforts by the Mayor to increase the number of accredited landlords, which more than doubled to 12,000 between May 2008 and the beginning of 2013.
- Building the Pipeline programme: This was launched in March 2013. It is providing up to £100 million to both increase the supply of new homes in London, as well as to make better use of properties that are under-used or lie empty to deliver more affordable homes in London. The Mayor is exploring whether additional resources can be allocated to this programme.

In May 2012 the Mayor launched Housing Moves. This pan-London mobility scheme gives social renters similar opportunities to move about the capital as those living in the private sector. By March 2013 almost 100 London households had been helped to move.

Homes built to **Lifetime Homes** standards^{viii} are desirable, as they are designed to be accessible and adaptable to meet the changing needs of people throughout their life, in particular the needs of families with children and older and disabled people. The total number of Lifetime Homes built in rose from 28,556 (64% of all new builds) in 2010/11 to 74,430 (87% of all new builds) in 2011/12.⁷⁵

The Mayor is funding a broad range of pan-London **rough sleeping** services with a four-year budget of nearly £34 million from the government. He is committed both to addressing entrenched rough sleeping – that is, ensuring no one is living on the street – and to making sure those who do arrive on the street do not spend a second night out. Eight out of ten new rough sleepers using No Second Night Out services were prevented from sleeping rough for more than one night in 2012/13, compared with six out of ten in 2010/11. Hundreds more bed spaces for rough sleepers are being funded through the Mayor’s Homelessness Change programme.

Several new services have been launched. In November 2012 a three-year project working with about 800 frequent rough sleepers to achieve sustainable solutions to stop them from sleeping rough was launched. A new service for entrenched rough sleepers – No Living On The Street – was started in December 2012 and provides an assessment hub linked to short-term accommodation.

The Mayor’s Housing Equalities Standing Group, whose members include organisations which work specifically with women, such as Housing for Women and Eaves, continued to meet and advised the Mayor on the implications and aspects of the London Housing Strategy, such as the Housing Moves Pan-London Mobility scheme and the Affordable Housing Programme 2011-15.

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

3.8 Health

Evidence of gender inequality in London

Across London there are wide disparities in life expectancy, which are closely related to deprivation. Male life expectancy in London in 2008-10 ranged from 76.0 years in Islington to 85.1 years in Kensington and Chelsea.⁷⁶ Female life expectancy was also highest in Kensington and Chelsea (89.8 years), but lowest in Barking and Dagenham, Lambeth and Newham (all 80.1 years).

Regular exercise can help to maintain health. Fewer women take part in regular active recreation or sport than men. The latest survey of people's activity levels by Sport England in the year ending October 2012 found that overall 36.5 per cent of adults and young people over 16 in London took part in one session of moderate intensity sport a week compared with 35.0 per cent during October 2005 to October 2006.⁷⁷ Nationally participation among females had increased from 29.8 per cent to 31.1 per cent, whereas participation amongst males had increased from 38.9 per cent to 41.1 per cent.

In 2011 there were more obese and overweight adults in England (62 per cent) than people with normal weight.⁷⁸ 31.4 per cent of boys and 28.5 per cent of girls between the ages of 2-15 yrs. were also overweight or obese.⁷⁹ In London in 2011/12, 23.4 per cent of all children in Reception year were either overweight or obese and in Year 6 this was 27.5 per cent.⁸⁰

Not only is there a rising trend in obesity in both adults and children, but this is distributed unequally in society as well - with a strong correlation with deprivation. For girls in Reception and at Year 6 obesity prevalence is highest among those from Black African, and Black Other ethnic groups. Obesity prevalence among boys in Reception is highest in the Black African, Black Other, and Bangladeshi groups. Boys in Year 6 from all minority groups are more likely to be obese than White British boys.⁸¹

Boys with a limiting illness are more likely to be obese or overweight than girls, particularly where the child also has a learning disability.⁸²

As in other areas, cancer incidence and mortality rates are higher among men than women in London.⁸³ The reasons for this are complex, but at least some of these differences can be attributed to lifestyle factors. In men, the most common cancers are prostate, lung and colon; in women, breast, lung and colon. Five and 10 year survival rates for most types of cancer are slightly higher for women than men.

A 2011 European Commission report indicates that "poor lifestyles and preventable risk factors account for a high proportion of premature deaths and morbidity in men". In all European Union member states, men living in less affluent conditions are more likely "to eat less healthily, take less exercise, be overweight, consume more alcohol, be more likely to smoke, engage in substance misuse, and have more risky sexual behaviour".⁸⁴

The prevalence of smoking and abusive alcohol consumption, tends to be higher in men particularly from lower socio-economic groups.⁸⁵ 19 per cent of men and 16 per cent of women in London claimed to be current smokers in 2010.⁸⁶

Men in London are estimated to drink twice as much as women. In 2011, estimated consumption for men in London was 15.1 units of alcohol a week, compared to 7.3 units for

women.⁸⁷ Alcohol contributed to an estimated total of almost 1,800 deaths in London in 2010. The alcohol-attributable death rate for males in London (34 per 100,000 of the population) was over two and half times that for females (13 per 100,000).⁸⁸

It is estimated that just over 90,000 Londoners were admitted to hospital in 2010/11 due to alcohol-attributable conditions. Alcohol-attributable admission rates have been rising in both London and England, but at a faster rate in London. Compared with 2006/07, the alcohol-attributable admission rate in London in 2010/11 was 30 per cent higher for males and 34 per cent higher for females. These increases were higher than the England averages of 25 per cent for males and 28 per cent for females.⁸⁹

The prevalence of both coronary heart disease (CHD) and hypertension is higher amongst London men than women. The prevalence for CHD was 5.6 per cent for male Londoners aged 16 and over in 2011, compared with 3.8 per cent for female Londoners aged 16 and over.⁹⁰ For hypertension the prevalence was 28.2 for males and 25.3 for females.⁹¹

Women are generally more aware of their health status than men and are more frequent users of healthcare services. Barriers to healthcare services are

- for men: exclusion from prevention and screening programmes, such as for osteoporosis
- for carers who do not have other care options for their dependent: their care responsibilities, compounded by the difficulties of booking appointments in advance and long waiting times in doctor's surgeries
- for migrants, especially women and BAME women: lack of translation and interpretation services;
- for migrant and Muslim women: a discomfort with male health professionals and male interpreters and previous experience of discrimination.⁹²

The Women's Health and Equality Consortium highlighted that many women's organisations lack the capacity to engage with the new health structures, and where they have approached boards and Clinical Commissioning Groups, they have faced barriers to an effective dialogue.⁹³

How the Mayor is addressing these issues

Under the Mayor's chairmanship the unique partnership of the shadow London Health Improvement Board (sLHIB) achieved innovative work on the city's major health issues of obesity, cancer, alcohol misuse and data transparency. The Mayor will continue to chair the London Health Board as it evolves out of the sLHIB.

The Mayor is committed to doing what he can to tackle the growing threat of **obesity**. He has embedded specialist public health advice in TfL so that more Londoners are encouraged and enabled to choose the active travel options of walking and cycling. The Healthy Schools programme, under the auspices of the sLHIB, was developed in close partnership with the boroughs and schools, piloted through 2012/13 and launched in April 2013. A health inequalities impact assessment was carried out during the development of the programme and gave consideration to its impact on both genders. The programme is working with schools so that pupils across London eat healthily, are more active and have the support they need to be a healthy weight.

The 'Get to know **cancer**' campaign, has been launched in a partnership between the Mayor, NHS London and London Councils, again under the auspices of the sLHIB, and aims to change attitudes to cancer and increase early diagnosis. 'Get to know cancer' pop-up shops, provide an opportunity for people to ask questions about cancer and air concerns which they might not

feel comfortable discussing with family and friends. One of these appeared in Croydon for five weeks from September 2012 and another appeared in Enfield in February 2013 for a month.

The Workplace Health Charter was launched in the autumn of 2012 to help and encourage employers to provide a health enhancing environment for employees encouraging them to be physically active and to eat well.

The Mayor continues to host the Well London programme, which builds stronger local communities by getting people working together to improve their neighbourhoods and their health and well-being. The programme works with the communities in some of London's most deprived areas. The programme delivers a range of wider positive impacts and outcomes including increases in local volunteering, uptake of training opportunities, community capacity and cohesion and also stimulated growth of local community networks and transformed local spaces. Phase 2 of Well London started in April 2012 in nine of London's most disadvantaged neighbourhoods. Each local programme was commissioned by the local authority or NHS who have provided funding and resources to match the support from the Big Lottery. The initial focus has been on developing the skills of local residents to help them deliver the programme. Apprenticeships for young people not in education, employment or training from the target areas have been created and a team of volunteers have been recruited in each area, who are marketing the programme and championing healthy lifestyles.

In March 2013 the Mayor hosted a 2-day international conference, Fit Cities 2013. The event brought together architects, planners, designers, developers, and public health professionals to explore how building design and policy decisions can make communities healthier, helping prevent diseases such as obesity, diabetes, heart disease and some cancers. The conference focused on the legacy of the London 2012 Olympic and Paralympic Games and shared learning with the 2014 Rio Olympics team. They shared practical examples of where this is already happening in London, the UK and other parts of the world, and ways in which 'active design' can be used more extensively.

The Mayor continues to work closely with the NHS and communities to consider proposals for reconfiguration of health services and, in particular, in their impact on health inequalities.

Since 2009, the Mayor's Sports Legacy Programme has seen more than £40 million (comprising City Hall and match-funds) invested to support the grass roots sports sector in London. From the outset, the ambition was to make sport and physical activity accessible to all and increase participation amongst all Londoners. 35 participation projects have been funded to date, the majority of which were inclusive of both genders. However, in recognition of their lower participation rate in sport, the fund has supported projects which focus exclusively on provision for women and girls. For example, Dare2Dance delivered by Proactive Central in conjunction with 'IndepenDance' set out to raise the confidence of teenage girls through dance lessons and competitions. Women's World, a 'virtual' sports and fitness club, run by the Westway Development Trust, offered over 30 regular exercise classes, designed specifically for women, in a friendly environment. A further £7 million has been pledged to improve the capital's sports facilities, help its clubs to train more coaches and offer more sports sessions to encourage increased sports participation in London.

The Mayor has continued to be a principal partner of Big Dance, which has proved to be a key vehicle for encouraging more girls to be active. Over 3,500 events took place all sorts of locations – lidos, shopping centres, parks, palaces, schools, high streets and squares – in all dance styles, as part of the London 2012 Festival, which was the culmination of the Cultural

Olympiad. 63 per cent of the participants were female. The next Big Dance is taking place in July 2014.

3.9 London 2012 Olympic and Paralympic Games

How the Mayor addressed gender inequality and ensured both men and women benefited from delivery of the London 2012 Olympic and Paralympic Games and is addressing it in the legacy of the Games

The London 2012 Equality and Diversity Forum, established by the Mayor and chaired by one of his Deputy Mayors, continued to meet until just after the Games, ensuring the effective co-ordination, integration and promotion of equality and diversity in the preparation, delivery and plans for the legacy of the Games and ensuring the benefits of the Games reached all parts of the community, including women and girls. Progress was published in the Forum's annual reports.

The Mayor worked with London 2012 partners to achieve the following

- A Women into Construction project, which was very successful, engaging with over 800 women, offering construction related training, work placements, and brokering women into employment. As a result, the numbers of women on the Olympic Park were more than double those on other construction sites, which effectively changed the traditionally male dominated culture on site. Construction Skills have continued to fund the project beyond building the Olympic venues and have set themselves the task of extending the good practice achieved across London. The project is now working with the Legacy Development Corporation (LLDC), as well as large and small contractors across London, promoting construction related opportunities for women.
- 15 per cent of businesses that were awarded contracts by the London Organising Committee of the Games were owned by women
- 41 per cent of the contractor workforce were women
- 6 per cent of the apprentices who were on the London 2012 Apprenticeship Programme were women - twice the construction industry average
- of the 70,000 Games Makers who volunteered during the Games 56 per cent were women
- of the 8,000 Team London Ambassadors who volunteered during the Games 64 per cent were women
- has secured commitments from the contractors for the venue sports and event management contracts and the estates and facilities management to employ 50 per cent women
- has awarded the contract to operate the Copper Box multi-use arena and the London Aquatics Centre to Greenwich Leisure Limited (GLL) through a competitive procurement process which included challenges and targets around inclusion. GLL will maximise accessibility in terms of affordability and physical access through sensitive management

of the facility which is inclusive, welcoming and that reflects the diversity of the local community, including providing specific sessions for women and girls.

The LLDC is aiming to exceed the ODA performance target of 3 per cent women in the construction workforce and has set a workforce target of 5 per cent for the transformation (construction) phase of the Olympic Park.

The Boroughs that hosted the Games do not enjoy the same levels of employment, educational attainment, housing, health or safety as other Londoners. The Mayor is working through the LLDC and partners to close the different gaps faced by women and men in these in these areas of life through the Convergence agenda. The aim is for the residents in the host Boroughs to have the same social and economic chances as their neighbours across London by 2030.

3.10 GLA as an employer

The overall gender profile for GLA staff as at 31 March 2013 shows that the percentage of women staff reflected that of London's population at 51 per cent, but was a decrease on the 54 per cent of staff who were women on 31 March 2011.

The turnover of women increased, caused by a lower percentage of starters and a higher percentage of women leaving the organisation in 2012/13.

Table 9: Employees by gender in post, starters, leavers and turnover

Gender	In post				Starters			
	31-Mar-11		31-Mar-13		2010/11		2012/13	
Female	342	54%	367	51%	75	56%	90	49%
Male	295	46%	357	49%	59	44%	93	51%
Total	637		724		134		183	

Gender	Leavers				Turnover			
	2010/11		2012/13		2010/11		2012/13	
Female	47	52%	90	53%	47	14%	90	25%
Male	44	48%	80	47%	44	15%	80	22%
Total	91		170		91	15%	170	

Recruitment

Table 10: Number and percentage of women applicants, shortlisted and appointed

Year ending 31 March	Posts	Applicants		Shortlisted		Appointed	
		Total	% female	Total	% female	Total	% female
2009	79	1,043	53	250	61	79	58
2011	101	2,206	52	390	52	86	58
2013	92	1,458	52	369	50	92	53

92 vacancies were recruited in 2012/13, with 38 of the vacancies filled internally.. During the last six months of the reporting period, 41 per cent of vacancies were filled during the internal advert round.

During the years ending 31 March 2009 to 2013, the number of women applying for, being shortlisted and appointed to jobs was proportionate.

Salary

Whilst the GLA has consistently had a workforce that is at least reflective of the proportion of women in London’s population, as with most employers, it has struggled to reflect this in all job roles and at all levels, particularly at the very top. Women are over-represented in the lowest salary band (61 per cent) and under-represented in the highest salary band with less than a third (29 per cent) of those earning £70K and above being women. However this is an improvement from March 2011, when 77 per cent of those on the lowest band and 24 per cent of those on the highest band were women.

Table 11: Number and percentage of employees by salary and gender, 31 March 2013

Salary range	Female		Male	
	Number	%	Number	%
Under £20,000	14	61	9	39
£20,000 to £30,000	51	53	45	47
£30,000 to £40,000	107	55	89	45
£40,000 to £50,000	117	54	100	46
£50,000 to £60,000	47	44	59	56
£60,000 to £70,000	14	50	14	50
£70,000 +	17	29	41	71
Total	367	51	357	49

How the GLA is addressing these

The GLA adheres to the Mayor’s equality framework, Equal Life Chances for All. A key Mayoral priority is to “develop and support a workforce that reflects London’s population at all levels and work towards eliminating discrimination (including institutional discrimination), under representation and disadvantage on any grounds”.⁹⁴

The GLA has a number of policies and procedures to ensure fair and open recruitment processes. Monitoring by gender and other characteristics is carried out in all employment areas, such as recruitment, training, staff in post, salary, sickness absence and turnover. The findings are regular reported to the London Assembly’s Oversight Committee⁹⁵ and reviewed by Directors.

Steps are taken to ensure that processes used for recruitment and selection are fair, transparent, objective and efficient. Ensuring that behavioural competencies as well as technical skills are assessed throughout the process helps to ensure that candidates from a diverse range of backgrounds and role profiles are given the opportunity to demonstrate transferable skills developed from a range of experience.

A review of the careers page on London.gov has been carried out to ensure that information is both appealing and accessible to a diverse range of applicants. The webpages will continue to be developed to include staff pieces promoting the variety of opportunities available and to

provide insight into 'working at the GLA' from a diverse range of employee roles and backgrounds.

The GLA has continued to provide a number of work placement opportunities for apprentices, pre-apprentices, internships and trail-blazers.

The GLA has established a workforce equalities taskforce to review workforce equalities issues, identifying opportunities to improve good practice.

Following the staff survey in September 2011 a range of programmes have been implemented to address key areas identified by the survey - including career development and internal progression, performance, leadership and wellbeing.

The GLA's Dignity and Inclusion at Work policy looks to provide a workplace where every employee is treated with respect. As part of this policy, employees attend a course equipping them to understand what diversity and inclusion means within their role as well as how to recognise and challenge inappropriate workplace behaviour.

The GLA also has a Code of Ethics which sets out the GLA's expectations of its employees. This includes promoting equal opportunities, stopping discrimination, ensuring fair treatment and robust disciplinary and grievance procedures.

The GLA supports the GLA Women's Network, which holds regular workshops to support the development of women staff.

4. CONCLUSION

The evidence detailed in this report shows that the gender inequalities faced by Londoners affect women and girls in the main. The issues they face are gaining an adequate income, being able to access work that is suitable to them, should they wish to work, having the opportunity to participate in society, fearing and being victims of violence, travelling safely, finding suitable housing and achieving lifestyles that improve their health. The main issues faced by boys and men are educational outcomes and accessing health services.

The report also highlights how the Mayor is working to eliminate unlawful gender discrimination, advance equality of opportunity and foster good gender relations. In summary he is

- tackling poverty and raising incomes
- improving education and skills opportunities
- increasing volunteering and employment opportunities
- tackling violence against women and girls
- making it easier, safer and affordable for women to travel around the capital
- providing more housing that meets different people's needs
- addressing health inequalities and encouraging the take up of physical activity and
- making sure all benefit from the legacy of London 2012 Olympic and Paralympic Games.

Going forward, the Mayor will continue to build on his work in all these areas. In addition, his over-arching equality framework, Equal Life Chances for All - which was published in February

2012 and contains the GLA's statutory equality objectives - is going to be reviewed and revised objectives will be published in February 2014.

APPENDIX 1 – PUBLIC SECTOR GENERAL EQUALITY DUTY

The Equality Act 2010 places a duty on public sector organisations to pay due regard, in the exercise of its functions, to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct which is unlawful under the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic, and those who don't have that characteristic. This means in particular:
 - a. Removing or minimising disadvantages suffered by people who share a protected characteristic that are connected to that characteristic
 - b. Taking steps to meet the needs of people who share a protected characteristic that are different from the needs of people who don't have that characteristic
 - c. Encouraging people who share a protected characteristic to participate in public life or in any other activity in which their participation is disproportionately low
3. Foster good relations between people who share a protected characteristic, and those who don't have that characteristic. This means, in particular:
 - d. Tackling prejudice
 - e. Promoting understanding.

The protected characteristics are

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership.

References

- ¹ Households Below Average Income 1994/95 – 2010/11, Department for Work and Pensions, 2012; Poverty figures for London 2010/11, Greater London Authority, 2012
- ² Households Below Average Income 1994/95 – 2010/11, Department for Work and Pensions, 2012; Poverty figures for London 2010/11, Greater London Authority, 2012
- ³ Households Below Average Income 1994/95 – 2010/11, Department for Work and Pensions, 2012; Poverty figures for London 2010/11, Greater London Authority, 2012
- ⁴ Department of Energy and Climate Change, Fuel poverty 2010: sub-regional data <https://www.gov.uk/government/statistical-data-sets/fuel-poverty-2010-sub-regional-data>
- ⁵ Annual Report On Fuel Poverty Statistics, Department of Energy and Climate Change, 2012
- ⁶ Annual Survey of Hours and Earnings, Office for National Statistics
- ⁷ Annual Survey of Hours and Earnings, Office for National Statistics, 2012
- ⁸ A Fairer London; The 2012 Living Wage in London, GLA Economics, November 2012 <http://www.london.gov.uk/sites/default/files/living-wage-2012.pdf>
- ⁹ A Fairer London; The 2012 Living Wage in London, GLA Economics, November 2012 <http://www.london.gov.uk/sites/default/files/living-wage-2012.pdf>
- ¹⁰ <http://www.geog.qmul.ac.uk/livingwage/>
- ¹¹ Annual Population Survey, Office for National Statistics, 2012
- ¹² Annual Population Survey, Office for National Statistics, 2011
- ¹³ Why are there so few part-time jobs in London?, GLA Economics, 2007
- ¹⁴ Annual Population Survey, Office for National Statistics, 2012
- ¹⁵ Business Register and Employment Survey, Office for National Statistics, 2011
- ¹⁶ Childcare Costs Survey 2013, Daycare Trust, 2013
- ¹⁷ Registered childcare providers and places in England March 2013, Ofsted, 2013. ONS mid-year estimates 2012
- ¹⁸ GLA estimates based on above and Office for National Statistics mid-year population estimates 2012
- ¹⁹ Childcare Costs Survey 2011, Daycare Trust, 2011
- ²⁰ Childcare Costs Survey 2013, Daycare Trust, 2013
- ²¹ Annual Population Survey, Office for National Statistics, 2007-2012
- ²² Annual Population Survey, Office for National Statistics, 2012
- ²³ Annual Population Survey, Office for National Statistics, 2012
- ²⁴ Annual Population Survey, Office for National Statistics, 2012
- ²⁵ Ethnic Minority Female Unemployment: Black, Pakistani and Bangladeshi Heritage Women, Runnymede, 2012
- ²⁶ Annual Population Survey, Office for National Statistics, 2012
- ²⁷ Annual Population Survey, Office for National Statistics, 2011
- ²⁸ July 2011, from, Trends in the solicitors' profession: Annual statistical report 2011, Law Society, 2011: <http://www.lawsociety.org.uk/representation/research-trends/annual-statistical-report/documents/annual-statistical-report-2011---executive-summary>
- ²⁹ In April 2013, from General Medical Council http://www.gmc-uk.org/doctors/register/search_stats.asp NOTE figures are updated monthly.
- ³⁰ Census 2011, Office for National Statistics
- ³¹ School Workforce in England November 2011, Department for Education <https://www.gov.uk/government/publications/school-workforce-in-england-november-2011>
- ³² Professional Boards Forum BoardWatch, February 2013
- ³³ Driving up part time employment in London, Centre for Economic and Social Inclusion, December 2012; www.london.gov.uk/sites/default/files/Part%20time%20Jobs%20final.pdf
- ³⁴ <http://www.london.gov.uk/who-runs-london/mayor/publications/business-and-economy/eds>

-
- ³⁵ <http://www.workyourway.co.uk/mayor-of-london-champions-the-cause-for-female-entrepreneurs-international-womens-day-2013/>
- ³⁶ <http://www.london.gov.uk/priorities/business-economy/working-in-partnership/employability-performance-rating>
- ³⁷ London Fire Brigade, Metropolitan Police Service and Transport for London
- ³⁸ www.london.gov.uk/sites/default/files/Responsible%20Procurement%2011%20RP%20Policy.pdf
- ³⁹ Delivering Responsible Procurement, Greater London Authority, 2012
<http://www.london.gov.uk/sites/default/files/delivering-responsible-procurement.pdf>
- ⁴⁰ Delivering Responsible Procurement, Greater London Authority, 2012
<http://www.london.gov.uk/sites/default/files/delivering-responsible-procurement.pdf>
- ⁴¹
- ⁴² https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/167602/sfr04-2013ntla.xls.xls
- ⁴³ Annual Population Survey, Office for National Statistics, 2011
- ⁴⁴ English Language for All, Greater London Authority, 2012
- ⁴⁵ Apprenticeships and gender A joint TUC and YWCA paper October 2010
- ⁴⁶ Value of a parent, Legal and General, 2011
- ⁴⁷ Taking Part 2012/13 Q3 Statistical Release, Department for Communities and Local Government, 2013
- ⁴⁸ Metropolitan Police Service
- ⁴⁹ YouGov Survey for End Violence Against Women, March 2012
- ⁵⁰ Beyond Borders: Human Trafficking from Nigeria to the UK, IPPR, 2013
- ⁵¹ Consent Matters – Towards effective prevention of forced marriages within the Pakistani community in the UK, JAN Trust, 2012
- ⁵² <http://www.london.gov.uk/priorities/policing-crime/mission-priorities/violence-against-women-girls>
- ⁵³ www.london.gov.uk/knowwheretogo
- ⁵⁴ www.london.gov.uk/priorities/policing-crime/mission-priorities/violence-against-women-girls/victims-of-violence
- ⁵⁵ Travel in London Report 5, Transport for London, 2012
- ⁵⁶ <http://www.tfl.gov.uk/corporate/media/newscentre/archive/27645.aspx>
- ⁵⁷ Attitudes to walking, Transport for London, 2012
- ⁵⁸ Attitudes Towards Cycling Annual Report 2012, Transport for London, 2012
- ⁵⁹ Single Equality Scheme 2012-2015, Transport for London, 2012
- ⁶⁰ Attitudes to Safety and Security, Transport for London, 2011
- ⁶¹ YouGov Survey for End Violence Against Women, March 2012
- ⁶² Attitudes to Safety and Security, Transport for London, 2011
- ⁶³ Statistical Bulletin 2011/12, British Transport Police, 2012
- ⁶⁴ Travel Concessions (Eligibility) (England) Order 2010
- ⁶⁵ <http://www.london.gov.uk/who-runs-london/mayor/mayoral-decisions/md1077>,
[http://www.london.gov.uk/sites/default/files/MD1077%2060+%20London%20Oyster%20Photocard%20Part%201%20\(signed\)%20PDF.pdf](http://www.london.gov.uk/sites/default/files/MD1077%2060+%20London%20Oyster%20Photocard%20Part%201%20(signed)%20PDF.pdf), Appendix A
- ⁶⁶ Concessionary Travel: Burden on Society or Valuable Asset? Greater London Forum for Older People
- ⁶⁷ The Mayor's Vision for Cycling in London An Olympic Legacy for all Londoners, Greater London Authority, 2013

-
- ⁶⁸ P1E returns, Communities and Local Government
- ⁶⁹ P1E returns, Communities and Local Government
- ⁷⁰ P1E returns, Communities and Local Government
- ⁷¹ English Housing Survey data, Communities and Local Government, analysis by GLA
- ⁷² Communities and Local Government, Housing live table 254
- ⁷³ Chain database: <http://www.broadwaylondon.org/CHAIN.html>
- ⁷⁴ <http://www.london.gov.uk/priorities/planning/publications/housing-supplementary-planning-guidance>
- ⁷⁵ London Plan Annual Monitoring Report 9, Greater London Authority, 2013
- ⁷⁶ Life expectancy 2008-2010, Office for National Statistics, 2011
- ⁷⁷ Active People Survey 6, Sport England, December 2012
- ⁷⁸ Health and Social Care Information Centre, Health Survey for England- 2011; December 2012. Available at <http://www.hscic.gov.uk/catalogue/PUB09300> (accessed on 17 April 2013)
- ⁷⁹ Public Health England, National Obesity Observatory, About Obesity/ Child Obesity/ UK prevalence. Available at http://www.noo.org.uk/NOO_about_obesity/child_obesity/UK_prevalence (accessed on 17 April 2013)
- ⁸⁰ Public Health England, National Obesity Observatory, Child Obesity- NCMP, 2011/12 Report and Data. Available at <http://www.noo.org.uk/NCMP> (accessed on 17 April 2013)
- ⁸¹ Child Weight, National Obesity Observatory, About Obesity, July 2012
- ⁸² Child and Maternal Health observatory (CHIMAT), Disability and Obesity: the prevalence of obesity in disabled children. July, 2011. Available at <http://www.chimat.org.uk/resource/item.aspx?RID=115188> (accessed 18 April 2013)
- ⁸³ Cancer in South East England: Cancer incidence, prevalence, survival and treatment for residents of South East England in 2011, Thames Cancer Registry, 2012
- ⁸⁴ The State of Men's Health in Europe – Report, European Commission, 2011
- ⁸⁵ Inequalities and multiple discrimination in access to and quality of healthcare, European Union Agency for Fundamental Rights, 2013
- ⁸⁶ Statistics on Smoking 2012, NHS Information Centre for Health and Social Care; General Lifestyle Survey 2010, Office for National Statistics
- ⁸⁷ Health Survey for England, NHS Information Service, 2011
- ⁸⁸ Local Alcohol Profiles for England; <http://www.lape.org.uk>
- ⁸⁹ Local Alcohol Profiles for England; <http://www.lape.org.uk>
- ⁹⁰ Association of Public Health Observatories, CHD Prevalence Estimates Dec 2011 (<http://www.apho.org.uk/resource/item.aspx?RID=111120>)
- ⁹¹ Association of Public Health Observatories, Hypertension Prevalence Estimates Dec 2011 (<http://www.apho.org.uk/resource/item.aspx?RID=111119>)
- ⁹² Inequalities and multiple discrimination in access to and quality of healthcare, European Union Agency for Fundamental Rights, 2013
- ⁹³ Women's health, Women's voices: Key findings and recommendations, The Women's Health and Equality Consortium, 2013
- ⁹⁴ Equal Life Chances for All, Greater London Authority. 2009
- ⁹⁵ <http://www.london.gov.uk/moderngov/mgCommitteeDetails.aspx?ID=254>