

# The Mayor's vision to make a London for everyone



Tell us what you think



**MAYOR OF LONDON**

**GREATER  
LONDON  
AUTHORITY**

V1 – 16 June 2017

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## A message from the Mayor



I'm very proud of London – its people from different backgrounds, its businesses and its culture.

It is very open and has a global outlook.



I want a London that is:

- a fair and equal city that shares its wealth with everyone

- an example of a place where everyone is treated the same, that other cities can follow.



- a place where people from all walks of life can be safe, healthy, happy and live well together.



- a world-leading city where everyone can grow up, live, learn, work, visit, take part and enjoy their rights.



I will encourage everyone to make London greener and work with all Londoners on this big issue.



Stronger communities can help us tackle big issues, such as:

- our relationship with Europe



- an increase in hate crimes



- the risk of terrorist attacks.



We also need to tackle equality for

- women



- people of different races.



- the Lesbian, Gay, Bisexual and Transgender (LGBT+) community.



- disabled people



- people of different religion



- people of different ages





By working together, London can be a city for everyone.



This document explains how I see London growing and builds on my promise when I was elected Mayor of London.

You can also find my ideas in the report **A City for All Londoners.**



It is the first step in creating a new plan about make a London more everybody



I want to hear from people and groups that:

- have examples of being treated unfairly in London
- want to find the best ways to stop people from being treated unfairly



- want to work with me and the GLA Group to stop unfair treatment.

## Introduction



The Mayor of London's job is to tackle big changes in London, such as

- the growing numbers of people with different backgrounds living in London
- the growing differences in income, jobs and quality of life across London



To tackle these issues the Mayor and the GLA Group will work closely with:

- schools
- universities



- small and large businesses
- local groups and local people



This document is our first step in this work. It includes Areas for Action that we think are important.

But you may think there are areas we have missed.





By finding out what people and organisations think we will

- make sure we tackle the right issues.
- get examples of the problems people are facing
- draw up new goals based on what works best



This document focuses on people protected by the Equality Act 2010. The **9 protected groups** are:



- age



- disability



- gender (male or female)



- transgender



- marriage and civil partnership



- pregnant women and mothers of young children



- race (Black, Asian and Minority Ethnic people)



- religion or belief



- sexual orientation (gay, lesbian and bisexual)



This document also tells you how the Mayor and the GLA group will

- make London more fair and equal,
- stop people or groups from being treated badly
- help different groups to get on with each other.



Once we have your views on this document, we will write and put out the Mayor's Diversity and Inclusion Strategy.



It will include examples of things that stop local people or local groups from being successful or from getting on.



This will help us to decide our goals.



## Tell us what you think

We want to find out what local people and local groups think about this document.

If you would like to take part please answer these 5 questions.



1. Do we have the right goals?

Should we have other goals?



2. Do you have examples of being treated unfairly?

Could we include them in our plan?



3. What are the best ways to take action?



4. Do you have examples of things that work well, that we could learn from?



5. Could we work with your organisation on our goals?

How could we do this?



Please tell us what you think  
by **Monday 11 September 2017**.



Email us: [diversitystrategy@london.gov.uk](mailto:diversitystrategy@london.gov.uk)



Phone us: 020 7983 4032



Write to: The Diversity and Social Policy  
Team

Greater London Authority

PP22, City Hall, The Queen's Walk

More London, London SE1 2AA



## Goal 1 - Make London a great place to live

We have 4 Areas for Action that will help us achieve Goal 1.



### Area for Action 1 - Build more decent homes



The Mayor wants to build more decent homes for Londoners. He will:



- build more housing for people of different needs and affordable housing for London's growing number of older people.





- support local councils and housing associations to build homes for a **London Living Rent** or as 'part-buy part-rent'
- get others to build more homes in new housing schemes that everyone can live in and afford



- make more land available for housing, including land owned by the Mayor and Transport for London (TfL).

## MAYOR OF LONDON



- work with London councils, partners and the **'No Nights Sleeping Rough'** taskforce to help end rough sleeping



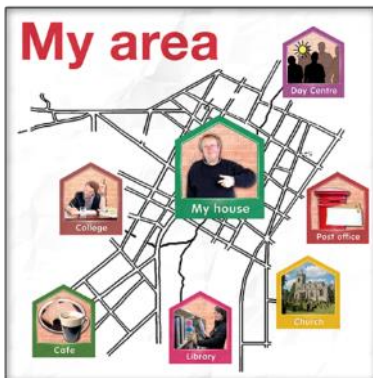
- support people to use less energy at home through **Energy for Londoners**.
- The Mayor will also see if he can reduce energy costs.



## Area for Action 2 - More places where people and businesses can do well



The Mayor will help to create places where people and business can do well. He will:



- decide on the best ways to improve local communities to benefit the most local people



- find new ways for Londoners to take part in projects that improve local areas and build strong communities

**LONDON** LEGACY  
DEVELOPMENT  
CORPORATION

work with

- London Legacy Development Corporation
- Old Oak and Park Royal Development Corporation

to find out how everyone can benefit from their work.

**OLD OAK** AND  
**PARK ROYAL**  
DEVELOPMENT  
CORPORATION

A **Development Corporation** is a body set up by the government to improve areas in cities around the UK.



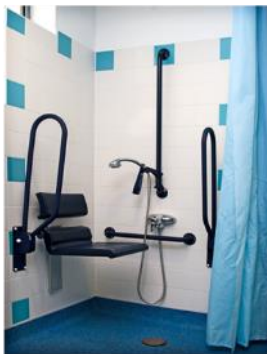
## Area for Action 3 - Build a City that is everyone



The Mayor will play his part in building a City that is for everyone. He will:



- Find out what Londoners think about his plans to meet their needs



- Create places and homes using good standards and good design so that everyone can use them.



- Give advice on good design to London councils and others so that places and homes around London are easier for everyone to use.

We will also support training in good design.



Global  
Disability  
Innovation  
Hub

- Work with disabled people through the Inclusive Design and Access Panel (IDaAP) and Global Disability Innovation Hub



- Protect green spaces and make more green spaces easy for everyone to use.



## Area for Action 4 – Build strong communities



The Mayor will play his part in building strong communities. He will:



- set up a Social Integration Team and write a **Social Integration Strategy**, leading to different activities across London.

This work will be a key part of the Mayor's job.



**Social integration** is about supporting local people and local groups to get along with each other.



- start a new **Citizenship and Integration Initiative**, hold more citizenship ceremonies and support young Londoners to get the right to live in London

**Citizenship** is about playing an active part in society.





- set up a new sports project to tie in with London's position as a global venue for big sporting events.



- make it easier for Londoners from all backgrounds to volunteer and take part in activities at schools and in their local area



- help older Londoners to
  - get more active through the **Get Moving** project
  - get easier and better access to the internet.





So the Mayor thinks the best Areas for Action to make London a great place to live is:

- build more decent homes
- more places where people and businesses do well
- build a city that is for everyone
- build strong communities



But what do you think?



Send us your ideas and comments by **Monday 11 September 2017**.



## Goal 2 - A great place to grow up

We have 4 Areas for Action that will help us to achieve Goal 2.



### Area for Action 1- Less children in poverty



The Mayor will play his part in reducing child poverty. He will:



- increase the amount of housing that people can afford



- make transport safer, easier to use and to pay for



- get more London employers to pay the **London Living Wage**, which is £9.75 per hour.



- set up and support projects that will help to end child poverty



- work with the government and others to reduce the impact of benefits changes, especially for children in poverty.



## Area for Action 2 - Better education for all



The Mayor will play his part in providing better education for all children. He will:



- learn from London's best schools and celebrate the schools where children from different backgrounds do well.



- give children in poverty and low income families the chance to do well through programmes like the **Youth Innovation Fund**



- support schools to get the best teachers and staff, and for staff to reflect the communities they work for

- ensure that early years teaching and learning is better for all children







## Area for Action 3 - More skilled young people for the future



The Mayor will play his part in increasing the numbers of skilled young people. He will:



- set up the **Skills for Londoners taskforce** to give schools better career advice and new talent for London's employers



- write a **Science, Technology, Engineering and Mathematics (STEM) Plan** for London



- work with the government and business to create good quality apprenticeships



- get more people of different backgrounds to work in key industries



- give young people the chance to meet employers through projects like **London Ambitions**



- give young people the chance to get more skills through projects like **Team London Young Ambassadors** and community sports projects.

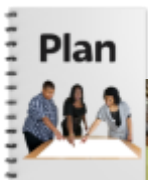


## Area for Action 4 - More healthy children in London



The Mayor will play his part in making London's children healthier. He will:

- work with TfL to reduce transport pollution across London and support London councils to follow the law as soon as possible.



- include policies in all his plans to give more children the chance to play outside.



- make London's air cleaner



- fund 'air quality' checks to find out how primary school children can be protected from toxic air



- tackle childhood obesity, and give London's children better access to healthy diets and physical activity



- make London the first 'National Park City', protect parks and green spaces and provide children with more chances to experience nature.

Contact Fiona at [Thrive London](#)



Learn to overcome anxiety, manage  
tackle a phobia head on.  
Arrange a Face to Face session or S  
now.  
**The Thrive Programme** is  
taking back control of your life.

- launch **Thrive London** to improve young people's mental health

**LONDON FOOD**

- work with the London Food Board and Kitchen Social project to make healthy food available during school holidays



So, the Mayor thinks the 4 Areas for Action to make London a great place to grow up in, is to have:

- less children in poverty
- better education for all
- more skilled young people for the future
- more healthy children



But what do you think?

September

11

2017

Send us your ideas and comments by  
**Monday 11 September 2017**



## Goal 3 - A great place to work and do business

We have 4 Areas for Action that will help us achieve Goal 3.



### Area for Action1 - More skilled workers



The Mayor will play his part in making sure London has more skilled workers. He will:



- Set up **Skills for Londoners taskforce** to give Londoners better skills, including English Language skills



- Secure the budget for adult education and have a say about the budget for teaching 14 to 19 year olds.





- pressurise the government to increase pay for apprentices and ensure apprenticeships support the skills that London's employers need.



- start new skills programme, for example, **STEM** **STEM (Science, Technology, Engineering and Mathematics)** qualifications for women





## Area for Action 2- More decent jobs



The Mayor will play his part to give everyone the chance to get a decent job. He will:



- Get employers to make it easier for certain groups such as young mothers to get a job by providing more part-time or flexible jobs



- Set up projects that support women to work in different jobs with skills shortages such as construction and **STEM (Science, Technology, Engineering and Mathematics)** subjects.



- Update the plans to increase the numbers of high quality childcare places.



- Start job support projects aimed at certain groups and work closely with London councils to support **Work and Health Programmes**



## Area for Action 3 - More fair employers



The Mayor will play his part in supporting businesses to become good employers. He will



- tackle **pay gaps** and get more employers to pay the London Living Wage



A **pay gap** is the difference between the average wages of two different groups, for example men and women.



- get more employers to
  - provide good working conditions, flexible work and support the health of their staff.
  - follow good examples of working



- make workforces more diverse at all levels



- support workers a have a voice and play a part in their organisation's future



## Area for Action 4 - More businesses that do well



The Mayor, working with **London Economic Action Partnership** and others, will play his part in helping London's small and medium-sized businesses to do well. He will:



The **London Economic Action Partnership** is the Mayor, London Councils and business leaders working together to create more jobs and support business in London.



- provide business support for new businesses, giving them the skills to grow and have new ideas



- make it easier for new and existing small and medium-sized businesses to get funding, especially for female business people



- support more workspaces that are flexible, easy for everyone to use and pay for
- support more places where new businesses can grow.



- set up **Creative Enterprise Zones** which support creative people from different backgrounds to start creative careers and businesses.



- find out the impact that short-term and **zero hours contracts** have on workers' rights, especially for people and groups struggling to make ends meet.



**A zero hours contract** is a contract between an employer and a worker,

The employer does not have to provide any work, and the worker does not have to accept any work offered.





So the Mayor thinks that to make London a great place to work and do business is to have 4 Areas for Action:

- more skilled workers
- more decent jobs
- more fair employers
- more businesses that do well.



But what do you think?



Send us your ideas and comments by **Monday 11** September 2017

## Goal 4 -Getting around



We have 4 Areas for Action that will help us achieve Goal 4.



### Area for Action 1- Transport that people can afford



The Mayor, working with TfL, will play his part in providing public transport that people can afford. He will:



Make it possible, by the end of 2018, for passengers to take as many trips as they like on buses or trams in one hour



- pressurise for more rail services to be run by the Mayor and make more rail trips across London cheaper



- provide clear information on fares and how to pay.



- target groups that do not travel on public transport so often, such as younger people and older people



- advertise lower and cheaper fares when they are available



- use information about transport to find out if fares stop some Black And Minority Ethnic (BAME) groups from using public transport.



## Area for Action 2 - Transport for all



The Mayor will play his part in creating transport for all. He will:



- encourage good design through the London Plan, other planning documents and the Mayor's **Transport Strategy**.

And invest the largest amount of money ever on **step-free stations**.



**Step-free stations** mean passengers do not have to go up or down any steps to get to the platform or to the street.



- work with London councils, Network Rail, bus and train companies to make stations, bus stops, buses, walking routes and cycling routes easier for everyone to use



- train customer service staff, bus drivers and others who support disabled and older people on providing a service for everyone



- work with young, disabled and older passengers to make transport easier for everyone to use



- provide better information about how easy London transport is to use.



- make information easy to understand,



- look at the languages used to support more Londoners and visitors. And support Londoners who are not online



## Area for Action 3 - Safer and healthy streets



The Mayor, working alongside TfL will play his part in creating safer and healthy streets. He will:



- appoint the first ever Walking and Cycling Commissioner to lead on this work



- work on plans to design London's streets for anyone who wants to walk or cycle





- bring in walking routes that give children safer journeys to school, that avoid busy roads, if possible



- provide better information about safe walking and cycling routes



- find out why some groups do not cycle



- carry on making dangerous road junctions safer for walkers and cyclists



## Area for Action 4 - Safer journeys



The Mayor, working with TfL, will play his part in making journeys safer for Londoners. He will:



- let more people know about the 'Report it to Stop it' campaign and how to report crime, including hate crime and unwanted sexual behaviour, on London transport



- tackle fear of crime by listening to and acting on local concerns about crime and antisocial behaviour

- increase customer safety through better policing, CCTV, lighting, signs and well-trained staff



And make the Night Tube as safe as the day time service with more police patrolling the trains and stations.



- work with London schools and hold lessons about how to deal with sexual offences on transport



- deal with unbooked and unlicensed mini-cabs that are a serious risk to the public, especially women.



The Mayor thinks that the best way to make it easy to get around London is to have 4 Areas for Action:

- transport that people can afford
- transport for all
- safe and healthy streets
- safer journeys.



But what do you think?



Send us your ideas and comments by **Monday 11 September` 2017**



## Goal 5 - A city that is healthy, safe and fun

There are 5 Areas for Action that will help us achieve Goal 5.



### Area for Action 1- More healthy Londoners



The Mayor will play his part in making Londoners healthy. He will



- write and take action on his **Health Inequalities Strategy**

- make sure that health inequality is tackled in his other plans and policies



**health inequality** is about the different health chances that people or groups have due to

- their status
- where they live
- their family's health
- and other factors.

Contact Fiona at **Thrive London**



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tackle a phobia head on.  
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now.  
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taking back control of your life.

- oversee projects such as the **Thrive London** mental health project



## Area for Action 2 - Fresher air, more green spaces



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



- reduce pollution, especially for those communities that are most affected by poor air quality



- encourage a '**green infrastructure**'. This means planning and designing good quality parks and green spaces for all Londoners.





- Green spaces provide benefits such as
  - clean air
  - protection from flooding and heat
  - quiet spaces.



## Area for Action 3 - Make the City safer



To create a safer city the Mayor will work with

- The Mayor's Office of Policing And Crime (MOPAC)
  - the Metropolitan Police Service,
  - the Crown Prosecution Service,
  - London councils and
  - London Fire Emergency. Planning Committee.
- He will:



- take every case of hate crime very seriously and give good support to victims



- work with community groups, prisons, schools and others to prevent vulnerable people from being drawn into extremism



- prevent domestic violence, domestic abuse and violence against women and girls.



- make it easier to report crime and give support to those who need it



- create safe places where young people can report sexual abuse and get long-term support
- change child protection in London with expert help



- have a police force:
  - that looks like all the different communities that live in London
  - that carries out community policing
  - that works closely Londoners



- make sure 'stop and search' only happens when police have good quality information



- target people at risk of being injured by fire at home with fire safety visits, education and support.



## Area for Action 4 - Arts, culture and sports for all



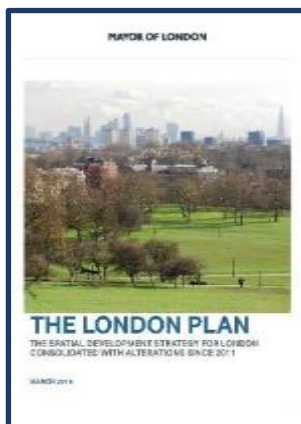
The Mayor will play his part in growing the arts, culture and sport in London. He will:



- write a **Cultural Infrastructure Plan** that explains how London will be supported to be a cultural capital – and encourage more music, art, theatre, dance and other creative activities that take place.

### London Borough of Culture

- start a **London Borough of Culture** scheme to support a London council that celebrates local culture and local people



- use the London Plan and good design to ensure there are more:
  - creative workspaces that are easy to use
  - arts and culture venues.



- start a **Love London** campaign to help more Londoners enjoy local culture



- run more community sport projects to help bring Londoners together.



- make sure that international sports events help to fund community sports projects that benefit local communities.



## Area for Action 5 - Access to the internet for all



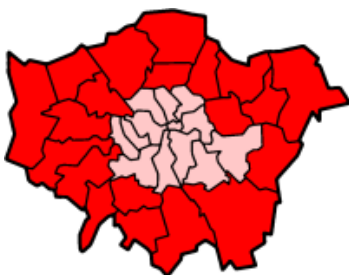
The Mayor will help Londoners to access the internet. He will:



- start projects that support people to get online and get the skills they need



- work with the government, local councils and others to help Londoners get online



- get faster internet speeds for all parts of London, especially the poorest areas.





The Mayor thinks the best way to make London a healthy, safe and fun place to live is to have 5 Areas for Action:

- more healthy Londoners
- have fresher air and more green spaces
- make the city safer
- make arts, culture and sport available for all
- access to the internet for all



But what do you think?



Send us your ideas and comments by **Monday 11 September 2017.**



## Goal 6 - The GLA should lead by example

There are 3 Areas for Action that will help us achieve Goal 6.



## Area for Action 1 - The GLA should be a fair employer



The Mayor will play his part in making the GLA group a fair employer. He will:



- draw up plans to recruit a workforce with different backgrounds including apprentices, senior leaders and Board appointments.

- draw up plans to bring about a fair workplace with good examples of work practices



- share good ways of working and have good standards in fairness across the GLA group



- tackle pay for women by, for example, increasing the number of part-time jobs and jobs with flexible hours.



- pay all staff, including apprentices, at or above the London Living Wage.



## Area for Action 2 - The GLA is fair when it buys goods and services



The Mayor will ensure the GLA is fair in the way it buys goods and services. He will:

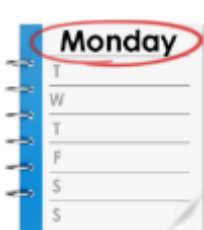
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- make it easier for businesses run by Black And Minority groups to work for the GLA



- make sure that all business understand how the GLA buy goods and services



- pay small businesses quickly so they have enough cash to run from day to day



- find out how businesses can support our work on equality.

- For example, make sure the software we buy is easy for everyone to use.



- see how we can work with more businesses to use **good design** and treat their staff fairly.



## Area for Action 3 - The GLA should be open and work closely with local communities



The Mayor will work more closely with local people and groups. He will



- review how the GLA works with local communities and find new ways to do this.



- give Londoners more chances to work with the GLA and take part in London life.



- support organisations that provide key services to Londoners



The Mayor thinks the 3 best ways for the GLA to lead by example is for the GLA to:

- be a good employer
- be fair when it buys goods and services
- be open and work closely with local communities.



But what do you think?

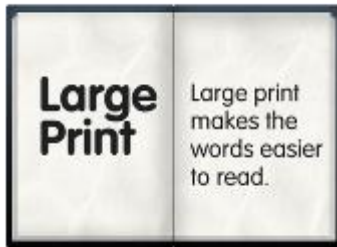


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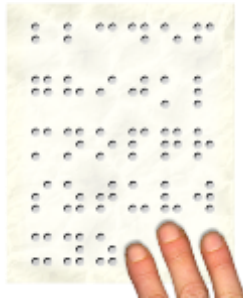


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