

MAYOR OF LONDON

Appendices to the Mayor of London's Annual Report

2016 – 17



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Greater London Authority
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Appendix 1

Mayoral strategies

Note that the strategies below were published by either of the previous two Mayors and are being reviewed as required.
The Mayor's statutory strategies
Current position
London Environment Strategy
<p>The Localism Act 2011 consolidated the six statutory environmental strategies into a single London Environment Strategy (LES). The six documents below:</p> <p>a) taken together constitute the Mayor's LES; and</p> <p>b) individually address each of the six matters the LES must cover.</p> <p>A new draft LES will be published and will be consulted on in the forthcoming months and then published.</p>
Air Quality Strategy
<p>The previous Mayor published 'Clearing the Air' on 14 December 2010. The current Mayor has undertaken a number of public consultations since coming to office to progress a Clean Air Action Plan for London in anticipation of the new LES, currently in draft form, which will replace the above statutory Air Quality Strategy in 2017.</p>
Ambient Noise Strategy
<p>The Ambient Noise Strategy, 'Sounder City', was published in 2004 by the then Mayor of London and set out a long-term plan for dealing with noise from transport (including road traffic, rail traffic, aircraft and water transport) and fixed industrial sources, which are the main long-term, predictable, sources of 'ambient noise' (also called 'environmental noise'). The Transport Strategy and London Plan set out further policies for ambient noise in the capital. The new LES will include an updated approach to dealing with ambient noise in the capital.</p>

Note that the strategies below were published by either of the previous two Mayors and are being reviewed as required.
The Mayor's statutory strategies
Current position
Biodiversity Strategy
The Biodiversity Strategy was published in July 2002 to provide a framework for the conservation of London's natural environment. The policies and proposals will be revised and updated as part of the new LES.
Climate Change Adaptation Strategy
The previous Mayor published 'Managing Risk and Increasing Resilience' in October 2011. It identified the key climate risks to London today and over the coming century (floods, droughts and heatwaves) and proposed a range of actions to improve London's resilience to extreme weather and Londoners' quality of life. These policies and proposals will be revised and updated as part of the new LES.
Climate Change Mitigation and Energy
The previous Mayor published 'Delivering London's Energy Future', in October 2011. The current Mayor has announced his ambition for London to become a zero carbon city by 2050.
Municipal Waste Management Strategy
London's 'Wasted Resource' was published in November 2011. It set out policies and proposals for reducing the amount of municipal waste, increasing the amount of waste reused, recycled or composted and generating low carbon energy from the waste remaining. The new LES, currently in draft form, will replace the above statutory Municipal Waste Management Strategy in 2017.

Note that the strategies below were published by either of the previous two Mayors and are being reviewed as required.
The Mayor's statutory strategies
Current position
Spatial Development Strategy
<p>The Spatial Development Strategy (commonly called the London Plan) provides the Mayor's strategic land use planning policies and the geographical framework to coordinate all his strategies. Together the Borough Local Plans and the London Plan represent the Development Plan for London. Borough Local Plans must be in general conformity with it and under the statutory 'duty to cooperate' it is also a material consideration in preparing relevant Local Plans beyond London and the Mayor has a statutory Duty to Inform and Consult on issues it raises. Unlike the other Mayoral strategies, it is subject to a formal Examination in Public.</p> <p>The London Plan was first published by Mayor Livingstone in 2004 and formally replaced by Mayor Johnson in 2011. This version, consolidated with subsequent alterations in 2016, forms the current statutory London Plan. It is at present being replaced by Mayor Khan. Consultation on the new draft Plan is programmed for autumn 2017, with an Examination in Public in late summer 2018 and formal publication in late 2019.</p>
Transport Strategy
<p>A new Transport Strategy was published for consultation on 21 June 2017. The draft strategy set out policies and proposals to transform London's streets, improve public transport and create opportunities for new homes and jobs, with the overall aim of creating a city that is not only home to more people, but is also a better place to live.</p>
Economic Development Strategy
<p>The Mayor's Economic Development Strategy (EDS) is currently being drafted for initial public consultation in September 2017 and final publication March 2018. The EDS will be focused around three interconnecting pillars (people, business and place) and will set the strategic framework to ensure that London is a fair and inclusive city, and the world's greatest global city for business, enabling growth and regeneration across the capital. We are currently undertaking pre-consultation engagement to ensure London businesses and communities can feed into the approach.</p>

Note that the strategies below were published by either of the previous two Mayors and are being reviewed as required.

**The Mayor's statutory strategies
Current position**

Housing Strategy

London's first statutory Housing Strategy was published in February 2010. A revised strategy was published for consultation in November 2014, reflecting the revised London Plan, the Mayor's new responsibilities for housing investment and land, and the funding settlement for affordable housing for 2015-18. A new London Housing Strategy is being developed and is due to be published for public consultation in summer 2017.

Culture Strategy

The Mayor will be producing a new Culture Strategy for London by spring 2018. The Mayor has appointed members to his Cultural Leadership Board, which had its inaugural meeting in June. The Board will lead the development of the Culture Strategy, incorporating the Mayor's policy pledges for culture and the creative industries in the capital and which include these programmes: Cultural Infrastructure Plan, Creative Enterprise Zones and the London Borough of Culture.

The London Health Inequalities Strategy

London's health inequalities are stark, with a gap in healthy life expectancy of more than 15 years between boroughs in different parts of the city. In July 2016 the Mayor announced his commitment to develop a new strategy to work with others to help address the causes of health inequalities in London and meet his manifesto ambitions to reduce mental health stigma, reduce child obesity, help more Londoners to live healthy lives, and get to grips with TB and HIV, to improve air quality, to promote healthy habits to disadvantaged groups, to renew focus on prevention of TB and HIV, and to coordinate efforts to reduce the number of Londoners who take their own lives.



Appendix 2:

Corporate Health Performance Indicators

1. THE NUMBER OF DAYS LOST TO SICKNESS

	2014-15	2015-16	2016-17
Target	5.9	5.9	5.9
Actual Performance	2.8	2.8	3.9

Comment

The increase in days taken due to sickness has increased as the recording of information is now more accurate due to the introduction of the new reporting process, where managers have direct access to their reportees' absence data and recording their sickness directly onto the HR System.

2. THE PERCENTAGE OF INVOICES FROM SMALL AND MEDIUM SIZED ENTERPRISES (SMES) PAID WITHIN TEN DAYS

	2014-15	2015-16	2016-17
Target	90%	90%	90%
Actual Performance	94%	94%	89%

Comment

The GLA narrowly missed the target for SME payments in 2016/17. This was largely due to a one off event resulting in a large number of retrospective invoices being issued by an SME.

3. THE PERCENTAGE OF CORRESPONDENCE RESPONDED TO IN FULL IN 20 WORKING DAYS

	2014-15	2015-16	2016-17
Target	90%	90%	90%
Actual Performance	84%	89%	84%

Comment

The GLA received over 34,608 pieces of correspondence in 2016-17, of which 20,244 cases were answered within 20 working days. The volume of correspondence received in 2016/17 increased by 49%, from 23,156 cases in 2015-16. The drop in performance of 5% from 2015-16 can in part be attributed to the increased volumes.

Additional measures have been put in place to address the drop in performance. This resulted in an improvement in performance in Q4, with January, February and March recorded performance at 88%, 88% and 91% respectively.

4. FREEDOM OF INFORMATION RESPONSES

	2014-15	2015-16	2016-17
Requests received	578	528	820
Target	90%	90%	90%
Actual Performance	91.2%	89.6%	92.2%

Comment

The GLA saw an increase of 55% in the number of requests received in 2015-16; with requests significantly higher than for any previous year. While this cannot be attributed to a single subject, topic or area of work, it is likely related to the number of high profile projects the GLA has been leading and involved in, the appointment of a new Mayor and broader knowledge of and higher expectations for openness and transparency among the public and stakeholders.



Appendix 3

Council tax and the Mayor's budget 2017/18

**EXTRACT FROM MAYOR'S BOOKLET:
'YOUR COUNCIL TAX AND THE GREATER LONDON
AUTHORITY'**

INTRODUCTION

This is Sadiq Khan's first budget as the new Mayor of London. It is based on his vision of a London where nobody feels left behind and where everyone has the opportunities they need to fulfil their potential. It supports London's future growth and economic success, while building on our City's extraordinary creativity, tolerance, diversity and openness to the world.

Sadiq Khan will not tolerate any waste of public money, particularly against a background of ever tightening resources from the Government. This year's budget has therefore required some tough choices. It will improve the key services Londoners need. That means making transport fares more affordable and building more affordable homes. The budget also provides resources to support jobs and growth, improve neighbourhood policing, tackle homelessness and make London a fairer and cleaner place to live.

COUNCIL TAX FOR GLA SERVICES

The Mayor's share of the council tax for a typical Band D property has been increased by £4.02 (or 8p per week) to £280.02 allowing the Mayor to help maintain police officer numbers across London and keep Londoners safe. A Band D council taxpayer in the City of London, which has its own police force, will still pay £73.89.

Council Tax (£)	2016-17	Change	2017-18
MOPAC (Met Police)	202.11	4.02	206.13
LFEPA (Fire Brigade)	47.04	0.97	48.01
GLA	24.72	-0.92	23.80
TfL (Transport)	2.13	-0.05	2.08
Total	276.00	4.02	280.02

INVESTING IN FRONTLINE SERVICES

This budget will enable the Mayor to fulfil his key priorities for London. These include:

- making transport more affordable. Single bus fares, single pay as you go fares on the Tube and DLR and Santander cycle hire scheme charges will be frozen until at least 2020. This will save travellers around £40 million a year. The new bus and tram one hour Hopper fare will also be extended over the next four years;
- investing £3.15 billion to build 90,000 new affordable homes in London;
- improving neighbourhood policing for all Londoners and providing better support for victims of crime. Extra resources will also be provided to tackle knife crime and protect vulnerable children and women at risk of abuse;
- investing in frontline policing by maintaining a strategic target of 32,000 police officers in London;
- tackling London's filthy air by doubling the amount spent on improving air quality to £875 million by 2021-22;
- working with London boroughs to maintain existing concessionary travel schemes. This includes free 24 hour travel for the over 60s, the disabled, armed forces personnel in uniform and eligible war veterans. Discounts on travel cards are also available for apprentices;
- increasing capacity on the London Underground and expanding the Overground, DLR and tram network while planning for the opening of Crossrail by 2019;
- making public transport more accessible for everyone. In 2017 work will be undertaken to make Bond Street, Finsbury Park, Tottenham Court Road, Victoria, Harrow on the Hill and Newbury Park Tube stations step free;
- ensuring a fire engine arrives within 10 minutes of any incident being reported at least 90 per cent of the time and;
- funding new projects to bring Londoners together, tackle inequality, improve the environment and boost London's economy.

SUMMARY OF GLA BUDGET

The following tables compare the GLA group's spending for 2017-18 with last year and set out why it has changed. The GLA's gross expenditure is higher this year primarily as a result of the impact of the 2017 business rates revaluation which has increased the share of London's revenues the Mayor has to pay over to the Government to support local services elsewhere in England alongside additional investment in transport. Overall the council tax requirement has increased as a result of the additional funding for policing alongside a 2.4 per cent increase in London's residential property taxbase. Find out more about our budget at: www.london.gov.uk/budget (tel: 020 7983 4000).

How the GLA budget is funded (£m)	2017-18
Gross expenditure	11,758.4
Government grants and retained business rates	-4,670.3
Fares, charges and other income	-6,282.3
Use of reserves	-1.0
Amount met by council tax payers (£m)	804.8

Changes in spending (£m)	2017-18
2016-17 council tax requirement	774.3
Inflation	183.3
Efficiencies and other savings	-317.8
New initiatives	42.9
Other changes (for example fares revenue and government grants)	122.1
2017-18 council tax requirement	804.8



Appendix 4: The London Assembly's required information for the 2016/17 Annual Report

Section 46(2)(d) of the GLA Act states that the Mayor's Annual Report must include 'information of such descriptions as the Assembly, prior to the beginning of the financial year to which the report relates, has notified to the Mayor that it wishes to be included in the annual report'. This section meets that requirement. Note that in some cases information relating to the previous financial year – i.e. the year covered by this report – is routinely produced well after year-end and was not therefore available in time to publish here.

THE GLA GROUP

- 1 Data showing the representation of equalities groups at different pay levels within the GLA group of organisations.
- 2 Number of employees whose remuneration in 2016-17 was at least £50,000 expressed in brackets of £5,000.
- 3 Details of remuneration, job title and any bonuses and benefits in kind for senior employees whose salary is at least £50,000.
- 4 Name of employees whose salaries are 150,000 or more.
- 5 The ratio between the highest paid taxable earnings for the given year (including base salary, variable pay, bonuses, allowances and the cash value of any benefit in kind) and the median earnings figure for the whole of the authority's workforce.

For all the data overleaf:

- Data against these indicators are arranged by GLA group member (Source: GLA, LFEPa, LLDC, MOPAC/MPS, TfL/Crossrail and OPDC).
- Due to different recording methods, systems and other factors, care should be taken when drawing comparisons between bodies.
- Unless otherwise stated, data is calculated on the following basis:
- Reported statistics are based on counts of those staff directly employed on a permanent or fixed-term basis.
- Salaries for those who work part-time have been calculated on an annual equivalent basis.

- Breakdowns by ethnicity, disability status and gender are based on headcounts, not proportions of full time equivalents.
- All figures reflect the position at 31 March 2017 unless otherwise stated.
- All members of the group publish staffing and salary information in various statutory and other documents, such as in their annual accounts, and in other locations (for example, the GLA publishes the salaries of senior staff on its website). The information reported elsewhere will not always be comparable to the information published in this report due to different methodologies.
- In order not to increase the length of this document unduly, we have not included detailed information pertaining to the previous year. However, this is available in last year's version of the Annual Report Appendices.

Greater London Authority (GLA)

Representation of equalities groups at different pay levels 2016-17

Ethnicity	<= £20,000 to £30,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		>£100,000		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Asian or Asian British	14	13	20	11	24	9	8	6	4	9	1	3	1	3	0	0	0	0	1	4	
Black or Black British	26	25	30	16	20	8	4	3	3	7	3	10	0	0	0	0	0	0	0	0	
White	48	45	116	63	183	72	125	88	34	79	23	77	28	97	0	0	23	82			
Dual-heritage	5	5	7	4	12	5	3	2	0	0	1	3	0	0	0	0	1	4			
Other ethnic group	3	3	3	2	6	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	
Not stated/ provided	10	9	9	5	8	3	0	0	2	5	2	7	0	0	0	0	31	11			
Total	106	100	185	100	253	100	142	100	43	100	30	100	29	100	0	0	28	100	0	0	100

Disabled/Not disabled	<= £20,000 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		>£100,000		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Disabled	10	9	8	5	14	6	4	3	2	5	2	7	1	3	0	0	0	0	0
Not disabled	84	79	160	86	221	87	131	92	38	88	27	90	27	93	0	0	19	68	68
Not stated/ provided	12	11	17	9	18	7	7	5	3	7	1	3	1	3	0	0	9	32	32
Total	106	100	185	100	253	100	142	100	43	100	30	100	29	100	0	0	28	100	100

Gender	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		>£100,000		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Female	8	62	44	47	110	60	148	58	77	54	22	51	14	47	11	38	0	10	36
Male	5	38	49	53	75	40	105	42	65	46	21	49	16	53	18	62	0	18	64
Total	13	100	93	100	185	100	253	100	142	100	43	100	30	100	29	100	0	28	100

Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	No. of employees
£50,000 - £55,000	87
£55,001 - £60,000	55
£60,001 - £65,000	20
£65,001 - £70,000	23
£70,001 - £75,000	21
£75,001 - £80,000	9
£80,001 - £85,000	15
£85,001 - £90,000	14
£90,001 - £95,000	0
£95,001 - £100,00	0
£100,001 - £105,000	0
£105,001 - £110,000	5
£110,001 - £115,000	1
£115,001 - £120,000	8
£120,001 - £125,000	8
£125,001 - £130,000	0
£130,001 - £135,000	2
£135,001 - £140,000	0
£140,001 - £145,000	0
£145,001 - £150,000	2
£150,001 - £155,000	0
£155,001 - £160,000	0
£160,001 - £165,000	0
£165,001 - £170,000	2
TOTAL	272

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Job title	Remuneration in £	Job title	Remuneration
Head of Paid Service and Executive Director of Communities and Intelligence	170,316	Assistant Director Health and Communities	115,768
Executive Director Housing and Land	165,658	Assistant Director Human Resources & Organisational Development	115,768
Executive Director Development, Enterprise and Environment	145,956	Monitoring Officer and Head of Committee and Member Services	111,273
Executive Director Resources	145,956	Assistant Director - External Relations	109,091
Executive Director Secretariat	133,220	Assistant Director Intelligence	106,952
Chief of Staff	133,220	Mayoral Director, Policy	106,952
Deputy Mayor for Business	126,250	Mayoral Director, Political and Public Affairs	106,952
Deputy Mayor for Planning, Regeneration and Skills	126,250	Mayoral Director, External and International Affairs	106,952
Deputy Mayor for Social Integration, Social Mobility and Community Engagement	126,250	Head of Governance and Resilience	89,207
Deputy Mayor Environment and Energy	126,250	Head of Facilities Management	89,207
Deputy Mayor for Housing	126,250	Head of Information Technology	89,207
Deputy Mayor for Culture & Creative Industries	126,250	Head of Financial Services	89,207

Job title	Remuneration in £	Job title	Remuneration
Deputy Mayor for Transport	126,250	European Programme Director	89,207
Mayoral Director, Communications	121,200	Head of Area - North East	89,207
Assistant Director Regeneration	119,858	Head of Area - North West	87,458
Assistant Director Economic and Business Policy	115,768	Head of Area - South	87,458
Assistant Director Housing	115,768	Assistant Director Environment	85,744
Assistant Director Strategic Projects and Property	115,768	Assistant Director Team London	82,413
Assistant Director GLA Group Finance	115,768	Head of Transport	82,344
Head of Scrutiny and Investigation	115,768	Head of Media	76,073

Name of employees whose salaries are £150,000 or more

Name	Department / Functional area	Job title
Jeff Jacobs	Corporate Management / Communities and Intelligence	Head of Paid Service and Executive Director of Communities and Intelligence
David Lunts	Housing and Land	Executive Director Housing & Land

Pay ratio between highest and median salary

Category	2014-15	2015-16	2016-17
All permanent and fixed-term staff	3.93	4.03	3.57
Permanent staff only	3.83	3.84	3.54

LFEP A

Representation of equalities groups at different pay levels

Ethnicity	Below £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Asian or Asian British	0	0	30	7	99	2	14	2	5	2	1	2	1	5	0	0	0	0	0	
Black or Black British	0	0	55	13	282	7	28	4	13	6	1	2	1	5	1	8	0	0	0	
White	2	67	281	69	3482	84	603	87	179	87	54	90	18	86	11	85	4	100	11	100
Dual-heritage	1	33	26	6	179	4	24	3	6	3	3	5	1	5	0	0	0	0	0	0
Other ethnic group	0	0	10	2	44	1	9	1	1	1	0	0	0	0	1	8	0	0	0	0
Not stated/ provided	0	0	7	2	56	1	18	3	2	1	1	2	0	0	0	0	0	0	0	0
Total	3	100	409	100	4142	100	696	100	206	100	60	100	21	100	13	100	4	100	11	100

Disabled / Not disabled	Below £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Disabled	1	33	39	10	165	4	48	7	16	8	5	8	0	0	0	0	0	0	0	0
Not disabled	2	67	356	87	3946	95	645	93	190	92	54	90	21	100	13	100	4	100	11	100
Not stated/ provided	0	0	14	3	31	1	3	0	0	0	1	2	0	0	0	0	0	0	0	0
Total	3	100	409	100	4142	100	696	100	206	100	60	100	21	100	13	100	4	100	11	100

Gender	Below £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Female	1	33	141	35	458	11	112	16	38	18	10	17	8	38	1	8	1	25	3	27
Male	2	66	268	66	3684	89	584	84	168	2	50	83	13	62	12	92	3	75	8	73
Total	3	100	409	100	4142	100	696	100	206	100	60	100	21	100	13	100	4	100	11	100

LFEP A: Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	No. of employees
£50,000 - £55,000	42
£55,001 - £60,000	164
£60,001 - £65,000	25
£65,001 - £70,000	35
£70,001 - £75,000	10
£75,001 - £80,000	11
£80,001 - £85,000	10
£85,001 - £90,000	3
£90,001 - £95,000	4
£95,001 - £100,00	0
£100,001 - £105,000	1
£105,001 - £110,000	0
£110,001 - £115,000	2
£115,001 - £120,000	0
£120,001 - £125,000	5
£125,001 - £130,000	1
£130,001 - £135,000	0
£135,001 - £140,000	0
£140,001 - £145,000	0
£145,001 - £150,000	0
£150,001 - £155,000	0
£155,001 - £160,000	0
£160,001 - £165,000	0
£165,001 - £170,000	1
Above £170,000	1
Total	315

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Post Title	Salary (£) (including fees and allowances)	Expense Allowances (£)	Compensation for Loss of Office (£)	Other compensation payments	Total Remuneration (excluding pensions) (£)	Pension Contributions (£)	Total Remuneration (including pensions) (£)
Commissioner (01.01.17 to 30.04.17)	45,810	-	-	-	45,810	9,941	55,751
Commissioner (01.04.16 to 31.12.16)	76,440	177	-	782	77,399	-	77,399
Director of Finance and Contractual Services	163,243	629	-	-	163,872	24,323	188,195
Director of Operations	160,763	668	-	16,773	178,205	34,886	213,091
Director of Safety & Assurance (01.04.16 to 31.12.2016)	108,000	453	-	-	108,453	23,436	131,889
Director of Safety & Assurance (01.12.16 to 31.03.2017)	54,661	-	-	-	54,660.55	10,494.12	65,154.67
Head of Communications	77,440	-	-	-4,444	72,996	11,539	84,534
Head of Legal and Democratic Services & Monitoring Officer	176,295	29	-	-	176,324	-	176,324
Head of Strategy & Inclusion	102,070	284	-	-	102,354	15,210	117,563

There was a short handover period for the post of Director of Safety & Assurance in December 2016.

Names of employees whose salaries are £150,000 or more:

Name
Sue Budden
Dave Brown
Dany Cotton
Miles Smith

Pay ratio between highest and median salary

Category	2014-15	2015-16	2016-17
All permanent and fixed-term staff	4.72	4.76	5.12
Permanent staff only	4.72	4.76	5.12

LLDC

Representation of equalities groups at different pay levels

Ethnicity	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Asian or Asian British	1	50	5	24	3	11	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
Black or Black British	0	0	2	10	1	4	1	5	1	4	1	6	0	0	0	0	0	0	0	0	0	
White	1	50	12	56	20	70	18	90	19	80	14	88	7	78	7	88	2	66	15	100	100	
Dual-heritage	0	0	1	5	0	0	0	0	1	4	1	6	2	32	0	0	0	0	0	0	0	0
Other ethnic group	0	0	0	0	0	0	0	0	2	8	0	0	0	0	1	12	1	34	0	0	0	
Not stated/ provided	0	0	1	5	4	15	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	100	21	100	28	100	20	100	24	100	16	100	9	100	8	100	3	100	15	100	100	100

Disabled / Not disabled	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Disabled	0	0	0	0	1	4	1	5	0	0	0	0	0	0	0	0	1	34	0	0	0	
Not disabled	2	100	21	100	23	81	19	95	23	96	16	100	9	100	8	100	2	66	15	100	100	
Not stated/ provided	0	0	0	0	4	15	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	100	21	100	28	100	20	100	24	100	16	100	9	100	8	100	3	100	15	100	100	100

Gender	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Female	1	50	13	62	22	82	15	75	15	63	7	44	4	45	5	63	2	66	4	27
Male	1	50	8	38	6	28	5	25	9	37	9	56	5	55	3	37	1	34	11	73
Total	2	100	21	100	28	100	20	100	24	100	16	100	9	100	8	100	3	100	15	100

Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	No. of employees
£50,000 - £55,000	2
£55,001 - £60,000	22
£60,001 - £65,000	7
£65,001 - £70,000	9
£70,001 - £75,000	4
£75,001 - £80,000	5
£80,001 - £85,000	1
£85,001 - £90,000	7
£90,001 - £95,000	0
£95,001 - £100,00	3
£100,001 - £105,000	3
£105,001 - £110,000	0
£110,001 - £115,000	0
£115,001 - £120,000	4
£120,001 - £125,000	1
£125,001 - £130,000	1
£130,001 - £135,000	0
£135,001 - £140,000	0
£140,001 - £145,000	0
£145,001 - £150,000	1
£150,001 - £155,000	2
£155,001 - £195,000	2
£195,001 - £200,000	0
>£200,000	1
Total	75

The Chief Executive's remuneration is inclusive of a £39,390 bonus payment.

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Title	Salary in £	Note
Senior Planning Policy Officer	£50,843	
Deputy Financial Controller	£50,843	
Senior Regeneration Manager (3)	£55,543	
Senior Regeneration Manager (4)	£55,543	
Senior Paralympic Legacy Manager	£55,543	
Senior Development Manager (2)	£55,543	
Senior Development Manager (3)	£55,543	
Senior Development Manager (5)	£55,543	
Principal Designer – Landscape and Public Realm	£55,543	
Senior Planning Development Manager (3)	£55,543	
Principal Designer (1)	£55,543	
Principal Designer (2)	£55,543	
Senior Marketing Manager	£55,543	
Senior Information Manager	£55,928	
Senior Events Manager	£55,928	
Senior Media Manager	£55,928	
Senior External Relations Manager	£55,928	
Park Services Manager	£55,972	
Senior Development Manager (6)	£56,098	
Senior Programme Assurance Manager	£58,628	
Senior Development Manager (1)	£58,628	
Senior Asset and Estate Manager (3)	£58,628	
Senior Finance Business Partner	£58,628	
Senior Planning Development Manager (1)	£58,628	
Senior Communities Manager	£61,012	
Senior Planning Development Manager (2)	£61,715	
Senior Accessibility and Inclusive Design Manager	£61,715	
Senior Regeneration Manager (2)	£61,715	
Principal Designer (4)	£61,715	
Senior Project Analyst	£64,801	
Senior Planning Development Manager (4)	£64,801	
IT Programme and Change Manager	£67,886	

Title	Salary in £	Note
Principal Designer (4)	£67,886	
Head of Venues	£67,886	
Senior Regeneration Manager (1)	£67,886	
Senior Project Manager	£67,886	
Senior Asset and Estate Manager (1)	£67,886	
Principal Planner (1)	£67,886	
Senior Development Manager (4)	£67,886	
Senior Programme Manager	£69,661	
Head of Development (3)	£71,196	
Head of Strategy	£71,196	
Head of Strategy & Sustainability	£71,196	
Head of Estates Management	£71,196	
Financial Controller	£75,151	
Head of Security and Park Safety Officer	£75,151	
Head of Development (2)	£75,151	
Head of Events	£75,151	
Head of Finance	£78,500	
Head of Marketing and Corporate Communications	£83,062	
Head of Paralympic Legacy, Inclusion and Sports Participation	£87,018	
Head of Communities and Business	£87,018	
Project Sponsor – Utilities	£87,018	
Head of Programme Management and Governance	£87,018	
Head of External Affairs	£87,018	
Head of Planning Policy	£87,018	
Head of Development (2)	£87,018	
Director of HR	£96,323	
Director of Planning	£96,323	
Director of Design	£96,323	
Director of Socio-Economic Regeneration	£101,674	
Project Director – Stratford Waterfront	£101,674	
Director of Development	£101,674	
Commercial Director	£117,728	
Director of Finance	£117,728	
Director of Visitor Services	£117,728	

Title	Salary in £	Note
Director of IT and Information Services	£117,728	
Director of Planning Policy and Decisions	£121,667	
Director of Communication, Marketing and Strategy	£125,064	
Executive Director of Development	£147,471	
Executive Director of Regeneration and Community Partnerships	£152,764	
Executive Director of Park Operations and Venues	£152,764	
Deputy Chief Executive	£172,000	
Executive Director of Construction	£178,513	
Chief Executive	£196,950	In addition to this a bonus payment of £39,390 was paid

Names of employees whose salaries are £150,000 and more

Name	Job title	Department / Functional area
Paul Brickell	Executive Director of Regeneration and Community Partnerships	Regeneration and Community Partnerships
Mark Camley	Executive Director of Park Operations and Venues	Park Operations and Venues
Colin Naish	Executive Director of Construction	Construction
Gerry Murphy	Deputy Chief Executive	Finance and Corporate Services
David Goldstone	Chief Executive	Executive Office

Pay ratio between highest and median salary

Category	2014-15	2015-16	2016-17
All permanent and fixed-term staff	4.3	3.36	3.70

MPS/MOPAC
MOPAC/MPS combined: representation of equalities groups at different pay levels

Ethnicity	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Asian or Asian British	24	27	601	12	1214	9	881	5	41	2	32	2	8	4	8	5	2	3	2	2	4
Black or Black British	30	33	517	10	989	7	639	3	38	2	27	2	4	2	3	2	4	6	2	2	4
White	28	31	3604	70	10650	76	16951	88	1802	93	1178	92	191	87	145	87	53	84	39	39	74
Dual-heritage	3	3	156	3	566	4	437	2	22	1	20	2	4	2	2	1	0	0	1	1	2
Other ethnic group	4	4	149	3	346	2	247	1	12	1	12	1	1	0	2	1	0	0	0	0	0
Not stated/provided	1	1	114	2	238	2	110	1	33	2	12	1	11	5	7	4	4	6	9	9	17
Total	90	100	5141	100	14003	100	19265	100	1948	100	1281	100	219	100	167	100	63	100	53	100	100

Disabled / Not disabled*	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Disabled	1	1	144	3	377	3	325	2	40	2	27	2	3	1	7	4	0	0		
Not disabled	10	11	2274	44	9066	65	6393	33	613	31	608	47	114	52	66	40	16	25	17	
Not stated/ provided	79	88	2723	53	4560	33	12547	65	1295	66	646	50	102	47	94	56	47	75	36	75
Total	90	100	5141	100	14003	100	19265	100	1948	100	1281	100	219	100	167	100	63	100	53	100

* This is drawn from the disability field within MetHR and not self-declared confidential element, which cannot be compared with salary for anonymity reasons.

Gender	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		> £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Female	61	68	2904	56	5387	38	5405	28	417	21	286	22	67	31	29	17	17	27	19	36
Male	29	32	2237	44	8616	62	138	72	1531	79	995	78	152	69	138	83	46	73	34	64
Total	90	100	5141	100	14003	100	19265	100	1948	100	1281	100	219	100	167	100	63	100	53	100

MOPAC/MPS: Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	No. of employees exc. exit
50,000-54,999	4548
55,000-59,999	1990
60,000-64,999	1655
65,000-69,999	725
70,000-74,999	337
75,000-79,999	209
80,000-84,999	133
85,000-89,999	99
90,000-94,000	81
95,000-99,999	28
100,000-104,999	13
105,000-109,999	7
110,000-114,999	10
115,000-119,999	13
120,000-124,999	9
125,000-129,999	12
130,000-134,999	7
135,000-139,999	6
140,000-144,999	3
145,000-149,999	0
150,000-154,999	1
155,000-159,999	0
160,000-164,999	1
165,000-169,999	0
170,000-174,999	0
175,000-179,999	0
180,000-184,999	0
185,000-189,999	0
190,000-194,999	0
195,000-199,999	0

Salary Bracket	No. of employees exc. exit
200,000-204,999	0
205,000-209,999	0
210,000-214,999	0
215,000-224,999	0
225,000 +	0

Comment

The banding scale is based on taxable remuneration, excluding pension costs, paid in the year rather than annual salary. Taxable remuneration includes overtime, compensation for loss of office and may also include back dated pay awards, which relate to previous years but were actually paid in the year in question. The numbers in the table above exclude senior staff and relevant police officers as defined in the notes on page 47. In these particular cases, a more detailed analysis of remuneration for 2016/17 is shown on the following pages.

MOPAC Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Job Title	Remuneration	Bonuses and benefits in kind
Chief Executive Officer	150,000	0
Deputy Mayor for Policing and Crime	125,000	0
Chief Financial Officer	125,000	0
Director of Audit, Risk and Assurance	115,000	0
Director of Strategy	115,000	0
Director of IOM, Programmes and Neighbourhoods	115,000	0

MPS Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £150,000

Relevant police officers and senior staff remuneration - salary is £150,000 or more per year ended 31 March 2017

Post holder information (post title)	Name	Salary (including fees & allowances) (£)	Benefits in kind (£)	Other Payments	Total remuneration excluding pension contributions 2015-16 (£)	Pension contributions (£)	Total remuneration including pension contributions 2015-16 (£)
Commissioner	B Hogan-Howe	257,401	10,477	0	267,878	0	267,878
Acting Commissioner	C Mackey	241,018	6,842	0	247,860	0	247,860
Assistant Commissioner	P Gallan	198,339	4,701	0	203,040	46,079	249,119
Assistant Commissioner	M Hewitt	198,339	6,243	0	204,582	46,079	250,661
Assistant Commissioner	H King	153,841	3,244	3,665	160,750	22,944	183,694
Acting Deputy Commissioner	M Rowley	207,102	4,413	0	211,515	46,079	257,594
T/Assistant Commissioner	F Taylor	178,348	3,244	0	181,592	35,461	217,053
Deputy Assistant Commissioner	H Ball	160,439	5,974	0	166,413	35,461	201,874
Deputy Assistant Commissioner	M Simmons	154,466	7,064	0	161,530	35,461	196,991
Deputy Assistant Commissioner	M de Brunner	57,073	4,397	0	61,470	12,415	73,885

Post holder information (post title)	Name	Salary (including fees & allowances) (£)	Benefits in kind (£)	Other Payments	Total remuneration excluding pension contributions 2015-16 (£)	Pension contributions (£)	Total remuneration including pension contributions 2015-16 (£)
Deputy Assistant Commissioner	A Basu	159,493	5,780	0	165,273	35,461	200,734
Deputy Assistant Commissioner	S Rodhouse	164,878	3,244	0	168,122	35,461	203,583
Deputy Assistant Commissioner	L D'Orsi	136,398	3,244	0	139,642	29,261	168,903
Deputy Assistant Commissioner	P Terry	163,991	3,244	0	167,235	8,814	176,049
T/Deputy Assistant Commissioner	R Martin	145,500	3,244	0	148,744	25,395	174,139
T/Deputy Assistant Commissioner	D Ball	136,397	3,244	0	139,641	28,966	168,607
Deputy Assistant Commissioner	G McNulty	135,334	0	0	135,334	29,096	164,430
Deputy Assistant Commissioner	A Newcomb	163,286	3,244	0	166,530	34,998	201,528
Director of Commercial & Finance	L McMullan	157,350	0	0	157,350	38,465	195,815
Director of Digital Policing	A McCallum	225,350	0	0	225,350	0	225,350

Post holder information (post title)	Name	Salary (including fees & allowances) (£)	Benefits in kind (£)	Other Payments	Total remuneration excluding pension contributions 2015-16 (£)	Pension contributions (£)	Total remuneration including pension contributions 2015-16 (£)
NPCC							
Assistant Commissioner	S Thornton	203,157	0	0	203,157	0	203,157
MOPAC							
Chief Operating Officer	H Bailey	58,161	0	0	58,161	13,475	71,636
Chief Executive	R Lawrence	121,854	0	0	121,854	29,123	150,977

NOTES

1. B Hogan-Howe retired on 28/2/17 with an annualised salary of £280,903
2. H King retired on 25/12/16 with an annualised salary of £209,915 and also received a payment of £3,665 for untaken leave
3. M Rowley was appointed Acting Deputy Commissioner on 26 February and in accordance with Regulation 27 received payment in respect of temporary promotion effective from 26/3/2017 with an annualised salary of £235,045
4. F Taylor was temporarily promoted to Assistant Commissioner on 12/12/16 with an annualised salary of £208,839
5. H Ball was on attachment to the College of Policing 3/1/17 to 31/3/17
6. M de Brunner left on 7/8/16 with an annualised salary of £152,489
7. L D'Orsi was promoted to DAC on 12/12/16 with an annualised salary of £162,018
8. R Martin was temporarily promoted to DAC on 31/10/16 with an annualised salary of £164,965
9. D Ball was temporarily promoted to DAC on 12/12/16 with an annualised salary of £163,235
10. G McNulty joined on 6/6/16 with an annualised salary of £164,965
11. A Newcomb was promoted to Deputy Assistant Commissioner with an annualised salary of £162,989
12. H Bailey was Chief Operating Officer from 01/04/2016 to 31/07/2016 and received an annualised salary of £165,000

13. R Lawrence was the Director of Strategy from 1/4/16 to 31/7/16 and was then appointed Acting Chief Operating Officer from 1/8/16 until 9/10/16. She was appointed Chief Executive from 10/10/16 with an annualised salary of £150,000

ADDITIONAL INFORMATION

Benefits in kind may include car allowance, relocation expenses, other travel costs and provision of a vehicle and driver to certain police ranks (Commissioner's driver is treated differently as vehicles and driver are provided for security purposes). The table above excludes accommodation provided to the Commissioner, Deputy Commissioner and one Deputy Assistant Commissioner required in the effective execution of their duties.

Pay ratio between the highest paid and the median salary of the workforce

Category	2014-15	2015-16	2016-17
MPS All staff	7.08	7	5.44
MOPAC	3.47	3.38	2.52

TFL

Representation of equalities groups at different pay levels (This data was extracted as at 31 March 2016 and for base salary on that date)

Ethnicity	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Asian or Asian British	7	21	168	9	719	10	440	9	834	10	196	8	70	8	10	3	3	2	5	3
Black or Black British	3	9	245	13	1208	17	652	13	1215	14	238	9	42	5	9	3	3	2	1	1
White	21	62	742	39	2829	39	2913	57	4852	56	1647	66	641	70	226	72	91	71	113	74
Dual heritage	1	3	42	2	168	2	76	1	119	1	35	1	10	1	3	1	0	0	2	1
Other ethnic group	0	0	33	2	113	2	111	2	157	2	42	2	12	1	4	1	6	5	0	0
Not stated/ provided	2	5	658	35	2182	30	944	18	1439	17	364	14	141	15	63	20	25	20	32	21
Total	34	100	1888	100	7219	100	5136	100	8616	100	2522	100	916	100	315	10	128	100	153	100

Disabled / Not disabled	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to > £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Disabled	0	0	49	2	156	2	74	1	145	1	56	2	16	2	4	1	3	2	1	1
Not disabled	33	97	937	50	3350	46	2054	40	3751	44	1007	40	433	47	131	42	66	52	92	60
Not stated/ provided	1	3	902	48	3713	52	3008	59	4720	55	1459	58	467	51	180	57	59	46	60	39
Total	34	100	1888	100	7219	100	5136	100	8616	100	2522	100	916	100	315	100	128	100	153	100

Gender	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to > £100,000			
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Female	9	26	745	39	2450	34	1,67	23	1314	15	373	15	148	16	54	17	27	21	32	21
Male	25	74	1140	60	4765	66	3968	77	7296	85	2149	85	768	84	261	83	101	79	121	79
Transgendered Women	0	0	3	1	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Transgendered Man	0	0	0	0	2	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
Gender Neutral	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total	34	100	1888	100	7219	100	5136	100	8616	100	2522	100	916	100	315	100	128	100	153	100

Comment

This data was extracted as at 31 March 2017 and represents base salary on that date.

Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	Number of employees
50,000 - 54,999	5,420
55,000 - 59,999	2,512
60,000 - 64,999	1,798
65,000 - 69,999	1,321
70,000 - 74,999	1,013
75,000 - 79,999	707
80,000 - 84,999	473
85,000 - 89,999	363
90,000 - 94,999	225
95,000 - 99,999	160
100,000 - 104,999	127
105,000 - 109,999	86
110,000 - 114,999	60
115,000 - 119,999	45
120,000 - 124,999	28
125,000 - 129,999	17
130,000 - 134,999	24
135,000 - 139,999	10
140,000 - 144,999	9
145,000 - 149,999	7
150,000 - 154,999	2
155,000 - 159,999	5
160,000 - 164,999	5
165,000 - 169,999	6
170,000 - 174,999	2
175,000 - 179,999	7
180,000 - 184,999	5
185,000 - 189,999	4
190,000 - 194,999	4

Salary Bracket	Number of employees
195,000 - 199,999	2
200,000 - 204,999	2
205,000 - 209,999	1
210,000 - 214,999	2
215,000 - 219,999	5
220,000 - 224,999	6
225,000 - 229,999	3
230,000 - 234,999	1
235,000 - 239,999	4
240,000 - 244,999	6
245,000 - 249,999	1
250,000 - 254,999	2
255,000 - 259,999	1
260,000 - 264,999	2
270,000 - 274,999	3
275,000 - 279,999	3
280,000 - 284,999	1
285,000 - 289,999	2
290,000 - 294,999	1
295,000 - 299,999	1
300,000 - 304,999	1
305,000 - 309,999	3
320,000 - 324,999	1
340,000 - 344,999	1
350,000 - 354,999	1
370,000 - 374,999	1
375,000 - 379,999	2
410,000 - 414,999	1
470,000 - 474,999	1
510,000 - 514,999	1

Comment

Employees' remuneration, which includes their salaries, fees, performance related pay, benefits in kind, lump sums and termination payments, but excludes pension contributions paid by the employer which fell within the above bands.

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Job Title	Salary & Allowances (£)	Bonuses and benefits in kind (£)
Commissioner	373,051	141,650
General Counsel	255,208	65,299
Managing Director, Surface Transport	270,264	72,881
Managing Director, Crossrail 2	169,056	48,514
Managing Director, Customers, Communication & Technology	244,016	65,910
Chief Finance Officer	271,095	39,632
Managing Director, London Underground	214,726	1,248
Interim Managing Director of Planning	164,305	19,880
Project Manager, Property Development	84,326	-
Commercial Revenue Director	150,000	44,292
TfL Legal Director	148,832	31,370
Human Resources Director – London Underground Operations	156,897	28,651
Divisional Finance Director, London Underground	156,335	17,658
Director of Commercial Development	185,000	30,600
Chief Operating Officer, Surface Transport	190,539	36,721
Director of Pensions & Reward	190,873	36,000
Property Development Director	177,341	44,179
Sub-Surface Programme Director	235,860	44,600
Corporate Finance Director	208,401	35,030
Marketing Director	205,618	32,000
Operations Director Bakerloo, Central & Victoria Lines	162,596	29,280
Director of Surface Strategy & Planning	171,688	22,290
Transformation Director	231,961	26,420
Director of TfL Strategy and Contracted Services	251,546	36,010
Head of Engineering, New Tube for London	171,806	12,441
Chief Technology Officer & Director of Customer Experience	205,398	37,721
Operations Director Sub-Surface Lines	210,334	61,480
Operations Director Jubilee, Northern & Piccadilly Lines	166,703	1,165

Job Title	Salary & Allowances (£)	Bonuses and benefits in kind (£)
Human Resources Director	236,381	39,721
Chief Procurement Officer	27,730	259

Comment

Senior employees are those with a base salary of £150,000 or more, calculated on a full time equivalent basis for those working part time. The above table includes employees who were in service at 31 March 2017.

Name of employees whose salaries are £150,000 or more

Name	Job title	Name	Job title
Mike Brown	Commissioner	Stephen Field	Director of Pensions & Reward
Howard Carter	General Counsel	Lester Hampson	Property Development Director
Leon Daniels	Managing Director, Surface Transport	Stuart Harvey	Sub-Surface Programme Director
Michele Dix	Managing Director, Crossrail 2	David Hughes	Director of Strategy & Service Development
Vernon Everitt	Managing Director, Customers, Communication & Technology	Simon Kilonback	Corporate Finance Director
Ian Nunn	Chief Finance Officer	Chris Macleod	Marketing Director
Mark Wild	Managing Director, London Underground	Peter McNaught	Operations Director Bakerloo, Central & Victoria Lines
Alex Williams	Interim Managing Director of Planning	Andrew Pollins	Transformation Director
Derek Baillie	Project Manager, Property Development	Gareth Powell	Director of TfL Strategy and Contracted Services
Justin Brand	Commercial Revenue Director	Paul Thomas	Head of Engineering, New Tube for London

Name	Job title	Name	Job title
Andrea Clarke	TfL Legal Director	Shashi Verma	Chief Technology Officer & Director of Customer Experience
Jean Cockerill	Human Resources Director – London Underground Operations	Steve White	Operations Director Sub-Surface Lines
Tanya Coff	Divisional Finance Director, London Underground	Brian Woodhead	Operations Director Jubilee, Northern & Piccadilly Lines
Graeme Craig	Director of Commercial Development	Tricia Wright	Human Resources Director
Garrett Emmerson	Chief Operating Officer, Surface Transport	David Wylie	Chief Procurement Officer

Total number of TfL (excluding Crossrail) employees earning over £150k at 31 March 2017	30
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Comment

This data is based on base salary, and only those with a base salary on 31 March 2017 exceeding £150,000 are included in the totals.

Ratio between the highest and median salary for 2016-17

Category	2014-15	2015-16	2016-17
All permanent and fixed-term staff	9.62	8.81	9.90

Comment

The pay multiple is defined as the ratio between the highest paid taxable earnings for the given year and the median earnings figure for the workforce. Earnings include all elements of remuneration that can be valued and excludes changes in pension benefits. The median earnings figure is calculated based on the taxable earnings for 2016/17 for employees in service at 31 March 2017 and who were employed for the entire year to avoid distortion from starters and leavers.

CROSSRAIL

Representation of equalities groups at different pay levels 2016-17

Ethnicity	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Asian or Asian British	1	100	11	15	22	20	10	11	4	5	7	10	2	4	6	17	0	0	0	0
Black or Black British	0	0	16	22	19	17	8	9	8	11	5	7	1	2	3	8	0	0	1	3
White	0	0	39	4	60	5	68	75	55	75	56	78	45	90	27	75	23	100	38	97
Dual heritage	0	0	3	4	2	2	3	3	3	4	1	1	1	2	0	0	0	0	0	0
Other ethnic group	0	0	3	54	6	55	2	2	2	3	2	3	1	2	0	0	0	0	0	0
Not stated/ provided	0	0	0	0	1	1	0	0	1	1	1	1	0	0	0	0	0	0	0	0
Total	1	100	72	100	110	100	91	100	73	100	72	100	50	100	36	100	23	100	39	100

Disabled / Not disabled	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Disabled	0	0	0	2	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Not disabled	1	100	72	100	108	98	90	99	72	99	72	100	50	100	35	97	23	100	39	100
Total	1	100	72	100	110	100	91	100	73	100	72	100	50	100	36	100	23	100	39	100

Gender	<= £20,000		£20,001 to £30,000		£30,001 to £40,000		£40,001 to £50,000		£50,001 to £60,000		£60,001 to £70,000		£70,001 to £80,000		£80,001 to £90,000		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Female	0	0	40	56	62	56	33	40	20	27	14	19	9	18	5	14	4	17	5	13
Male	1	100	32	44	48	44	55	60	53	73	58	81	41	82	31	86	19	83	34	87
Total	1	100	72	100	110	100	91	100	73	100	72	100	50	100	36	100	23	100	39	100

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at £50,000

Job Title	Remuneration (£)	Bonuses and benefits in kind (£)
Non-Executive Chairman	250,000	1,600
Chief Executive	463,336	483,060
Head of Integration	156,199	16,100
Chief Engineer	165,456	13,742
Finance Director	241,694	28,677
Legal Services Director & Company Secretary	174,625	86,005
Commercial Director	233,015	28,749
Land & Property Director	205,286	30,021
Programme Controls Director	157,350	10,607
Stations Delivery Director	174,423	25,452
Technical Director	216,499	41,500
Director of Operations	183,303	31,530
Talent & Resources Director	249,064	43,126
Surface Director	151,406	25,600
Programme Director	322,831	171,071

Comment

Senior employees are considered to be those with a base salary of £150,000 or more, calculated on a full time equivalent basis for those working part time.

Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	Number of employees
50,000 - 54,999	46
55,000 - 59,999	28
60,000 - 64,999	41
65,000 - 69,999	31
70,000 - 74,999	23
75,000 - 79,999	22
80,000 - 84,999	21
85,000 - 89,999	15

Salary Bracket	Number of employees
90,000 - 94,999	9
95,000 - 99,999	7
100,000 - 104,999	8
105,000 - 109,999	6
110,000 - 114,999	9
115,000 - 119,999	7
120,000 - 124,999	3
125,000 - 129,999	1
130,000 - 134,999	2
135,000 - 139,999	1
145,000 - 149,999	2
150,000 - 154,999	2
155,000 - 159,999	1
160,000 - 164,999	1
165,000 - 169,999	1
170,000 - 174,999	1
175,000 - 179,999	2
185,000 - 189,999	1
195,000 - 199,999	1
210,000 - 214,999	1
215,000 - 219,999	1
235,000 - 239,999	1
240,000 - 244,999	1
250,000 - 254,999	1
255,000 - 259,999	1
260,000 - 264,999	2
270,000 - 274,999	1
290,000 - 294,999	1
490,000 - 494,999	1
945,000 - 949,999	1

Comment

Employees' remuneration which includes their salaries, fees, performance related pay, benefits in kind, lump sums and termination payments, but excludes pension contributions paid by the employer fell within the above bands.

Names of employees whose salaries are £150,000 or more

Name	Job title	Name	Job title
Terry Morgan	Non-Executive Chairman	Richard Palczynski	Programme Controls Director
Andrew Wolstenholme	Chief Executive	Duncan Pickard	Stations Delivery Director
Jeremy Bates	Head of Integration	Chris Sexton	Technical Director
Chris Binns	Chief Engineer	Howard Smith	Director of Operations
Matthew Duncan	Finance Director	Valerie Todd	Talent & Resources Director
Mark Fell	Legal Services Director & Company Secretary	Matthew White	Surface Director
Paul Grammer	Commercial Director	Simon Wright	Programme Director
Ian Lindsay	Land & Property Director		

Total number of Crossrail employees earning over £150k at 31 March 2016	15
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Comment

This data is based on base salary, and only those with a base salary on 31 March 2017 exceeding £150,000 are included in the totals.

Pay ratio between the highest and median salary

Category	2014-15	2015-16	2016-17
All permanent and fixed-term staff	19.29	16.48	19.23

Comment

Earnings include all elements of remuneration that can be valued and excludes changes in pension benefits. The median earnings figure is calculated based on the taxable earnings for 2016/17 for employees in service at 31 March 2017 and who were employed for the entire year to avoid distortion from starters and leavers

OPDC

Representation of equalities groups at different pay levels

Ethnicity	<= £40,000 £20,001 to £30,000 £30,001 to £40,000		>£40,000 £40,001 to £50,000 £50,001 to £60,000 £60,001 and over	
	No	%	No	%
Asian or Asian British	1	12	1	5
Black or Black British	1	12	1	5
White	5	63	15	71
Dual-heritage	0	0	0	0
Other ethnic group	0	0	0	0
Not stated/provided	1	12	4	19
Total	8	100	21	100

Disabled / Not disabled	<= £40,000 £20,001 to £30,000 £30,001 to £40,000		>£40,000 £40,001 to £50,000 £50,001 to £60,000 £60,001 and over	
	No	%	No	%
Disabled	0	0	0	0
Not disabled	8	100	15	71
Not stated/provided	0	0	6	29
Total	8	100	21	100

Gender	<= £40,000 £20,001 to £30,000 £30,001 to £40,000		>£40,000 £40,001 to £50,000 £50,001 to £60,000 £60,001 and over	
	No	%	No	%
Female	5	63	11	52
Male	3	38	9	43
Unspecified	0	0	1	5
Total	8	100	21	100

Comment

Due to the small number of staff employed at the OPDC the salary bands have been grouped together so individuals are unable to be identified.

Number of employees whose remuneration in 2016-17 was at least £50,000, expressed in brackets of £5,000

Salary Bracket	No. of employees
£50,000 - £55,000	6
£55,001 - £60,000	4
£60,001 - £65,000	0
£65,001 - £70,000	1
£70,001 - £75,000	0
£75,001 - £80,000	1
£80,001 - £85,000	0
£85,001 - £90,000	1
£90,001 - £95,000	0
£95,001 - £100,00	0
£100,001 - £105,000	0
£105,001 - £110,000	1
£110,001 - £115,000	0
£115,001 - £120,000	0
£120,001 - £125,000	0
£125,001 - £130,000	0

Details of remuneration, job title and any bonuses and benefits-in-kind for senior employees whose salary is at least £50,000

Job Title	Remuneration (£)
Chief Executive Officer	109,091
Director of Development	89,207
Director of Planning	77,594
Head of Design	66,845
Head of Planning Development	56,903
Head of Planning Policy	56,903
Principal Environment Sustainability Officer	55,995
Principal Project Manager	55,995
Principal Planning Officer - DM	52,765
Principal Transport Officer	52,765
Park Royal Business Manager	52,765
Principal Planning Officer - Policy	52,765
Principal Housing Officer	51,732
Principal Community Infrastructure Levy (CIL) and Section 106 Officer	51,732

Employees earning over £150,000.

OPDC do not have any employees earning over £150,000.

Pay ratio between highest and median salary

Category	2014-15	2015-16	2015-16
All permanent and fixed-term staff	3.93	4.03	3.46
Permanent staff only	3.83	3.84	3.46

CRIME AND SAFETY

6. Level of crime on public transport

Source: TfL

Network	2013-14		2014-15		2015-16		2016-17		Change in crimes 2015-16 to 2016-17
	Crimes	Rate	Crimes	Rate	Crimes	Rate	Crimes	Rate	
Bus-related crime	18,138	7.5	17,109	7.2	17,367	7.5	17,011	7.5	-2.0%
London Underground (LU) and Docklands Light Railway (DLR)	10,958	8.0	9,599	6.8	10,719	7.3	11,362	7.6	6.0%
London Overground (LO)	842	6.2	801	5.7	1,253	6.8	1,153	6.1	-8.0%
London Tramlink	322	10.3	249	8.1	264	9.8	238	8.1	-9.8%

Comment

Public transport in London continues to be a safe, low crime environment. Over 11 million passengers travel on TfL's public transport services each day with very few of them ever experiencing or witnessing crime.

All modes, with the exception of the LU and DLR networks, experienced a reduction in the volume of crime and a lower or identical rate of crimes per million passenger journeys (the measure of 'rate' used in the table above) in 2016-17 compared with the previous year.

LU/DLR crime levels have been affected by a rise in violence and public order offences, particularly on the LU network. The rise is largely due to an increase in low level violence, pushing and shoving, verbal disputes and threatening behaviour at busy commuter times when services are at peak capacity. Concerted action is underway to address this but it remains challenging given the sporadic nature of offences. Despite the increase, the number of offences remains low in the context of the 1.5 billion passenger journeys made on the LU network in 2016-17 with 2.8 violence / serious public order offences for every million passenger journeys.

Reported sexual offences on the transport system continued to rise in 2016-17. This was anticipated and, since it reflects more comprehensive reporting of an offence that has historically been under-reported, is considered a positive result of the ongoing efforts to tackle unwanted sexual behaviour on public transport as part of the ground-breaking Project Guardian initiative and Report It To Stop It campaign. Project Guardian aims to increase confidence in reporting sexual offences on the Capital's public transport network, reduce the risk of becoming a victim, challenge unwanted sexual behaviour and target offenders. This important work continues.

7. Levels of reported violent crime, including levels of hate crime against particular groups of Londoners

Source: Metropolitan Police Service (MPS) (figures provided by MOPAC)

Levels of reported hate crime

Category	2013-14	2014-15	2015-16	2016-17	Change 2015-16 to 2016-17
All Hate Crime	10,530	13,571	16,150	19,266	+19.3%
Racist and Religious Hate Crime	9,769	12,271	14,443	17,160	+18.8%
Sexual Orientation Hate Crime	1,170	1,559	1,858	2,037	+9.6%
Faith Hate Crime	913	1,370	1,773	2,096	+19.1%
Disability Hate Crime	115	164	376	657	+74.7%
Transgender Hate Crime	79	108	152	200	+31.6%

Hate crimes are defined as any offence committed against someone because of their disability gender-identity, race, religion or belief or sexual orientation. The Mayor is committed to tackling hate and intolerance in London, making this a key priority in his Police and Crime Plan, published in March 2017.

Offence volumes for all strands of Hate Crime have increased year on year since 2012-13.

We know hate crimes are under-reported and MOPAC continues to work to boost confidence and increase the reporting of hate crime; prevent hate crime and reduce repeat victimisation.

All reported Hate Crime has increased by 19.3% in 2016/17 compared to the previous year. The volume of offences for all strands of Hate Crime has increased, the largest increase has been in Disability Hate Crime but it is important to note that the total volume (reported) is still low.

Levels of reported hate crime broken down by ethnicity

Category	2012-13	2013-14	2014-15	2015-16	2016-17	Change 2015-16 to 2016-17
Unrecorded ethnicity	4,932	5,454	7,177	8,995	12,063	34.11%
White - British	999	989	1,218	1,367	1,371	0.29%
African	767	757	880	900	914	1.56%
All other Asian ethnic groups	608	514	730	874	762	-12.81%
All other black ethnic groups	467	470	645	759	665	-12.38%
All other white ethnic groups	499	548	716	887	950	-7.10%
Pakistani	369	305	452	506	435	-14.03%
Caribbean	383	460	518	497	491	-1.21%
Indian	425	417	472	479	479	0.00%
Mixed	198	209	279	301	319	5.98%
Other ethnic group	193	211	302	374	400	6.95%
Bangladeshi	179	223	243	271	281	3.69%
White - Irish	91	75	89	98	113	15.31%

The data shows the number of victims of hate crime rather than the number of offences. Data is also based on self-defined ethnicity. Please note the large proportion of unrecorded ethnicity is due to non-disclosure by the victim or not being recorded by the officer. Hate crime is recognised as under-reported and significant efforts are being made to increase victims' confidence to report.

8. Levels of reported serious youth violence perpetrated by young people

Source: MOPAC

Category	2012-13	2013-14	2014-15	2015-16	2016-17
Levels of reported serious youth violence perpetrated	4,987	5,860	6,010	6,240	7,247

Serious youth violence is defined as the count of victims of any offence of serious violence (homicide, attempted murder, GBH and kindred offences), gun or knife related crime aged between 1 and 19 years. The total number of victims may differ to the number of offences due to the possibility of multiple victims for an offence.

The age of the offender is not taken into account for serious youth violence offences, which mean a proportion of the total number of victims may have been attacked by an offender aged above 19 years.

9. The amount of funding provided by the MOPAC to support rape crisis centres and the outputs and outcomes achieved as a result

Source: MOPAC

(£000)	2012-13	2013-14	2014-15	2015-16	2016-17
Funding provided by MOPAC	620	620	1,260	1,260	1,260

Outcomes

	2013-14	2014-15	2015-16	2016-17
Victims of sexual abuse receiving support, therapies and/or counselling	1,803	2,165	2,310	2,866

In 2016/2017 MOPAC provided £1,260,000 to the four London Rape Crisis Centres (RCCs) for their work in the 32 boroughs. The funding for each centre varies depending on the number of boroughs that the centre works with. In terms of outputs and outcomes, based on the data provided to MOPAC by the four London Rape Crisis Centres,

2,866 women and girls were referred to the four centres for advocacy, emotional and psychological support.

This number of referrals, however, does not provide a comprehensive picture of the complexity of the cases that the four RCCs deal with on a daily basis and nor does it reflect the ongoing support provided to many of the women who seek support from the RCC. To provide an indication of this, in 2016/2017 this work included:

- Nearly 12,200 sessions of counselling support
- Advocacy support on 664 cases
- 4,550 hours of telephone support

Returns from the four London Rape Crisis Centres also indicates the increasing complexity of the cases the Centres are working with. Throughout the last financial year, the RCCs were increasingly supporting:

- Women with no recourse to public funds
- Women with complex mental health needs
- Women who have experienced multiple forms of sexual violence; and
- Women who had a disability

However, despite these considerable challenges and the increasing complexity of the cases and support needs of the women they are working with, the four London Rape Crisis Centres consistently delivered on and exceeded the agreed MOPAC outcomes and outputs for 2016/2017.

10. Numbers of police officers, police community support officers, police civilian staff and Safer Transport Team officers provided for in the Mayor's budget for 2015-16 and how many are employed on 31 March 2017

Source: MOPAC

Role	2013-14		2014-15		2015-16		2016-17	
	Budget for year	31 March	Budget for year	31 March	Budget for year	31 March	Budget for year	31 March
Police Officers	31,209	30,712	31,957	31,944	32,000	31,720	32,000	31,048
Police Community Support Officers	2,467	2,048	2,137	1,787	1,741	1,591	1,464	1,411
Civilian and other staff	13,144	11,894	12,200	11,316	10,700	9,985	10,379	8,758
Subtotal core establishment	46,820	44,654	46,294	45,047	44,441	43,296	43,843	41,217

Comment

The Mayor is committed to keeping the number of police officers on our streets as high as possible, and is committed to maintaining the strategic target of 32,000 officers across London. He has also found an additional £24.2m for the Met this year to keep numbers high. But in the face of continued central government cuts, this is becoming increasingly difficult. The Mayor continues to lobby Government to ensure that the Met gets the resources it needs to keep London safe.

Numbers of Safer Transport Team officers provided for in the Mayor's budget 2015-16 and how many are employed on 31 March 2016

Source: TfL

Role	2013-14		2014-15		2015-16		2016-17	
	Budget for year	31 March	Budget for year	31 March	Budget for year	31 March	Budget for year	31 March
Safer Transport Team officers	1,138	1,065	1,215	1,145	1,233	1,230	1,189	1,148

Comment

The MPS Roads and Transport Policing Command (RTPC), funded by TfL and the MPS, was launched in January 2015. With over 2,300 officers, the RTPC is the largest police command in the UK, and is dedicated to ensuring all journeys across London's road and surface transport network are safe, secure and reliable.

The RTPC has lead policing responsibility for 6 key objectives - reducing crime, congestion and collisions; making London safer and better for cyclists; improving the safety of cabs and improving people's confidence in the safety of travelling in the capital.

Safer Transport Teams continue to be an integral part of the RTPC and work alongside other teams in support of all six objectives. The establishment for Safer Transport Teams in 2016-17 was 1,189 officers – a change of 44 officers compared with 2015-16. These officers were allocated to other parts of the RTPC as part of our response to changes in demand and in part to enhance activity to tackle road safety and congestion priorities. This was an operational decision the MPS made in consultation with TfL. TfL fully supports this decision.

11. Numbers of firefighters provided for in the Mayor's budget for 2015-16 and how many are employed on 31 March 2016

Source: LFEPA

	01.04.15	31.03.16	01.04.16	31.03.17
Operational Establishment	4,988	4,987	4,776	4,777.5
Operational Headcount (including trainees)	5,057	4,819	4,816	4,685
Operational Headcount (excluding trainees)	5,019	4,806	4,803	4,647

12. Number of persons charged for possession of offensive weapons/points and blades

Source: MOPAC

	2012-13	2013-14	2014-15	2015-16	2016-17
Total Number of People proceeded against for Possession of a Knife	2,086	2,335	2,546	2,899	2,942
Total Number of people charged for Possession of a knife	1,834	2,034	2,094	2,407	2,448

The number of people proceeded against for possession of offensive weapons/points and blades during the financial year 2016/17 are the highest the MPS have recorded in the last 5 years. The majority of these people were charged (83%) with cautions used in 15% of cases. The use of caution is a non-statutory disposal used when it is not in the public interest to prosecute an offender. Unconditional cautions for possession of a bladed article are only to be used in exceptional circumstances and authorised by a senior police officer. Conditional cautions are a statutory disposal method with conditions attached which must be rehabilitative and/or reparative.

THE LONDON ECONOMY

13. Levels of international investment in London

Source: London and Partners

Number of investment projects which have been set up in London by region with the assistance of London & Partner (Source: L&P)

Region	2013-14	2014-15	2015-16	2016-17
Asia Pacific	93	93	115	119
Europe	91	84	99	106
North America	60	93	75	66
Total	244	270	289	291

Year 1 jobs by region

Region	2016-17
Asia Pacific	1,899
EMEA (Europe, the Middle East and Africa) & LATAM (Latin America)	1,877
North America	2,286
Total	6,062

Comment

This data shows the number of jobs created within the first year from investment projects (broken down by region) coming to London in 2016/17.

- Foreign Direct Investment into London has added an additional GVA (Gross Value Added) of £104 million to London
- Foreign Direct Investment has also created in total 6,062 jobs (divided by region above).

14. Numbers of employers in London adopting the London Living Wage

Source: Living Wage Foundation

	2013-14	2014-15	2015-16	2016-17
Cumulative number of employers accredited to the London Living Wage.	293	560	863	1,122

Comment

This figure relates to the number of employers paying the London Living Wage.

15. Levels of employment among equalities target groups, and numbers of people at age 16-18 not in employment, education or training

(Source: ONS Annual Population Survey, January to December 2015; except for data relating to young people not in employment, education or training (NEET): National Client Caseload Information System). Data has been reweighted in line with the latest ONS population estimates from the Census 2011.

Working age employment rates in London and the UK

Region	2013	2014	2015	2016	CI* (2016 data)
London	69.5%	71.3%	73.0%	73.8%	0.7
Rest of UK	71.4%	72.4%	73.5%	73.9%	0.2
Difference (London / rest UK)	-1.9%	-1.1%	-0.5%	-0.1%	0.5
UK as a whole	71.2%	72.2%	73.5%	73.9%	0.2

Comment

The employment rate in London has traditionally been below the national figure however the gap has been closing in recent years and now sits at just 0.1% points.

Working age employment rates by gender for London and the UK

Gender	Region	2013	2014	2015	2016	CI (2016 data)
Males	London	76.6%	78.7%	79.5%	80.6%	0.9
	Rest of UK	76.1%	76.9%	78.3%	78.5%	0.3
	Difference London / rest of UK	0.5%	1.8%	1.2%	2.1%	0.6
Females	London	62.5%	64.0%	66.5%	67.0%	1.0
	Rest of UK	66.8%	67.9%	68.9%	69.3%	0.3
	Difference London / rest of UK	-4.3%	-3.9%	-2.4%	-2.3%	0.7

Comment

The rate rose from the previous year for both males (up 1.1% points) and females (up 0.5% points). When comparing employment rates between London and the rest of the UK, males were more likely to be in employment in London while females were less likely. The recent trends are positive for London with rates increasing faster than the rest of the UK for both sexes.

Working age employment rates by ethnicity for London

Region	2013	2014	2015	2016	CI (2016 data)
White groups	75.0%	76.8%	78.3%	78.7%	1.3
BAME groups	60.8%	62.7%	65.1%	66.4%	1.8
Difference white / BAME	14.2%	14.1%	13.2%	12.3%	-0.5
All groups	69.5%	71.3%	73.0%	73.8%	0.7

Comment

The employment rate for white Londoners stood at 78.7% with the respective figure for BAME Londoners at 66.4%. This was a gap of 12.3% points which was down from the previous year when the gap stood at 13.2% points.

Working age employment rates by disability status for London and the UK

Region	Disabled / Not disabled	2014	2015	2016	CI (2015 data)
London	Disabled	48.9%	50.0%	51.7%	1.9 %
	Not disabled	75.8%	77.5%	78.2%	0.7%
UK (including London)	Disabled	47.6%	49.1%	50.3%	0.5
	Not disabled	78.6%	79.8%	80.1%	0.2

Comment

In 2016, the employment rate stood at 51.7% for disabled Londoners compared to 78.2% for non-disabled Londoners. This was a gap of 26.5% points which is lower than the gap for the rest of the UK (29.8% points). The gap in 2015 was 27.5% points.

Employment rates by key age groups for London and UK

Age group	Region	2013	2014	2015	2016	CI (2016 data)
16-24	London	41.3%	42.5%	46.3%	47.1%	2.0%
	UK (including London)	50.7%	51.7%	54.6%	54.5%	0.6%
25-49	London	78.2%	79.9%	81.4%	81.9%	0.8%
	UK (including London)	81.2%	82.1%	82.6%	82.9%	0.3%
50-64	London	66.3%	68.4%	68.9%	70.5%	1.4%
	UK (including London)	67.2%	68.2%	69.4%	70.0%	0.4%

Comment

The employment rate has risen at a faster rate in London than the rest of the UK for all age groups. The employment rate is higher in London than the UK for 50-64 year olds but lower for 16-24 year olds and 25-49 year olds compared to the rest of the UK.

Percentage of 16 to 18 year olds who are not in education, employment or training (NEET) in London

	2013	2014	2015	2016
16-18 year old NEET proportion	3.8%	3.4%	3.1%	N/A

Comment

The 2016 information is not available at time of going to print.

16. Percentage of goods and services procured by the GLA Group from Small and Medium Sized (SME) businesses

(Sources: MPS, TfL, LFB, LLDC)

Body	2014-15			2015-16			2016-17		
	Influenceable spend (£m)	SME spend (£m)	SME spend in %	Influenceable spend (£m)	SME spend (£m)	SME spend in %	Influenceable spend (£m)	SME spend (£m)	SME spend in %
MPS	1,206	133	11	1,280	163	12.7	1,304	174	13.33
TfL (including GLA)	4,605	349	7.6	6,101	642	10.5	6,011	389	6.5
LFB	108	42	39	86	42.6	49.4	134	15	11.52
LLDC	123	4	3.1	107.9	7.8	7	4,071	73	5.5
OPDC	-	-	-	0.49	0.29	59	3.5	1.7	48

TfL (including GLA) and OPDC

SME spend is down by £250m from 2015-16. 80% (£200m) of this drop is due to declassification of 24 SME suppliers.

17. List of the projects funded by the Mayor's Regeneration Fund (MRF) and the number of people employed in its associated projects on 31 March 2017

Source: GLA

Borough and name of MRF projects
LB Camden – Collective and Retail Property Strategy
LB Camden – Cobden Junction
LB Croydon – Wellesley Road
LB Croydon – Innovation Centre
LB Croydon – Business Rate Relief
LB Croydon – West Croydon Investment Package
LB Croydon – Old Town Masterplan
LB Croydon – West Croydon Interchange
LB Croydon – High Streets
LB Croydon – New Addington
LB Ealing – Shaping Southall
LB Ealing – Dine in Southall
LB Enfield – Market Gardening
RB Greenwich – Woolwich Crossrail
LB Hackney – Shop Front improvement Project
LB Hackney – Fashion Hub
LB Haringey – Growth on the High Road
LB Haringey – 639 Employment & Enterprise Centre
LB Haringey – Opportunity Investment Fund
LB Haringey – Employment and Skills Project
LB Haringey – North Tottenham
LB Haringey – Accessibility
LB Haringey – Stadium Approach
LB Merton – Colliers Wood
LB Southwark – Gateway to Peckham

Jobs created to date as a result of MRF investment

Source: GLA

Jobs created to date	2013-14	2014-15	2015-16	2016-17
Full time equivalents	182.5	286	238	172

18. Number of apprenticeship starts in London

Source: GLA

The Mayor's Skills for Londoners task force will inform the strategic direction for future GLA skills policy, including how to increase the number of high quality apprenticeships in the capital. There is currently no specific Mayoral target for apprenticeship starts in London.

Government data on apprenticeships is reported on an academic year basis (August to July). According to the latest available data (Q1 2016/17), 12,460 apprenticeships were started in London during the period August 2016 - October 2016. This is broadly in line with previous years: c13,000 apprenticeships starts in Q1 2014/15 and c11,500 in Q1 2015/16.

HOUSING**19. Numbers of new family-sized affordable homes that have been built in London**

	2011-12	2012-13	2013-14	2014-15	2015-16
New family sized affordable homes	2,969	2,509	2,194	2,293	2,255

There were 2,255 gross conventional completions of 3 or 4 bedroom affordable homes in London in 2015-16 – a very similar figure to the previous two years – according to the 13th London Plan Annual Monitoring Report.

20. Number of long term empty homes in London

	2012-13	2013-14	2014-15	2015-16	2016-17
Long-term empty homes as at October	23,870	21,852	20,795	20,915	19,845
Total housing stock at 31 March	3,358,200	3,404,070	3,428,000	3,454,490	3,484,880
Long-term empty as a percentage of total stock	0.71%	0.64%	0.61%	0.61%	0.57%

There were 19,845 homes in London recorded as having been empty for six months or longer as of October 2016, according to DCLG's live table 615. This presents 0.57% of all homes in London, the lowest vacancy rate on record.

21. Number of rough sleepers in London

Source: CHAIN Annual Report

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Number of rough sleepers	5,678	6,437	6,508	7,581	8,096	Data to be published in June/July 2017

22. Number of new homes built in London meeting level three or above of the Code for Sustainable Homes (CSH 3+)

The number of new homes built in London meeting level three, four, five and six of the Code for Sustainable Homes is no longer collected by government.

	2012-13	2013-14	2014-15
CSH 3+ affordable homes completed for rent	4,777	4,627	9,844
CSH 3+ affordable homes completed for sale	2,369	2,983	5,084

TRANSPORT AND ENVIRONMENT

23 Congestion levels on roads in inner and outer London

Source: TfL

Average traffic speeds (kilometres per hour) by functional sector of London; working weekdays, by time period (Source TfL)

Functional sector	Time period	2013-14	2014-15	2015-16	2016-17
Central London	am peak	15.1	14.4	13	11.9
	inter-peak	13.6	13	11.5	10.7
	pm peak	13.8	13.4	12	11.5
Inner London	am peak	20	19.1	17.9	18.1
	inter-peak	21.2	20.6	19.4	19.3
	pm peak	18	17.1	16.3	16.2
Outer London	am peak	31.4	29.9	29.3	29.1
	inter-peak	35.1	34	33.5	33
	pm peak	29.2	27.6	27.2	26.7

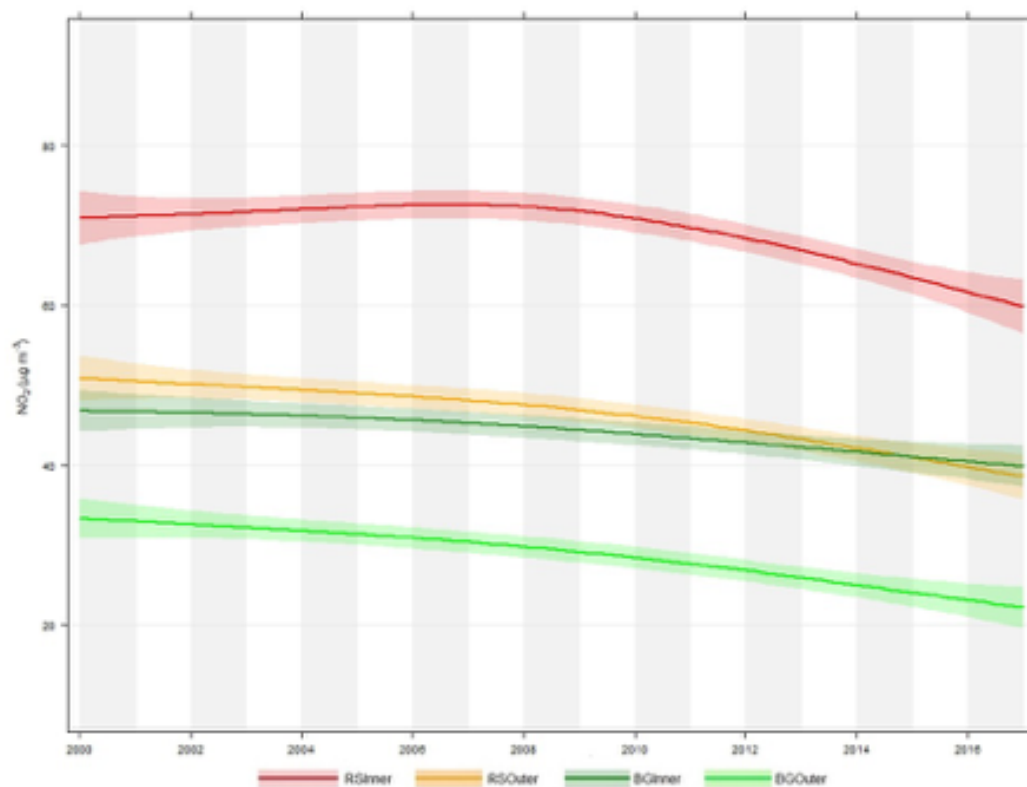
Comment

During the last couple of years - alongside London's continued economic and population growth (and hence ever greater demand for use of the roads) - there has been significant investment in streets and junctions to improve them for all users. The performance of the road network has been affected by this construction activity. Major

construction and roadworks often require traffic management and restrictions such as temporary traffic signals, re-phasing of traffic signals and traffic lane reductions. Average traffic speeds have fallen across London at all times of the day. Comparing 2016 to 2013, average traffic speeds in central London are down 21% in the morning and inter-peak periods, and 17% down in the evening peak. In inner London, speeds are down 10% in the morning and evening peaks and, 9% down in the inter-peak. In outer London they are down between 6% and 9% across all the peak periods.

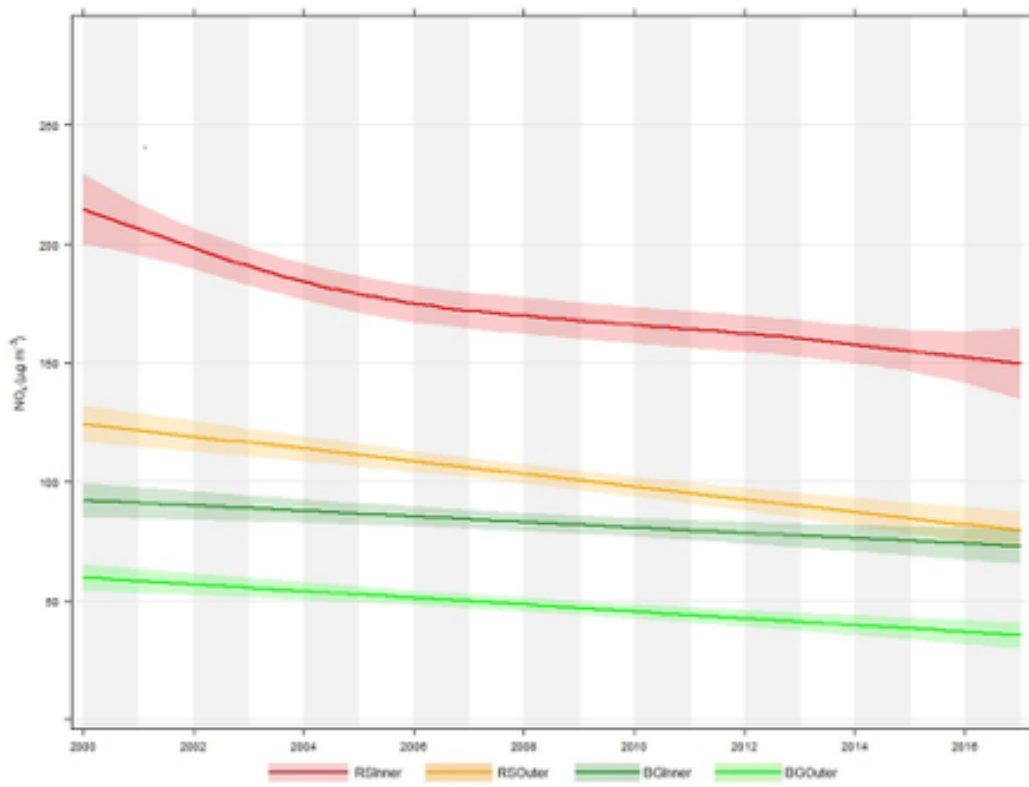
24. Air quality (as measured by PM_{10} , $PM_{2.5}$ and NO_2) and carbon emissions in London

Figure 1: Trends in NO_2 2000 to 2016



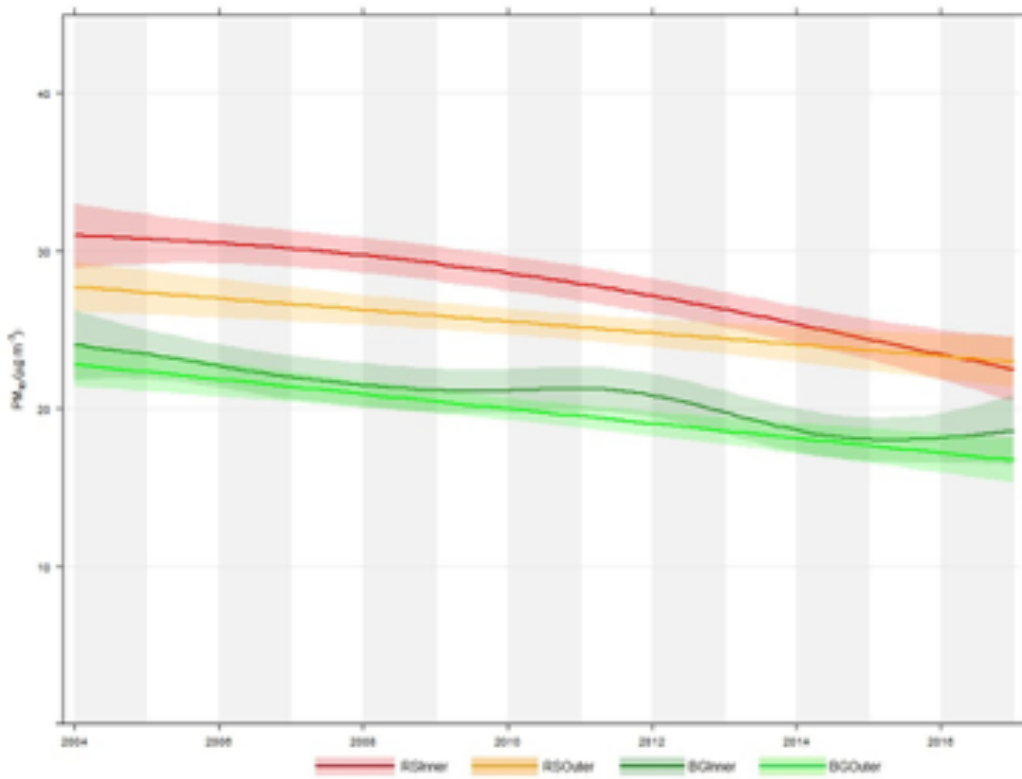
Source - the London Air Quality Network and analysis by King's College London

Figure 2: Trends in NOx 2000 to 2016



Source - the London Air Quality Network and analysis by King's College London

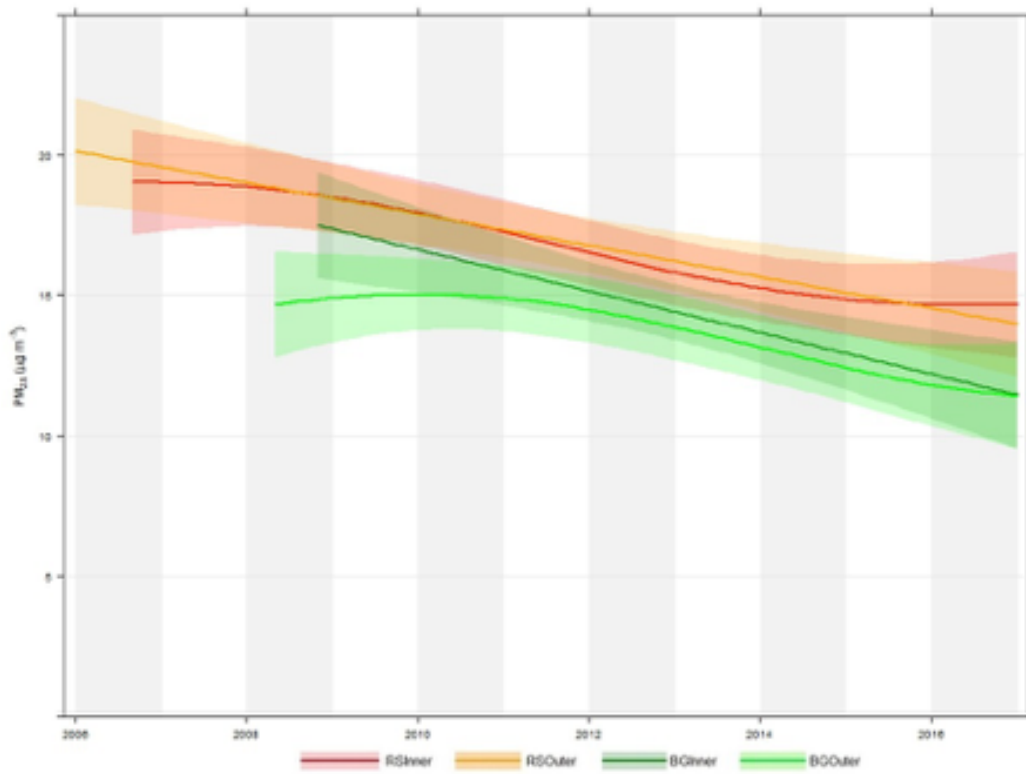
Figure 3: Trends in PM₁₀ 2004 to 2016*



Source - the London Air Quality Network and analysis by King's College London

*Due to monitoring methodological changes, a time series can only be derived for PM₁₀ from 2004.

Figure 4: Trends in PM_{2.5} 2006 to 2016*



Source - the London Air Quality Network and analysis by King's College London

* Due to monitoring methodological changes, a time series can only be derived for PM_{2.5} from 2006.

London-wide CO₂ emissions

Source: Homes and Workplaces – Department of Energy and Climate Change (DECC) Local and Regional CO₂

MtCO ₂	1990	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (interim - requires updated emission factors*)
Homes	15.84	17.28	17.17	16.80	16.87	15.21	15.88	13.94	15.34	14.91	13.38	12.96
Workplaces	19.74	19.36	20.69	19.93	19.91	17.44	18.22	16.12	18.40	17.29	15.88	15.00
Transport	9.47	9.86	9.79	9.79	9.90	9.90	8.52	8.58	8.58	8.68	8.57	8.41
Total	45.05	46.50	47.66	46.53	46.67	42.55	42.62	38.64	42.32	40.87	37.83	36.37
Reduction from 1990	n/a	3%	6%	3%	4%	-6%	-5%	-14%	-6%	-9%	-16%	-19%
Reduction from 2000	n/a	-8%	-5%	-8%	-7%	-15%	-15%	-23%	-16%	-19%	-25%	-28%
Population	6,798,800	7,519,000	7,597,800	7,693,500	7,812,200	7,942,600	8,061,495	8,204,407	8,308,369	8,416,535	8,538,689	8,673,713
CO ₂ per capita	6.63	6.18	6.27	6.05	5.97	5.36	5.29	4.71	5.09	4.86	4.43	4.19

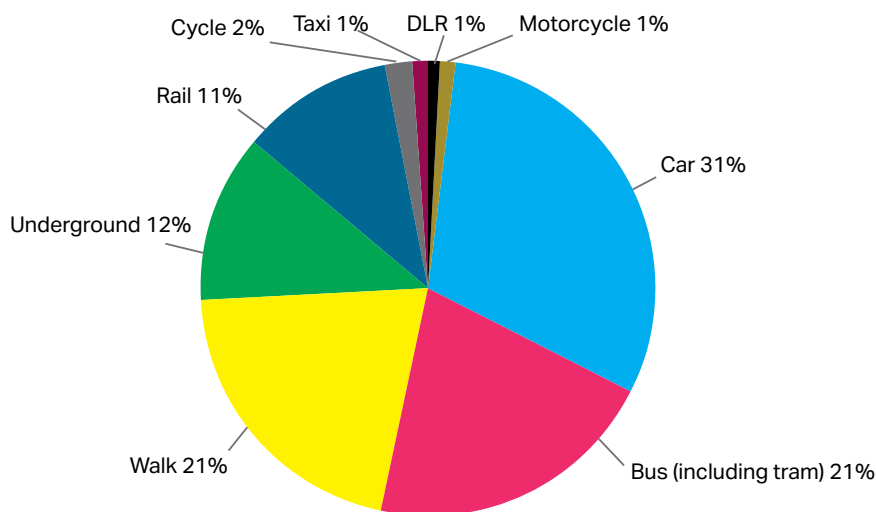
*Please note these figures are based on 2014 emission factors and require updating once the 2015 emission factors have been released by BEIS. Incorporating the 2015 emission factors is expected to further reduce CO₂ emission estimates for 2015.

25. Proportion of journeys made by private transport, cycling and walking

Source: TfL

The percentage of journey stages by type of transport is as follows:

	2011	2012	2013	2014	2015
Public transport	43%	44%	44%	45%	45%
Private transport	34%	33%	33%	32%	32%
Cycling	2%	2%	2%	2%	2%
Walking	21%	21%	21%	21%	21%



Comment

- Public transport mode shares have continued to increase in London. Some 45 per cent of all journey stages were made in public transport in 2015, up from 43 per cent in 2011. Private transport mode shares have decreased commensurately; from 34 per cent to 32 per cent over the same period. Since 2000 the public transport mode share has increased by eleven percentage points.
- Cycle and walk mode shares remain at two per cent and 21 per cent respectively, although cycle stages have increased by 133 per cent since 2000.
- 2016 data not yet available.

26 Cyclist casualty rates per million cycle journeys

	2012	2013	2014	2015	2016
Cyclist KSI casualty rate per million journeys cycled	3.2	2.3	1.8	1.6	1.4 (estimate)*

Comment

Cycling in London has more than doubled over the past decade and, on average, more than 670,000 journeys are now cycled each day.

Taking into account increases in levels of cycling on London's roads, it is estimated that cyclist KSI casualty risk has fallen by 14 per cent between 2014 and 2015, and by 42 per cent when compared to 2012, to the lowest level on record.

The risk of a cyclist being killed or seriously injured (KSI) is estimated based on the number of journey stages cycled in London, as published in the Travel in London Report 9, and the number of cyclists killed or seriously injured (KSI), as reported by the police in accordance with DfT STATS20 national instructions. Cyclist KSI risk is reported as the number of cyclist KSIs per million journeys cycled.

Final road safety figures for 2016 will be published when available from the police later in the year and cycling journey stage data will be published in Travel in London Report 10 in late 2017.

* The 1.4 figure is estimated, as the data comes from the police, and there is not an exact figure available at the time of publication.

27. Number of pedestrians killed or seriously injured in London (including a subsection on the number of children killed or seriously injured)

Category	2012-13	2013-14	2014-15	2015-16 provisional
Number of pedestrians killed or seriously injured in London	1,038	833	757	758
Number of child pedestrians killed or seriously injured in London (aged under 16 years)	193	146	122	118

Comment

The data presented is for Killed or Seriously Injured (KSI) pedestrian casualties in Greater London. Personal injury road traffic collisions, occurring on the public highway, are recorded by the police under Department for Transport (DfT) STATS 20 instructions.

The number of pedestrians KSIs in London increased from 757 KSIs in 2014-15, the lowest level on record, to 758 KSIs in 2015-16. This is 38 per cent down on the government's 2005-09 baseline. The number of child pedestrian KSIs fell by three per cent during 2015-16, when compared to 2014-15, to 118 child pedestrian KSIs. This is the lowest number of child pedestrian KSIs on record and 49 per cent down on the government's 2005-09 baseline.

Please note that all 2016 data is currently provisional and subject to change. Final road safety figures for 2016 will be published when available from the police later in the year.

The adoption of Vision Zero in London as part of the new Healthy Streets portfolio will see that future investment maximises opportunities to deliver improvements for pedestrians, where people from all walks of life should feel safe and not worry about road danger. Programmes such as the pedestrianisation of Oxford Street and the Peckham and Tooting pedestrian town centres projects are examples of this investment to improve the safety of pedestrians.

28 Number of fatal and major incidents involving buses, including borough breakdowns

Number of people killed or seriously injured in collisions involving a bus or coach.				
Borough	2012-13	2013-14	2014-15	2015-16 provisional
City of London	11	8	9	4
Westminster	26	23	22	8
Camden	7	16	8	10
Islington	4	4	7	9
Hackney	12	3	2	8
Tower Hamlets	7	6	4	4
Greenwich	5	3	5	5
Lewisham	9	6	9	4
Southwark	7	10	13	10
Lambeth	18	17	8	8
Wandsworth	5	8	5	3
Hammersmith & Fulham	9	3	9	3
Kensington & Chelsea	4	10	5	3
Waltham Forest	0	3	12	4
Redbridge	3	1	2	7
Havering	2	6	4	5
Barking & Dagenham	1	2	1	1
Newham	6	7	3	4
Bexley	3	0	3	0
Bromley	11	4	1	2
Croydon	1	4	3	8
Sutton	4	2	3	0
Merton	2	1	3	2
Kingston upon Thames	1	6	5	0
Richmond upon Thames	1	3	3	3
Hounslow	5	4	5	6
Hillingdon	2	4	4	4
Ealing	6	3	5	3
Brent	0	7	5	7
Harrow	2	6	4	4
Barnet	8	10	8	9

Number of people killed or seriously injured in collisions involving a bus or coach.				
Borough	2012-13	2013-14	2014-15	2015-16 provisional
Haringey	7	4	6	7
Enfield	6	8	6	3
Total	195	202	192	158

Comment

The data presented is for killed or seriously injured casualties in Greater London resulting from collisions that involved a bus or coach between 2012-13, 2013-14, 2014-15 and 2015-16. Personal injury road traffic collisions, occurring on the public highway, are recorded by the police under DfT STATS 20 instructions.

The number of KSIs in collisions involving a bus or a coach in London during 2015-16 fell by 18 per cent, compared to 2014-15, to 158 KSIs. This is the lowest number of KSIs involving a bus or coach on record and 55 per cent down on the Government's 2005-09 baseline. It should be noted that large percentage changes in small numbers may not necessarily be statistically significant and that all 2016 figures are currently provisional and subject to change. Final road safety figures for 2016 will be published, when available from the police, later in the year.

In addition bus safety data derived from TfL's internal reporting system (IRIS) is available on the TfL website [here](#).

TfL's bus safety programme draws together network-wide initiatives on bus design, driver training, bus operator incentives, incident support, reporting and data transparency. TfL continue to deliver the 'In the Zone' bespoke bus driver training raises drivers' awareness of risk on the road, whether that be as a driver of a vehicle or as a vulnerable road user such as a pedestrian, cyclist or motorcyclist. To complement the In the Zone training, TfL is also developing a 'Safe Urban Driving' style training course for driver trainers to ensure consistency of messaging around how to interact with vulnerable road users. TfL continues to undertake research to inform the Bus Safety Standard due to be

applied to all vehicles from winter 2018, including an analysis of police collision investigation files to determine which technologies and design features on buses are best suited to prevent or mitigate fatal and serious injuries occurring. The Sarah Hope Line, TfL's Incident Support Service, recently celebrated its anniversary and continues to provide a range of practical and emotional help to those affected by a serious incident on the transport network, including helping with travel, accommodation and other needs following an incident, and referral to a number of specialised support services including counselling.

29. Number of households taking up home insulation schemes in London

Take-up rates of home insulation schemes in London through the RE:NEW programme

	2013-14	2014-15	2015-16	2016-17	Total
Homes retrofitted	14,459	1,220	12,340	6,466	34,485
Carbon savings (annual tCO ₂)	7,020	621	13,647	2,935	24,223

30. Information showing carbon emissions caused by or attributable to the GLA group

Scope 1 and 2 CO₂ emissions from GLA Group activities (Source: MPS, LFB, TfL and the GLA)

Body	2012-13 (kilotonnes)	2013-14 (kilotonnes)	2014-15 (kilotonnes)	2015-16 (kilotonnes)	2016-17 (kilotonnes)
GLA	2.2	2.3	2.1	2.0	1.8
LFB	18 (16.5)	15.4	14.3	13.1	14.8
MOPAC	140.7	135.7	131.1	113.2	109.7
TfL	33.4 (27.6)	33.1 (28.9)	34.5 (33.1)	30.1 (30.2)	26.6
LLDC	N/A	5.2	1.3 (2.1)	1.4	1.4
Total	188.5 (196.9)	187.6 (194.3)	181.7 (185)	159.8 (159.9)	154.3

Comment

MOPAC notes:

- The data should be treated as a provisional estimate, however are

unlikely to change significantly in response to updated source data.

- The continued year-on-year reduction in carbon emissions are largely attributable to the ongoing Corporate Real Estate (CRE) programme of estate rationalisation and reduction as well as enhanced overall efficiency of the estate and vehicle fleet due to the construction and refurbishment programme, and vehicle replacement cycle, respectively.
- Emissions associated with the helicopter fleet are no longer included within our scope 1 and 2 emissions since the organisation no longer operates its own fleet, but instead relies on the National Police Air Service (NPAS).

TfL notes:

- Reduction in CO₂e emissions in 2016/17 from 2015/16 predominantly due to reduction in floor area of buildings within measurement scope.
- Revised estimates for buildings emissions and staff air travel and fleet for previous years are shown in parentheses.

Please note that estimates for LFB and LLDC are provisional, to be confirmed later in 2017. GLA includes City Hall and Trafalgar Square.

31. Monthly cycle hires

Source: TfL

Santander Cycle Hires (formerly the Barclays Cycle Hire scheme from July 2010 – March 2015)

	2013-14	2014-15	2015-16	2016-17
April	658,230	805,571	838,543	763,308
May	749,934	890,709	899,969	1,013,666
June	813,631	1,052,573	1,039,768	963,232
July	998,755	1,183,182	1,134,816	1,188,428
August	904,155	1,055,206	1,042,932	1,158,393
September	701,724	1,058,684	903,429	1,053,039
October	674,154	907,998	885,375	945,143
November	514,146	715,447	684,518	711,002
December	443,942	579,853	608,164	658,975
January	493,870	583,663	586,325	638,491
February	522,940	549,278	597,641	618,550
March	757,864	701,384	664,485	819,752
Total	8,233,345	10,083,548	9,885,965	10,531,979

Comment

The last 12 months have seen some tremendous achievements. May, July, October, December, January, February and March saw record hires for those months. We also saw our best ever hires weekend (30/31 July – 92,527). Twenty-five new docking stations have gone live generating more than 150,000 hires. The nine stations in Queen Elizabeth Olympic Park have proved popular with 114,000 hires being made and our business account hires increased by 243 per cent to over 10,000 in the last 12 months.

32. Total cycle kilometres on each Cycle Superhighway corridor

Source: TfL

The total number of kilometres cycled on each cycle superhighways corridor is currently being collected as part of TfL's pan-London monitoring strategy to further our understanding of cycling levels across London and the impacts of TfL's cycling programmes as part of the Healthy Streets approach. This data has not as yet been published.

One aspect of this is the quarterly monitoring of levels of cycling within the central London congestion zone. The most recent figures available show that a daily average of 500,423 kilometres on an estimated 164,000 journeys was cycled within central London during 2016. This represents a 4.2 per cent increase in cycling compared to 2015 and is the highest level of cycling recorded in central London since measurement began in 2014. More than 670,000 cycle journeys are made every day in London, and cycling in London has more than double in the last decade.

The Healthy Streets Portfolio, set out in the 2016 Business Plan is investing £770m into cycling over five years to deliver a step-change in cycling provision for the growing number of cyclists and realise the target of 1.5m cycle journey stages a day by 2026.

TfL provided an update on progress of the Cycling Vision to its Board in March 2016 and will continue to report on delivery and impacts of its cycling infrastructure through the new Healthy Streets Portfolio governance arrangements.

Significant progress has been made on the delivery of the Cycle Superhighway programme and works remain on schedule. Sections of cycle track have been opened for use, including flagship routes CS6 (North-South) and CS3 (East-West). This also includes the introduction of new cycle friendly junction layouts that use innovative features to protect cyclists from other traffic. CS5 Inner between Oval and Pimlico was completed and officially launched in November 2015.

Construction is well underway on the Quietway routes, with six of

the seven phase 1 routes on track to be delivered by end of 2017. Feasibility work on phase 2 of the Quietways programme began in March 2015 in boroughs across London. The Central London Grid routes are on site with 100km of grid to be delivered by the end of 2017.

Works are underway at each of the three Mini-Holland boroughs (Enfield, Waltham Forest and Kingston). Schemes include new cycle infrastructure and urban realm improvements as well as measures such as cycle training and wayfinding.

33. Lost customer hours on London Underground

Source: TfL

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Lost customer hours on London Underground (in million hours)	28.1	21.7	20.7	18.8	18.4	23.6

Comment

The total number of lost customer hours (LCH) for 2016-17 was 23.6 million (excluding industrial action), which was below the target of 17.9 million. There were various factors that contributed to the increase in the number of LCH compared with the previous year. Lack of train operator availability contributed an extra 1.9m LCH compared to 2015-16. The lack of availability of trains on the Piccadilly line due to damaged wheels during leaf-fall season contributed 1.8m LCH 2015-16. Customer related incidents increased, contributing an extra 780,000 LCH. Extreme weather, notably flooding caused by the June storms, contributed an additional 440,000 LCH. LCH caused by signal failures on the sub-surface lines contributed an additional 350,000 LCH and the impact of Network Rail failures (especially on the Bakerloo line) added 170,000 LCH compared with 2015-16.

A programme of work is underway across London Underground to address a number of areas (including staff non-availability, customer incidents and Piccadilly line fleet availability) and ultimately, to improve performance to meet the LCH target for 2017-18. Early indications show that the programme is delivering successfully. On the Piccadilly line, a comprehensive "leaf fall readiness plan" is in place with a nominated programme lead, project manager and director as sponsor. The primary prevention initiatives are underway and include increasing the lineside tree and vegetation clearance gangs and the introduction of two special "Rail Adhesion Trains", which spray a mix of sand and metal adhesion enhancer called "sandite" on to the running rails to increase adhesion and reduce train wheel slide.

In 2016-17 London Underground had its highest ever passenger numbers and continued its record-breaking performance for customer satisfaction scores. The network operated 83,653,140 km over the same period, which represents the highest total on record.

34. Excess waiting time (EWT) for each bus route

Source: TfL

Category	2013-14	2014-15	2015-16	2016-17
Network EWT	1.0	1.1	1.2	1.1

Comment

EWT improved to 1.1 minutes in 2016/17, reversing the adverse trend apparent in the previous two years. This follows completion of some aspects of the Road Modernisation Programme, Cycle Superhighway construction and town centre improvement schemes. It was achieved despite a reduction in road capacity arising from a number of these schemes and an ongoing rise in general traffic delays caused by economic growth. A package of measures remained in place to help mitigate the impact on bus performance of these factors.

EWT is expected to continue at 1.1 minutes in 2017/18, as operating conditions are likely to remain challenging as further road schemes are introduced. The bus priority programme is being accelerated to help combat the impact of worsening congestion on service reliability.

EDUCATION AND HEALTH

35. Slope Index of Inequality for Life Expectancy across London boroughs and by gender

Figures calculated by Public Health England using mortality data and mid-year population estimates from the Office for National Statistics and Index of Multiple Deprivation 2015 (IMD 2015) scores from the Department for Communities and Local Government.

Note: City of London value cannot be calculated as number of cases is too small.

This is a measure of how much life expectancy varies with deprivation within a given local authority. For males, the most variation based on 2013-15 figures was in Kensington and Chelsea (13.8 years), followed by Westminster, whilst the least variation was in Barking and Dagenham (2.9 years). For females, the most variation based on 2013-15 figures was in Newham (7.8 years), followed by Camden (7.3 years) and Westminster (7.1 years), whilst the least variation was in Barking and Dagenham (1.7 years).

Slope index of inequality in life expectancy at birth of females/male within London local authorities, based on local deprivation deciles within each area, 2013-2015

Local Authority	Female Value	Female Lower Confidence interval	Female Upper Confidence Interval	Male Value	Male Lower Confidence interval	Male Upper Confidence interval
Barking and Dagenham	1.7	-0.3	3.7	2.9	0.9	4.9
Barnet	5.0	3.7	6.2	7.3	6.0	8.6
Bexley	5.1	3.6	6.6	6.4	4.9	7.9
Brent	4.0	2.4	5.7	5.8	4.3	7.4
Bromley	5.9	4.6	7.3	7.4	6.0	8.8
Camden	7.3	5.4	9.2	9.5	7.6	11.3
Croydon	6.1	4.9	7.3	9.7	8.4	11.0
Ealing	2.5	1.1	3.9	3.9	2.3	5.4

	Female	Female	Female	Male	Male	Male
Local Authority	Value	Lower Confidence interval	Upper Confidence Interval	Value	Lower Confidence interval	Upper Confidence interval
Enfield	4.4	3.2	5.7	5.8	4.3	7.3
Greenwich	4.7	3.1	6.3	5.5	3.8	7.1
Hackney	4.1	1.8	6.5	5.5	3.3	7.8
Hammersmith and Fulham	3.4	1.2	5.7	8.5	6.4	10.6
Haringey	4.7	3.0	6.5	6.5	4.7	8.3
Harrow	4.3	2.7	6.0	6.6	4.7	8.4
Havering	4.3	2.9	5.6	6.7	5.2	8.1
Hillingdon	5.5	4.0	6.9	6.1	4.6	7.6
Hounslow	4.6	2.9	6.2	5.3	3.6	7.0
Islington	2.7	0.3	5.2	8.0	5.9	10.1
Kensington and Chelsea	5.7	3.4	8.0	13.8	11.2	16.4
Kingston upon Thames	4.8	2.9	6.6	5.1	3.1	7.1
Lambeth	3.8	2.1	5.5	5.6	3.9	7.4
Lewisham	5.1	3.5	6.8	6.1	4.5	7.7
Merton	3.9	2.2	5.6	6.2	4.4	7.9
Newham	7.8	5.9	9.6	6.0	3.8	8.2
Redbridge	3.0	1.5	4.6	6.6	5.1	8.2
Richmond upon Thames	3.3	1.5	5.1	5.8	3.8	7.9
Southwark	5.6	3.7	7.4	9.6	7.2	12.0
Sutton	5.4	3.7	7.0	7.0	5.2	8.7
Tower Hamlets	6.6	2.5	10.7	9.8	6.5	13
Waltham Forest	5.0	3.5	6.6	5.8	4.1	7.5
Wandsworth	5.7	4.0	7.4	8.3	6.6	10.0
Westminster	7.1	5.3	9.0	11.3	9.2	13.4

36. Healthy Life Expectancy across London boroughs and by gender

Excludes (Those living in NHS housing are included in the calculations. Students living in halls are included in the calculations at their parents' address. All others living in communal establishments are excluded from the calculations) residents of communal establishments except NHS housing and students in halls of residence where inclusion takes place at their parents' address.

Source: Office for National Statistics. Crown Copyright 2016

Healthy Life Expectancy is as a measure of the population's general health. This indicator is the number of years a person could expect to live in good health based on current death rates and self-reported good health (from a general health survey). It reflects the health and mortality expectations of those living in an area, rather than what would actually be experienced by a baby born in the area. For males, based on 2013-15 data, the range was from 69.2 years (Harrow) to 54.0 years (Tower Hamlets) and for females, 71.1 years (Richmond upon Thames) to 52.4 years (Tower Hamlets).

Health life expectancy at birth for females/males within London local authorities 2013-15

Local Authority	Female HLE (years)	Female Lower 95% confidence interval	Female Upper 95% confidence interval	Male Value	Male Lower Confidence interval	Male Upper Confidence Interval
Barking and Dagenham	58.5	55.9	61.1	59.8	57.3	62.2
Barnet	69.1	66.6	71.5	68.5	66.3	70.7
Bexley	64.2	61.8	66.6	66.1	63.9	68.3
Brent	65.3	63.0	67.7	64.2	61.9	66.4
Bromley	69.5	67.2	71.9	68.5	66.4	70.5
Camden	65.1	61.9	68.3	63.7	61.2	66.3
Croydon	63.8	61.4	66.2	63.1	60.8	65.4
Ealing	61.1	58.5	63.6	64.1	61.6	66.6
Enfield	66.0	63.6	68.4	68.4	66.1	70.7

Local Authority	Female HLE (years)	Female Lower 95% confidence interval	Female Upper 95% confidence interval	Male Value	Male Lower Confidence interval	Male Upper Confidence Interval
Greenwich	61.6	58.8	64.5	61.3	58.5	64.1
Hackney	58.7	55.9	61.5	57.7	55.1	60.3
Hammersmith and Fulham	60.6	57.7	63.6	62.5	59.5	65.5
Haringey	60.5	57.6	63.3	65.0	62.4	67.5
Harrow	70.0	67.9	72.1	69.2	67.2	71.3
Havering	64.8	62.2	67.4	65.8	63.3	68.3
Hillingdon	62.4	59.6	65.3	66.9	64.2	69.6
Hounslow	61.8	58.6	65.0	63.0	60.7	65.4
Islington	61.6	58.8	64.5	60.7	57.9	63.5
Kensington and Chelsea	67.4	64.9	69.9	67.4	65.0	69.8
Kingston upon Thames	68.6	65.7	71.4	67.9	64.8	71.0
Lambeth	63.0	59.2	66.8	59.4	56.1	62.8
Lewisham	62.1	58.9	65.2	60.9	58.2	63.7
Merton	66.2	63.2	69.2	63.2	60.4	66.0
Newham	60.5	57.8	63.2	60.5	58.1	63.0
Redbridge	63.1	60.8	65.4	62.8	60.5	65.1
Richmond upon Thames	71.1	68.4	73.9	68.7	66.2	71.3
Southwark	60.1	57.3	62.9	61.2	58.8	63.6
Sutton	66.8	64.2	69.5	63.2	60.4	66.0
Tower Hamlets	52.4	49.6	55.1	54.0	50.7	57.3
Waltham Forest	60.2	57.2	63.2	59.6	56.8	62.3
Wandsworth	67.5	64.2	70.8	62.6	59.6	65.5
Westminster	65.5	62.5	68.4	64.5	61.8	67.3

Healthy life expectancy (HLE) for males at birth by London local authority, 2013 to 2015, in order of rank (high to low)

Local Authority	HLE (years)	Lower 95% confidence interval	Upper 95% confidence interval	HLE rank
Harrow	69.2	67.2	71.3	1
Richmond upon Thames	68.7	66.2	71.3	2
Barnet	68.5	66.3	70.7	3
Bromley	68.5	66.4	70.5	4
Enfield	68.4	66.1	70.7	5
Kingston upon Thames	67.9	64.8	71.0	6
Kensington and Chelsea	67.4	65.0	69.8	7
Hillingdon	66.9	64.2	69.6	8
Bexley	66.1	63.9	68.3	9
Havering	65.8	63.3	68.3	10
Haringey	65.0	62.4	67.5	11
Westminster	64.5	61.8	67.3	12
Brent	64.2	61.9	66.4	13
Ealing	64.1	61.6	66.6	14
Camden	63.7	61.2	66.3	15
Sutton	63.2	60.4	66.0	16
Merton	63.2	60.4	66.0	17
Croydon	63.1	60.8	65.4	18
Hounslow	63.0	60.7	65.4	19
Redbridge	62.8	60.5	65.1	20
Wandsworth	62.6	59.6	65.5	21
Hammersmith and Fulham	62.5	59.5	65.5	22
Greenwich	61.3	58.5	64.1	23
Southwark	61.2	58.8	63.6	24
Lewisham	60.9	58.2	63.7	25
Islington	60.7	57.9	63.5	26
Newham	60.5	58.1	63.0	27
Barking and Dagenham	59.8	57.3	62.2	28

Local Authority	HLE (years)	Lower 95% confidence interval	Upper 95% confidence interval	HLE rank
Waltham Forest	59.6	56.8	62.3	29
Lambeth	59.4	56.1	62.8	30
Hackney	57.7	55.1	60.3	31
Tower Hamlets	54.0	50.7	57.3	32

Healthy life expectancy (HLE) for females at birth by London local authority, 2013 to 2015 in order of HLE rank (high to low)

Local Authority	HLE (years)	Lower 95% confidence interval	Upper 95% confidence interval	HLE rank
Richmond upon Thames	71.1	68.4	73.9	1
Harrow	70.0	67.9	72.1	2
Bromley	69.5	67.2	71.9	3
Barnet	69.1	66.6	71.5	4
Kingston upon Thames	68.6	65.7	71.4	5
Wandsworth	67.5	64.2	70.8	6
Kensington and Chelsea	67.4	64.9	69.9	7
Sutton	66.8	64.2	69.5	8
Merton	66.2	63.2	69.2	9
Enfield	66.0	63.6	68.4	10
Westminster	65.5	62.5	68.4	11
Brent	65.3	63.0	67.7	12
Camden	65.1	61.9	68.3	13
Havering	64.8	62.2	67.4	14
Bexley	64.2	61.8	66.6	15
Croydon	63.8	61.4	66.2	16
Redbridge	63.1	60.8	65.4	17
Lambeth	63.0	59.2	66.8	18
Hillingdon	62.4	59.6	65.3	19
Lewisham	62.1	58.9	65.2	20
Hounslow	61.8	58.6	65.0	21
Greenwich	61.6	58.8	64.5	22
Islington	61.6	58.8	64.5	23
Ealing	61.1	58.5	63.6	24

Hammersmith and Fulham	60.6	57.7	63.6	25
Newham	60.5	57.8	63.2	26
Haringey	60.5	57.6	63.3	27
Waltham Forest	60.2	57.2	63.2	28
Southwark	60.1	57.3	62.9	29
Hackney	58.7	55.9	61.5	30
Barking and Dagenham	58.5	55.9	61.1	31
Tower Hamlets	52.4	49.6	55.1	32

37. Attainment and achievement levels for pupils at key stage (KS) 1 and 2, including breakdown by borough and breakdown for pupils in receipt of the pupil premium and those not.

The tables are by borough and split between pupil premium and non-pupil premium pupils (note Key Stage 1 was only available for FSM eligible pupils).

KS1 2016 - Percentage of pupils reaching the expected standard (Reading)

Key stage 1 Reading	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
ENGLAND (state-funded schools)	60	77	74
London	68	79	77
Inner London	71	80	78
Outer London	66	78	77
Camden	63	79	75
City of London	*	*	*
Hackney	74	85	81
Hammersmith and Fulham	68	81	78
Haringey	70	79	78
Islington	65	79	75

Key stage 1 Reading	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Kensington and Chelsea	73	83	81
Lambeth	69	81	78
Lewisham	70	80	79
Newham	77	79	79
Southwark	70	78	77
Tower Hamlets	72	78	76
Wandsworth	66	84	81
Westminster	73	78	77
Barking and Dagenham	70	76	75
Barnet	67	79	77
Bexley	63	84	81
Brent	70	75	75
Bromley	65	81	80
Croydon	67	79	76
Ealing	63	73	72
Enfield	64	75	73
Greenwich	72	82	81
Harrow	64	78	77
Havering	63	79	77
Hillingdon	63	77	75
Hounslow	71	81	79
Kingston upon Thames	57	77	76
Merton	63	76	74
Redbridge	67	79	77
Richmond upon Thames	53	81	79
Sutton	62	80	78
Waltham Forest	72	81	79

KS1 2016 - Percentage of pupils reaching the expected standard (Writing)

Key stage 1 Writing	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
ENGLAND (state-funded schools)	50	68	66
London	60	72	70
Inner London	64	75	73
Outer London	57	71	69
Camden	55	70	66
City of London	*	*	*
Hackney	70	81	78
Hammersmith and Fulham	57	74	70
Haringey	67	76	74
Islington	58	73	69
Kensington and Chelsea	69	77	75
Lambeth	62	75	72
Lewisham	62	75	73
Newham	72	76	75
Southwark	63	72	70
Tower Hamlets	65	73	70
Wandsworth	61	79	76
Westminster	68	70	70
Barking and Dagenham	59	70	68
Barnet	59	70	68
Bexley	56	78	75
Brent	63	69	68
Bromley	58	73	72
Croydon	58	72	69
Ealing	51	64	62
Enfield	55	68	66

Key stage 1 Writing	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Greenwich	67	78	76
Harrow	55	73	71
Havering	55	72	70
Hillingdon	54	68	66
Hounslow	61	76	74
Kingston upon Thames	44	67	65
Merton	53	66	64
Redbridge	54	70	68
Richmond upon Thames	36	70	68
Sutton	52	71	68
Waltham Forest	66	76	74

KS1 2016 - Percentage of pupils reaching the expected standard (Science)

Key stage 1 Science	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
ENGLAND (state-funded schools)	69	84	82
London	75	85	83
Inner London	76	85	83
Outer London	74	85	83
Camden	72	86	82
City of London	*	*	*
Hackney	79	88	85
Hammersmith and Fulham	72	87	83

Key stage 1 Science	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Haringey	76	85	83
Islington	70	84	80
Kensington and Chelsea	86	88	88
Lambeth	75	86	84
Lewisham	75	86	84
Newham	80	83	82
Southwark	75	84	82
Tower Hamlets	76	82	80
Wandsworth	72	88	85
Westminster	77	81	80
Barking and Dagenham	77	83	82
Barnet	76	84	83
Bexley	69	88	86
Brent	74	80	80
Bromley	72	88	87
Croydon	76	85	83
Ealing	69	80	79
Enfield	68	79	77
Greenwich	81	87	86
Harrow	73	86	85
Havering	73	88	86
Hillingdon	74	83	81
Hounslow	79	88	86
Kingston upon Thames	71	87	85
Merton	80	86	85
Redbridge	73	82	80
Richmond upon Thames	68	91	89
Sutton	67	83	81
Waltham Forest	80	87	86

KS1 2016 - Percentage of pupils reaching the expected standard (Maths)

Key stage 1 Mathematics	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
ENGLAND (state-funded schools)	58	75	73
London	66	79	77
Inner London	69	80	77
Outer London	64	78	76
Camden	64	78	74
City of London	*	*	*
Hackney	74	85	82
Hammersmith and Fulham	63	81	77
Haringey	68	80	78
Islington	64	77	73
Kensington and Chelsea	73	82	80
Lambeth	66	79	76
Lewisham	68	80	78
Newham	75	80	79
Southwark	68	78	76
Tower Hamlets	71	78	75
Wandsworth	64	83	80
Westminster	71	79	77
Barking and Dagenham	67	77	75
Barnet	66	76	74
Bexley	60	83	80
Brent	67	75	74
Bromley	63	81	79
Croydon	63	77	74
Ealing	60	74	72
Enfield	60	75	72

Key stage 1 Mathematics	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Greenwich	74	83	82
Harrow	60	79	77
Havering	62	79	77
Hillingdon	62	78	75
Hounslow	67	81	79
Kingston upon Thames	53	77	75
Merton	60	75	73
Redbridge	61	78	76
Richmond upon Thames	53	80	79
Sutton	60	78	76
Waltham Forest	72	81	80

KS2 2016 - Percentage of pupils reaching the expected standard (Reading, Writing and Maths)

Key Stage 2 - Reading, Writing and Mathematics	Disadvantaged pupils	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
ENGLAND (state-funded schools)	39	61	54
London	49	66	59
Inner London	52	69	60
Outer London	46	65	59
Camden	53	72	61
City of London	*	*	89
Hackney	55	74	64

Key Stage 2 - Reading, Writing and Mathematics	Disadvantaged pupils	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Hammersmith and Fulham	52	71	61
Haringey	43	66	56
Islington	50	71	57
Kensington and Chelsea	60	79	70
Lambeth	54	70	62
Lewisham	44	66	56
Newham	57	67	62
Southwark	50	65	58
Tower Hamlets	57	71	62
Wandsworth	47	71	61
Westminster	51	66	58
Barking and Dagenham	50	64	58
Barnet	46	66	59
Bexley	42	65	59
Brent	48	59	55
Bromley	49	73	67
Croydon	41	64	55
Ealing	44	60	54
Enfield	40	62	52
Greenwich	52	72	64
Harrow	47	67	62
Havering	52	67	63
Hillingdon	45	63	57
Hounslow	47	66	59
Kingston upon Thames	38	65	60
Merton	45	61	57
Redbridge	47	63	58

Key Stage 2 - Reading, Writing and Mathematics	Disadvantaged pupils	All other pupils	All pupils
	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard	Percentage of pupils reaching the expected standard
Richmond upon Thames	38	73	67
Sutton	48	70	65
Waltham Forest	49	62	57

* We are unable to provide City of London data because of suppressions of data where there are fewer than 6 children.

These tables reflect the new accountability measures introduced in primary schools last year.

London is one of the top performing regions for all the above measures, particularly when considering the performance of disadvantaged pupils.

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