

**MAYOR OF LONDON**

Appendices to the Mayor of London's Annual Report  
2015-16

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June 2016

# Contents

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Appendix 1: Mayoral strategies	3
Appendix 2: Key Performance Indicators	7
Appendix 3: Council tax 2016-17	30
Appendix 4: Equality objectives – Measures of progress	32
Appendix 5: The London Assembly’s required information for the 2015-16 Annual Report	48

# Appendix 1: Mayoral strategies

	<b>Note that the strategies below were published by either of the previous two Mayors and will be reviewed as required.</b>
<b>The Mayor's statutory strategies</b>	<b>Current position</b>
<b>London Environment Strategy</b>	The Localism Act 2011 consolidated the six statutory environmental strategies into a single London Environment Strategy (LES). The six documents below: a) taken together constitute the Mayor's LES; and b) individually address each of the six matters the LES must cover.
	<p><b>Air Quality Strategy</b></p> <p>The previous Mayor published <i>Clearing the Air</i>, his Air Quality strategy, on 14 December 2010. It included measures to reduce emissions from the transport network, homes, construction sites and workplaces. In 2013 the Mayor made a further announcement about additional air quality measures to be delivered up to 2020, including a new Ultra Low Emission Zone in central London, an accelerated roll-out of hybrid buses and new measures to reduce emissions from construction sites. Taken together these measures are expected to halve NOx emissions in central London by 2020.</p>
	<p><b>Ambient Noise Strategy</b></p> <p>The Ambient Noise Strategy, <i>Sounder City</i>, was published in 2004 by the first 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 strategy involves better management of transport systems, better town planning and better design of buildings. Roads, for example, can be made quieter by using quieter vehicles, keeping streets in better repair, and using low-noise road surfaces, and also by encouraging car users to drive more smoothly and quietly.</p> <p>The Mayor's Transport Strategy and London Plan set out further policies for ambient noise in the capital.</p>
	<p><b>Biodiversity Strategy</b></p> <p>The Biodiversity Strategy was published by the first Mayor of London in July 2002 to provide a framework for the conservation of London's natural environment; with policies to protect London's most valuable sites and to increase people's access to nature set out in the London Plan. The strategy, in parallel with the policies in the London Plan, resulted in the borough's identifying a network of over 1500 Sites of Importance for Nature Conservation across London. Particular focus has been on supporting programmes to enhance green space and green the urban environment in ways that also contribute to</p>

	<b>Note that the strategies below were published by either of the previous two Mayors and will be reviewed as required.</b>
<b>The Mayor's statutory strategies</b>	<b>Current position</b>
	<p>enhancing London's biodiversity. These include his Help a London Park, Big Green Fund and Pocket Parks programmes together with other initiatives such as the All London Green Grid Supplementary Planning Guidance and Greening London's Business Improvement Districts. Outcomes of these programmes and initiatives include the restoration of over 17 kilometres of river, the installation of over 175,000 square metres of green roofs in central London alone, and the planting of 20,000 street trees. Under the auspices of the Biodiversity Strategy, the GLA convenes the London Wildlife Sites Board to provide advice and guidance to the boroughs to ensure that London Plan policies on nature conservation and access to nature are appropriately transposed into borough plans and strategies.</p>
	<p><b>Climate Change Adaptation Strategy</b></p> <p>This strategy, <i>Managing Risk and Increasing Resilience</i> was published 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. The strategy contains 33 actions, 18 of which have been delivered, 14 are underway and 1 action that has been removed (due to the closure of the delivery body). An action plan update report will be published in 2016 to fulfil the Mayoral commitment to report to Government on adaptation in London.</p>
	<p><b>Climate Change Mitigation and Energy Strategy</b></p> <p>This strategy, <i>Delivering London's Energy Future</i> was published in October 2011. The document set out how London would reduce CO<sub>2</sub> emissions by 60 per cent by 2025, with a series of actions related to energy supply, homes, workplaces and transport. It identifies programmes to undertake as well as reductions that other bodies including government must make. The London Emissions Greenhouse Gas Inventory (LEGGI) has been produced as a means of recording London progress against the strategy's CO<sub>2</sub> reduction target and the latest data show that London's CO<sub>2</sub> emissions in 2013 were 11% down on 1990 levels. The Mayor's Climate Change Mitigation and Energy Strategy annual report published 31 March 2014 set out London progress towards the implementation of the CCMES strategy for the financial years from 2011-13 <a href="https://www.london.gov.uk/what-we-do/environment/environment-publications/mayor%E2%80%99s-climate-change-mitigation-and-energy-annual">https://www.london.gov.uk/what-we-do/environment/environment-publications/mayor%E2%80%99s-climate-change-mitigation-and-energy-annual</a></p>

	Note that the strategies below were published by either of the previous two Mayors and will be reviewed as required.
The Mayor's statutory strategies	Current position
	<p><b>Municipal Waste Management Strategy</b></p> <p>London's <i>Wasted Resource</i> 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 flagship policy was to reduce the climate change impact of London's municipal waste activities by setting a CO<sub>2</sub> emissions performance standard (EPS) for local authorities to work towards achieving in delivering local waste and recycling services. Annual updates are produced on London's performance against the EPS. Significant improvement and investment, particularly in recycling, is needed to reduce waste and boost London's recycling rate of 33% in 2015 to 50% by 2020. Particular points of progress to date include;</p> <ul style="list-style-type: none"> <li>• Municipal waste direct to landfill down from 53% in 2007/8 to 24.4% in 13/14 (third best region)</li> <li>• Household waste produced per household down from 1,018kg in 2007/8 to 887kg in 13/14 (lowest of the 9 regions)</li> <li>• London's municipal waste performance against the Emissions Performance Standard is on trajectory to achieve the targets set with 108,000 tonnes CO<sub>2</sub> equivalent (tCO<sub>2</sub> eq) saved in 2011-12 compared to 2010-11, the equivalent of taking 51,000 cars from UK roads each year.</li> <li>• One third of London's busses are running on 20% biodiesel from waste cooking oil and fats.</li> </ul>
<b>Spatial Development Strategy</b>	<p>The Spatial Development Strategy (commonly called the London Plan) provides the geographical framework to coordinate all his strategies and together with Borough Local Plans represents 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 Plan's beyond London. 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 subject to subsequent alterations which were consolidated in the 2008 edition. Mayor Johnson published a replacement Plan in 2011. This was also subject to alterations – the ones in 2013 addressed in particular changes to national affordable housing policy and those published in 2014 took initial account of the substantial upturn in London's population growth shown by the 2011 Census, especially in terms of housing provision. The consolidated edition published in 2016 introduced new parking policy for parts of outer London and formalised housing standards in the context of government policy.</p>
<b>Transport Strategy</b>	<p>The Transport Strategy was published in May 2010. The strategy set out policies and proposals to enhance London's transport system, to improve the quality of life for those living and working in the capital, to accommodate future population and employment growth, and to reduce the impact of transport on the environment. Progress on implementing the strategy is reported in the annual TfL publication <i>Travel In London</i>:  <a href="http://www.tfl.gov.uk/corporate/publications-and-reports/travel-in-london-reports">www.tfl.gov.uk/corporate/publications-and-reports/travel-in-london-reports</a></p>
<b>Economic Development Strategy</b>	<p>The Economic Development Strategy (EDS) was published in May 2010. It was supplemented by the London Enterprise</p>

	<b>Note that the strategies below were published by either of the previous two Mayors and will be reviewed as required.</b>
<b>The Mayor's statutory strategies</b>	<b>Current position</b>
	Panel's (LEP) Jobs and Growth Plan published in May 2013 which prioritised: science and tech; skills and employment; small and medium sized enterprises; and infrastructure. In January 2015 the LEP published a wider economic development plan that also fitted well within the EDS objectives. This set out ten action areas summarised as follows: stay open for business; concentrate on emerging markets; improve international connectivity; train more technical talent; improve digital connectivity; improve funding for growing SMEs; secure long term infrastructure investment; accelerate housing delivery; develop Londoners' employability; and in all these support UK-wide growth.
<b>Housing Strategy</b>	The London's first statutory Housing Strategy was published in February 2010. A revised strategy was published for consultation in November 2013, reflecting revised London Plan, the Mayor's new responsibilities for housing investment and land, and the funding settlement for affordable housing for 2015-18. Consultation closed in February 2014 and the draft strategy was considered by the London Assembly in April 2014 and then submitted to the Secretary of State for his consideration in June 2014. The strategy was approved and adopted in November 2014.
<b>Culture Strategy</b>	<i>Cultural Metropolis</i> was published in November 2010. The strategy outlined the Mayor's vision for culture in London: to reinforce London's position as a world capital for creativity and commerce; increase opportunities for young people; enable more Londoners to participate in the capital's rich culture; ensure culture is at the heart of planning and regeneration; and secure a lasting cultural legacy from London 2012. An update report was published in March 2014 which highlighted key achievements and successes of the previous three years, against the original policies of the 2010 Strategy. It also outlined future actions and programmes to reinforce London's global position for the rest of that mayoral term.
<b>The London Health Inequalities Strategy</b>	The Health Inequalities Strategy was published in April 2010. The strategy has five core objectives: <ul style="list-style-type: none"> <li>• Empower individuals and communities to improve health and well-being.</li> <li>• Improve access to high quality health and social care services particularly for Londoners who have poor health outcomes.</li> <li>• Reduce income inequality and the negative consequences of relative poverty.</li> <li>• Increase the opportunities for people to access the potential benefits of good work and other meaningful activity.</li> <li>• Develop and promote London as a healthy place for all.</li> </ul> In autumn 2015 a refreshed Health Inequalities Strategy delivery plan was published, reflecting changes to the health and social care system since 2010, in addition to the Mayor's response to the London Health Commission report <i>Better Health for Londoners</i> in March 2015. As part of the new delivery plan, the first annual London health inequalities convention was held concentrating on bringing together a wide range of experts on the issues of unemployment and low pay. In addition the first set of health inequality indicators was developed into an easily understood infographic.

# Appendix 2: Key Performance Indicators

The GLA's suite of Key Performance Indicators (KPIs) measures how well the GLA has been doing on some of its key programmes and in achieving last year's mayoral targets. KPIs covered a variety of priorities, from creating jobs and apprenticeships to supporting young people and volunteering, and from building affordable homes to improving London's environment. Performance against the KPIs was reported each quarter to both the Investment and Performance Board (IPB) and the Assembly's Budget Monitoring Sub-Committee. The commentary below is intended to provide an overview of the performance for last year and the context in which outputs were being delivered.

## 1) Jobs created through GLA Group investment and associated spend (i.e. levered or match funded)

May 2012 to April 2016										
Target	Achieved			Overall commentary						
<b>200,000</b>	<b>220,686</b>			The KPI to create 200,000 jobs through GLA Group projects was achieved.						
JOBS										
DATA	Prior Yrs	2013-14	2014-15	2015-16					Project Lifetime	
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period		50,000	50,000	7,500	7,500	17,500	17,500	50,000	200,000	Mayoral Term
Performance for the period	44,699	53,804	81,486	10,920	10,920	13,651	5,206	40,697	220,686	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	UC	UC	UC	
Cumulative over KPI lifetime	44,699	98,503	179,989	190,909	201,829	215,480	220,686			

### Performance Commentary:

It is estimated between 2012 and March 2016 at least 220,000 jobs were created and supported by GLA Group activity. For most projects on which the data is measured this is up to Q3 of the 2015-16 financial year, though some also include estimates for Q4.

### KPI Commentary:

- The outputs captured by this KPI come from a broad range of work and investment from right across the GLA Group.
- Data is collected on a biannual basis.
- Due to the diverse nature of interventions, data on jobs created is based on a number of methodologies across the GLA and functional bodies for:
  - TfL's investment in the transport network, including through Crossrail;
  - foreign direct investment into London that London & Partners has helped to secure; and

- GLA regeneration and employment programmes.
- Estimates for previous quarters have been revised in light of new data. For example, job creation estimates for Film London are now included and can partly explain the variation with previous estimates since 2013-14. Therefore, the data is 'confirmed' to the extent that they are based on currently available information.

## 2) Number of new apprenticeships started

May 2012 to April 2016										
Target	Not achieved			Overall commentary						
<b>250,000</b>	<b>162,700</b>			The aim of the GLA Apprenticeship Campaign was to increase creation and uptake of apprenticeship opportunities in London. The KPI of 250,000 apprenticeship starts between 2012 and 2016 was not achieved. Numbers have nationally been lower than forecast.						
APPRENTICESHIPS										
DATA	2012-13	2013-14	2014-15	2015-16 (May to April - as are other years)				Project Lifetime		
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period	50,000	60,000	60,000	20,000	20,000	20,000	20,000	80,000	250,000	Mayoral Term
Performance for the period	43,880	41,620	43,730	13,140	11,670	8,660	tbc	tbc	tbc	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	UC	UC	UC	UC	
Cumulative over KPI lifetime	43,880	85,500	129,230	142,370	154,040	162,700				

### Performance Commentary:

There have been 162,700 apprenticeship starts in London in the period May 2012 to Jan 2016. Whilst a quarter of data is missing, it is clear that the target of 250,000 apprenticeships will not be reached. The most recent quarterly output (Q3) also shows a slight weakening in terms of numbers, as well as in terms of percentage of the national performance (down from 9% to 8.2% of apprenticeships in England).

### KPI Commentary:

- Apprenticeship start data is reported by BIS by academic year (Aug - April) however, the information in the above table is displayed by financial year to allow the progress against the target to be easily compared.
- There is a three/four month lag between year-end and BIS publishing the data so the full year data will not be available until the end of June/early July
- Figures are initially unconfirmed. This is because learning providers may not submit data in time for it to be included in quarterly figures. These outputs will be added into Q4 data when end-of-year figures are confirmed.



### 3) Number of employers signed-up to the London Living Wage

May 2012 to April 2016										
Target	Achieved			Overall commentary						
<b>250</b>	<b>863</b>			The target of 250 employers signed up to the LLW was exceeded with 863 signed up as at March 2016.						
ACCREDITED EMPLOYERS										
	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>				<b>Project Lifetime</b>		
				<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Annual</b>	<b>Final</b>	<b>Time Period</b>
Target for period				5	6	7	7	25	250	Mayoral Term
Performance for the period	106	187	267	66	56	99	82	303	863	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C	C	
Cumulative over KPI lifetime	106	293	560	626	682	781	863			

#### Performance Commentary:

- Of the 863 accredited employers:
  - 482 are in the private sector
  - 97 are in the public sector
  - 284 are in the third sector.

#### KPI Commentary:

- This count includes only those employers with offices in London who are fully accredited with the Living Wage Foundation. It covers all sectors (including public sector/third sector). The count does not include businesses that pay the living wage but are not accredited.
- This momentum in accreditations remains consistent.
- Forward prediction is a difficult and inexact process; since there is a large degree of variation in the time it takes to accredit individual businesses (those with larger numbers of employees or complex supply chains tend to take longer from initial interest to signing-up).

#### 4) Square metres of public realm improved or created through GLA investment and associated spend (ie. levered or match funded)

April 2015 to March 2016									
Target	Not achieved at March 16 but will be achieved in 16-17				Overall commentary				
<b>49,887</b>	<b>45,153</b>				The target was to improve or create 49,887 sqm of improved or new public realm this year in addition to 80,124 sqm of public realm last year and 32,114 sqm in 2013-14. Whilst the target at March 2016 was missed, slippage is due to works reprofiling and the full numbers are expected to be delivered in 2016-17.				
SQUARE METRES									
DATA		<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>					
				Q1	Q2	Q3	Q4	Annual	
Target for period		25,560	80,124	12,470	12,470	12,470	12,477	49,887	
Performance for the period		32,114	111,716	21,342	13,227	6,634	3,950	45,153	
Outturn status (Confirmed or UnConfirmed)		C	C	C	C	C	C	C	
Cumulative over KPI lifetime		32,114	143,830	165,172	178,399	185,033	188,983		

##### Performance Commentary:

- Performance for Q4 has been below the expected level. This is due to late reporting on High Street Fund projects which has resulted in output information not being always included and slippage which has seen more than half the programme, due to complete in 2015-16 now scheduled for delivery in Q1 and Q2 of 2016-17.

##### KPI Commentary:

- Data to inform KPI performance are provided by delivery partners upon completion of public realm schemes. GLA project leads are working closely with delivery partners to ensure the quality of data reporting.

## 5) Value of match funding (£) from partner bodies as a result of GLA investment through the Mayor's Regeneration Fund and Outer London Fund

April 2012 to March 2017											
Target	Estimates to Q4, 15-16				Overall commentary						
<b>£61.3m</b>	<b>£47.6m</b>				The target of £61.3m match funding over 2012-17 is expected to be achieved in 2016-17 with £13.7m to be delivered this year (against an original target of £9.8m. So far, match funding had totalled £47.6m.						
MATCH FUNDING											
DATA	2012-13	2013-14	2014-15	2015-16				2016-17	Project Lifetime		
				Q1	Q2	Q3	Q4	Annual	Annual	Final	Time Period
Target for period		24,260,000	12,600,000	500,000	2,500,000	5,000,000	6,640,000	14,640,000	9,800,000	61,300,000	2012-17
Performance for the period	8,721,778	15,643,302	12,534,920	280,000	180,000	5,220,450	4,988,000	10,669,000	tbc	tbc	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	UC	UC	UC	UC	
Cumulative over KPI lifetime	8,721,778	24,365,080	36,900,000	37,180,000	37,360,000	42,580,450	47,568,450				

### Performance Commentary:

- The remaining OLF match funding commitments from delivery partners are still being processed and returns for £4.98m are currently left to validate. No OLF project will be closed until all contractual match obligations have been met and validated. Performance for both Q1, 2 & 3 is now confirmed.
- The match contributions for the LB Croydon/Haringey MRF projects are slipping into 16-17 as a number of projects were approved in principle to be extended. In some cases MRF projects have been re-scoped and GLA has looked to ensure additional leverage, so the match funding target may potentially increase.
- Although GLA grant funding for the majority of OLF projects has been claimed by the Boroughs, GLA is still expecting to receive claim forms which will solely validate any outstanding match funding from our delivery partners. No OLF project will be closed until all contractual match obligations have been met and validated.

### KPI Commentary:

- Data to inform KPI performance is provided by delivery partners as part of the quarterly grant claim process. Match expenditure is certified as having been defrayed by Borough's Section 151 officer. Reported figures relate to the quarter in which the funding was spent.

## 6) Number of green spaces created or restored through the Big Green Fund 2

April 2015 to March 2016											
Target	Not achieved at March 16 but will be achieved in 16-17				Overall commentary						
<b>6</b>	<b>5</b>				The target to transform 6 spaces into multifunctional green spaces that provide benefits for biodiversity, flood management, improving transport links and recreation was not achieved because of slippage. Five spaces were completed but a remaining two are to be delivered early in 2016-17.						
GREEN SPACES											
DATA					<b>2015-16</b>				<b>Project Lifetime</b>		
					Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period					0	0	1	5	6	6	This year only
Performance for the period					0	0	0	5	5	5+2	
Outturn status (Confirmed or UnConfirmed)					C	C	C	C	C	UC	

### Performance Commentary:

- Big Green 2 is progressing. Delays on two projects have meant that 5 of the 7 projects are complete. Wandle Park and Thamesmead Thamespath will complete by summer 2016.

### KPI Commentary:

- The funded Big Green Fund 2 projects were:
  - The Duke's River Link in Richmond - completed
  - Firs Farm Wetlands in Enfield - completed
  - Riding the Roding in Redbridge - completed
  - Stanmore Marsh Restoration in Harrow - completed
  - Thames Path Transformation in Greenwich - delayed due to ongoing negotiations between LB Greenwich and Peabody Trust
  - Wetlands to Wetlands Greenway in Hackney - completed
  - Access to Wandle Park in Croydon - work in progress.

## 7) Tonnes of CO<sub>2</sub> saved as a direct result of GLA energy supply programmes

April 2015 to March 2016											
Target	Actuals to Q4, 15-16				Overall commentary						
<b>6,169</b>	<b>6,359</b>				The current CO2 savings exceed the 15-16 target slightly following receipt of measured data for Crystal Palace CHP which has been higher than expected (1,265 v 925) resulting in an increase per quarter and revision to Q1 to Q3 figure target. Predicted savings for 16-17 are expected to be significantly lower than the target and in line with figures from 15-16. This is due to the delay with which DE projects are implemented and constructed (for which the GLA is not accountable).						
TONNES CO2											
DATA	Prior Yrs	2013-14	2014-15	2015-16					2016-17	Project Lifetime	
				Q1	Q2	Q3	Q4	Annual	Annual	Final	Time Period
Target for period			5,160	1,542	1,542	1,542	1,543	6,169	35,784	251,314	2010 to 2021
Performance for the period	4,740	4,712	4,810	1,708	1,708	1,472	1,472	6,359	tbc	tbc	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	UC	UC	UC	
Cumulative over KPI lifetime	4,740	9,452	14,262	15,970	17,677	19,149	20,621				

### Performance Commentary:

- Delivered (actual) CO<sub>2</sub> savings are linked to the following projects:
  - Gospel Oak CHP project, operating since Q1 13-14 and saving 2,890 t CO<sub>2</sub> /year (hence 722.5 per quarter) as per contract. This is estimated data
  - Crystal Palace CHP project, operating since Q4 10-11 has saved 1,265 tonnes from 1st April 2014 to 30 Sept 2015 (Q1 + Q2). Total savings for 15-16 are 2,059 tonnes versus an annual target of 1,850 tonnes.
  - Olympic Fringe project, operating since Q1 13-14 and saving 210 t CO<sub>2</sub> /year (hence 52.5 per quarter). The predicted savings were expected to be double this, however the Genesis building has delayed its connection, resulting in CO<sub>2</sub> savings reduction of approximately 50% until the end of 15-16. Figures are final until Q4 included.
  - Cranston Estate (Shoreditch DE) project, operating since Q1 13-14 and saving 1,200 tonnes in FY13-14 and FY14-15. This is estimated data.
- For Crystal Palace CHP the measured data for Q1 and Q2 has been higher than expected (1,265 v 925) resulting in an increase per quarter and revision to Q1 to Q3 figures. Confirmed total for 2015-17 is 2,059 tonnes vs annual target of 1,850 tonnes.

### KPI Commentary:

- Data on CO<sub>2</sub> relevant to the Gospel Oak CHP project have been / will be provided by the project operator (MITIE) and the project owner (London Borough of Camden).
- Data on CO<sub>2</sub> relevant to the Olympic Fringe project have been provided by the project owner, COFELY
- Data on CO<sub>2</sub> relevant to the Crystal Palace CHP project have been provided by the GLA

## 8) The number of affordable homes delivered

May 2008 to April 2016										
Target	Estimates to Q4, 15-16				Overall commentary					
<b>100,000</b>	<b>100,542</b>				At the end of March 2016, 100,542 affordable homes had been delivered in the past 8 years against the target to deliver 100,000 homes.					
AFFORDABLE HOMES										
DATA	Prior Yrs	2013-14	2014-15	2015-16				Project Lifetime		
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period		7,786	17,890	89	236	1,014	3,133	4,472	100,000	2008 to 2016
Performance for the period	68,045	9,385	18,231	89	258	1,834	2,700	4,881	100,542	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C*	UC	
Cumulative over KPI lifetime	68,045	77,430	95,661	95,750	96,008	97,842	100,542			

\*GLA outturn is confirmed, however further completions will be reported by DCLG by December 2016, which will also contribute towards the target.

### Performance Commentary:

- At the end of March 2016, 100,542 affordable homes had been delivered against the previous Mayor's target to deliver 100,000 homes across two mayoral terms. This excludes additional homes to be reported by DCLG for non GLA programmes, details of which are due to be published by December 2016.
- Outturn in 15-16 is much lower than previous years.

### KPI Commentary:

- Changes made to the figures for prior years, 2013-14 and 2014-15 are as a result of adjustments made by DCLG for these years. Additional homes are expected for 2015-16 from programmes monitored directly by DCLG and reported via the DCLG live tables, which are to be published in December 2016.

## 9) The number of council homes made decent

April 2015 to March 2016								
Target	Actuals to Q3, 15 -16			Overall commentary				
<b>9,500</b>	<b>5,878</b>			The programme to bring at least 9,500 homes to decent home standards delivered above forecast in Q1 to Q3, and is on track to deliver the target for the full year. Q4 results will be available in July.				
HOMES								
DATA	Prior Yrs	2013-14	2014-15	2015-16				
				Q1	Q2	Q3	Q4	Annual
Target for period		10,125	7,160	924	581	2,552	5,443	9,500
Performance for the period	20,466	17,374	18,997	1,116	836	3,926	tbc	tbc
Outturn status (confirmed or unconfirmed)	C	C	C	C	C	C	UC	UC
Cumulative over KPI lifetime	20,466	37,840	56,837	57,953	58,789	62,715		

### Performance Commentary:

- The programme is on track to deliver the target of 9,500 decent homes. Provisional Q4 figures from the boroughs show they have all delivered to their allocated units and potentially will exceed the target.

### KPI Commentary:

- Figures are being reported in line with the expenditure (rather than a quarter in arrears). However, since the GLA only receives confirmed data a quarter in arrears, data are unconfirmed until the following quarter.
- Confirmation for the whole year can only be reported in July once all Q4 claims are received.

## 10) The Percentage of rough sleepers who did not spend a second night out as a result of the GLA-funded No Second Night Out

April 2015 to March 2016										
Target	Achieved		Overall commentary							
<b>80%</b>	<b>86%</b>		The quarterly target of 90% of rough sleepers seen by NSNO not spending a second night out in the same quarter was achieved. Performance stands at 92%. The annual performance (% of rough sleepers seen by NSNO not spending a second night out in the same year) was also achieved with 86% against a 80% target.							
% OF ROUGH SLEEPERS NOT ON STREET										
DATA		<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>				<b>Project Lifetime</b>		
				<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Annual</b>	<b>Final</b>	<b>Time Period</b>
Target for period		80%	80%	90%	90%	90%	90%	80%	80%	to 2016
Performance for the period		85%	86%	92%	91%	93%	92%	87%	86%	
Outturn status (Confirmed or UnConfirmed)		C	C	C	C	C	C	C	C	

### Performance Commentary:

- The project achieved its targets. There is still a challenge to ensure throughput to maintain the focus on those new to the streets.

### KPI Commentary:

- Note that that quarterly performance figures relate to rough sleepers seen by the service during the respective quarter and the proportion of those who did not spend a second night out during that same quarter. Annual figures relate to rough sleepers seen by the service in the year and the proportion those who did not spend a second night out during the same year. The target - and performance - is lower because, aside from Q4, this means that the period within which the individual might spend a second night out and be counted towards this KPI is longer; i.e. Q1-3 rough sleepers are effectively being tracked for longer.



## 11) Tonnes of CO<sub>2</sub> saved as a direct result of GLA homes energy efficiency programmes

April 2009 to March 2018											
Target	Estimates to Q4, 15-16				Overall commentary						
<b>118,821</b>	<b>40,089</b>				The target is to save 118,821 tonnes of CO <sub>2</sub> over 2009-18. To date RE:NEW has supported savings of 40,089 tCO <sub>2</sub> per annum. Delivery has improved in Q4, but prospects continue to be rated red because of continuing challenging market conditions.						
TONNES CO <sub>2</sub>											
DATA	Prior Yrs	2013-14	2014-15	2015-16				2016-17	Project Lifetime		
				Q1	Q2	Q3	Q4	Annual	Annual	Final	Time Period
Target for period			9,666	7,167	9,000	10,167	10,500	36,834	36,500	118,821	2009 to 2018
Performance for the period	18,801	7,020	621	1,239	696	1,012	10,700	13,647	tbc	tbc	
Outturn status (confirmed or unconfirmed)	C	C	UC	UC	UC	UC	UC	UC	UC	UC	
Cumulative over KPI lifetime	18,801	25,821	26,442	27,681	28,377	29,389	40,089				

### Performance Commentary:

- During Q4 a total of 10,700 t CO<sub>2</sub> were counted within RE:NEW supported projects. This is as a result of a major project moving into contract. By providing over 18 months of support to a London borough, RE:NEW has supported retrofit measures (including insulation, windows, boilers and PV) to be integrated into a new five year planned works contract that is set to deliver c10,000 tonnes of CO<sub>2</sub> savings (as per the definition, CO<sub>2</sub> savings are counted when the contract is signed).
- The annual target was however not achieved, and there is a risk that the targets to 2018 (set in 2013) may not be met. This is linked to challenging market conditions, including:
  - significant reductions in ECO funding and solar PV feed in tariffs, and the cessation of the Green Deal and associate funding schemes
  - the one per cent rent reduction for social housing providers, the extension of the Right to Buy and the sale of high value council homes.
- The delivery of RE:NEW was complemented by the London Boiler Cashback Scheme (launched in February 2015), to reduce carbon and energy bills for 6,500 London home owners and private tenants.

### KPI Commentary:

- This KPI is based on estimates derived from the contracted number and type of energy saving measures installed. This is used to calculate estimated reductions in annual energy consumption using standard assumptions and converted into CO<sub>2</sub> savings based on fuel type and published emission factors. It is evidenced by retrofit project contracts and work orders.
- This KPI is captured and reported at the point of contract i.e. when a contract is let that has received support through the RE:NEW Support Team. At this stage, these figures will be 'unconfirmed' estimates. Once the contract has been implemented, the estimate will become 'confirmed'.
- Targets are based on the following modelling assumptions: Carbon savings per home = 0.53t CO<sub>2</sub> per year (this is the average saving per home based on the estimated take up of different insulation measures). Number of retrofitted homes supported ~ 175,000

## 12) Tonnes of CO<sub>2</sub> saved as a direct result of Mayoral workplace energy efficiency programmes

April 2015 to March 2016										
Target	Achieved			Overall commentary						
<b>30,000</b>	<b>30,603</b>			The target was to save 45,427 tonnes of CO <sub>2</sub> over 2009-16. RE:FIT saved 119,669 tonnes, meaning this target has been exceeded. The annual target for 2015-16 was increased to 30,000 tonnes of CO <sub>2</sub> and this was also achieved.						
TONNES CO <sub>2</sub>										
DATA	Prior Yrs	2013-14	2014-15	2015-16					Project Lifetime	
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period			16,877	7,500	7,500	7,500	7,500	30,000	45,427	2009-16
Performance for the period	44,395	16,469	28,202	7,222	7,419	7,584	8,378	30,603	119,669	
Outturn status (Confirmed or UnConfirmed)	C	C	UC	UC	UC	UC	UC	UC	UC	

### Performance Commentary:

- Q4 saw a further increase in delivery, and the first three quarterly figures were revised by annual reconciliation figures (measurement and verification annual reports) and revised project investment grade proposals sent through by suppliers as part of the ongoing framework management information submission process.
- The annual 2015-16 target had been increased (from 13,023 to 30,000) to reflect the overachievement and ensure it continues to be stretching.

### KPI Commentary:

- When CO<sub>2</sub> emissions have been agreed in contracts they are reported, in line with European Investment Bank requirement the GLA was required to adhere to from July 2011- June 2015, when we were in receipt of their funding.
- The Outturn status for 2014-15 is Unconfirmed as figures are not confirmed until the measurement and verification (M&V) annual report are produced by the ESCOs and are subject to change. Unconfirmed figures are based on Investment Grade Proposal (IGP). IGPs can go through multiple iterations until the final revision is agreed between the organisation and their appointed ESCo and forms the baseline for savings as part of the contract. This is why the figures are subject to change until confirmed by the Monitoring and Verification report.
- Under the RE:FIT Framework, the suppliers have an obligation to report savings on a yearly basis using the Monitoring and Verification process.

### 13) Release of GLA land in hectares

May 2012 to April 2016										
Target	Not achieved at March 16 but expected to be reached 16-17				Overall commentary					
<b>222.3</b>	<b>214.0</b>				The release of some sites slipped into Q1 of 2016-17 which falls outside of the target period. The target was not achieved but numbers are expected to be achieved in 2016-17.					
HECTARES										
DATA	Prior Yrs	2013-14	2014-15	2015-16					Project Lifetime	
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period		61.3	50.8	2.6	8.2	42.1	12.3	65.3	222.3	Mayoral term
Performance for the period	96.6	51.9	8.4	2.6	4.9	2.7	47	57	214.0	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C	C	
Cumulative over KPI lifetime	96.6	148.5	157.0	159.5	164.4	167.1	214.0			

#### Performance Commentary:

- The 2015-16 target was 65 hectares however 57 hectares of land were released:
- GLAP have entered into development agreements or contracts in 15-16 for the following sites:
  - Silvertown Way West (Q1)
  - White hart triangle (Q2)
  - Beam Reach 8, Plot 5 (Q2)
  - LSIP, plot 5 (Q3)
  - East+ (Q4)
  - Dover's Corner (Q4)
  - Haringey Heartlands (Olympia Trading Estate) (Q4)
  - Twelvetreets Crescent (Q4)
  - Stephenson Street (April 2016)
- The annual target fell short of circa 8 hectares because of delays getting into contract for sites: Floating Village, Lion Green Road, Branch road, Gooseley Lane and re-profile of the Royal Albert basin sites (Gallions 4 and Gallions 3B).

#### KPI Commentary:

- The lifetime period was extended to cover the Mayoral term to April 2016 as the previous target period (2012-15) was only a forecast projection of sites getting in to contract to end-2015. The amount of land released is counted from April 2012 and the definition was not changed.

## 14) Number of schools achieving Healthy Schools accreditation (level entry: Bronze)

April 2015 to March 2016											
Target	Achieved	Overall commentary									
<b>249</b>	<b>274</b>	The target aim was for 249 schools to have achieved a Bronze Award during the period 2015-16. The target was exceeded with 274 schools awarded.									
NUMBER OF SCHOOLS											
DATA			<b>2014-15</b>	<b>2015-16</b>				<b>2016-17</b>	<b>Project Lifetime</b>		
				<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Annual</b>	<b>Annual</b>	<b>Final</b>	<b>Time Period</b>
Target for period			N/A	84	60	70	35	249	451	1,311	2014 to 2017
Performance for the period			611	57	71	85	61	274	tbc	tbc	
Outturn status (Confirmed or UnConfirmed)			C	C	C	C	C	C	UC	UC	
Cumulative over KPI lifetime			611	668	739	824	885				

### Performance Commentary:

- GLA Healthy Schools London has outperformed both the target and the forecast for this year. Registrations may begin to slow as we are left with schools which are harder to reach.

### KPI Commentary:

- Data is verified by the HSL team

## 15) Number of Healthy Workplace employers accredited

April 2014 to March 2017											
Target		Actuals to Q4, 15 -16					Overall commentary				
<b>250</b>		<b>89</b>					The target is for 1,000 employers to have signed-up and 250 of these to have received accreditation by 31 March 2017. Performance has been below expectations in 2015-16 suggesting there will be a shortfall in reaching the overall target to March 2017.				
NUMBER OF EMPLOYERS											
DATA		2014-15		2015-16				2016-17		Project Lifetime	
			Q1	Q2	Q3	Q4	Annual	Annual	Final	Time Period	
Target for period		N/A	13	18	19	18	68	130	250	2014 to 2017	
Performance for the period		52	6	11	7	13	37	tbc	tbc		
Outturn status (Confirmed or UnConfirmed)		C	C	C	C	C	C	UC	UC		
Cumulative over KPI lifetime		52	58	69	76	89					

### Performance Commentary:

- Performance is below target. This is because of ongoing issues within boroughs with regard to workplace health leads. Increasing financial pressure means that some boroughs are unable to dedicate resource to the Charter, its promotion or to support organisations. However overall coverage has increased - the Charter has now accredited 89 organisations in total which represents circa 191,000 employees across London.
- The number of signups to the Charter continues to increase steadily. GLA signed up 340 organisations - only 10 fewer than the 2015-16 target. GLA officers continue to implement a number of measures to increase uptake including:
  - an extensive communications strategy which includes online advertising
  - away day for workplace health leads to re-energise, enthuse and better equip them with PR tools and skills to promote the Charter locally
  - a grant funding scheme for local borough events to promote the charter
  - Working closely with NHS England's London team to promote the charter to NHS organisations through a series of events
  - Using the five sponsors to promote the charter and seeking additional sponsors to fund further marketing activities
  - Simplifying programme materials to attract more businesses, especially SMEs.

## 16) Number of young Londoners supported into, and achieving an improved and sustained outcome

April 2015 to March 2016								
Target	Achieved			Overall commentary				
<b>1,563</b>	<b>1,754</b>			The target to support 1,563 young Londoners to achieve an improved and sustained outcome has been exceeded for the year.				
YOUNG LONDONERS								
DATA	Prior Yrs	2013-14	2014-15	2015-16				
				Q1	Q2	Q3	Q4	Annual
Target for period		6,875	2,972	287	1,013	238	25	1,563
Performance for the period	2,738	7,846	3,873	287	395	537	535	1,754
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C
Cumulative over KPI lifetime	2,738	10,584	14,457	287	682	1,219	1,754	

### Performance Commentary:

- The target was exceeded. The ESF youth programme supported 55 more young people into sustained education or employment than forecast. The supplementary programme for schools also over-performed with 577 young people benefiting from at least 6 months of support against a target of 500.

### KPI Commentary:

- The Business Plan increased the annual 2015-16 target from 743 to 1,563.
- This KPI counts the number of young people supported by the following projects: those that are part of the GLA's European Social Fund (ESF) Youth Programme; Mayor's Mentoring; Leadership Clubs; Championing Careers Guidance in Schools Pilot; Peer Outreach Team.

## 17) Number of schools supported to improve their practice

April 2014 to March 2017											
Target	Estimates to Q4, 15 -16					Overall commentary					
<b>5,540</b>	<b>5,364</b>					The target is to support 5,540 schools to improve their practice between 2014 and 2017. Numbers to date have been in excess of the target.					
SCHOOLS											
DATA			<b>2014-15</b>	<b>2015-16</b>				<b>2016-17</b>	<b>Project Lifetime</b>		
				Q1	Q2	Q3	Q4	Annual	Annual	Final	Time Period
Target for period			3,700	130	400	185	105	820	1,020	5,540	2014 to 2017
Performance for the period			3,994	172	306	716	176	1,370	tbc	tbc	
Outturn status (Confirmed or UnConfirmed)			C	C	C	C	C	C	UC	UC	
Cumulative over KPI lifetime			3,994	4,166	4,472	5,188	5,364				

### Performance Commentary:

- The annual target of 820 schools supported was exceeded. The London Curriculum has supported 482 schools this year. London Schools Excellence projects reported that they had supported 821 additional schools this year. 36 schools have attended Gold Club sessions and had not previously benefited from the Gold Club seminar programme.

### KPI Commentary:

- A number of schools can be supported by several LSEF projects, and therefore it may be counted more than once if it participates in more than one of the 100 LSEF projects' and/or the Gold Club and London Curriculum.
- The last Business Plan increased the 2015-16 target from 67 to 820.

## 18) Number of Londoners participating in sport or physical activity through the GLA sports programme: Phase 2

April 2013 to March 2016										
Target		Achieved					Overall commentary			
<b>62,263</b>		<b>77,385</b>					The target was for 62,263 Londoners to participate in sport or physical activity between 2013 and 2016. There have been 77,385 participants, so the target has been exceeded.			
PARTICIPANTS										
DATA										
		2013-14	2014-15	2015-16				Project Lifetime		
				Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period			32,548	13,368	6,498	3,044	940	23,850	62,263	2013 to 2016
Performance for the period		5,500	35,340	13,093	6,534	7,557	9,361	36,545	77,385	
Outturn status (Confirmed or UnConfirmed)		C	C	C	C	C	C	C	C	
Cumulative over KPI lifetime		5,500	40,840	53,933	60,467	68,024	77,385			

### Performance Commentary:

- Performance has exceeded target. All projects have now submitted final project reports and an independent evaluation of the programme is being undertaken.

### KPI Commentary:

- Individual project performance reports verified by the Views online project management and impact reporting platform.



## 19) Number of volunteering opportunities taken up through Team London

April 2013 to March 2016									
Target	Achieved			Overall commentary					
<b>100,000</b>	<b>144,101</b>			The target is for 100,000 volunteering opportunities to be taken up during 2013-16. The target was reached in the first quarter of 2015-16.					
VOLUNTEERS									
DATA	2013-14	2014-15	2015-16				Project Lifetime		
			Q1	Q2	Q3	Q4	Annual	Final	Time Period
Target for period	17,000	35,000	12,000	12,000	12,000	12,000	48,000	100,000	2013 to 2016
Performance for the period	18,691	54,529	26,817	12,467	17,008	14,589	70,881	144,101	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	UC	UC	UC	
Cumulative over KPI lifetime	18,691	73,220	100,037	112,504	129,512	144,101			

### Performance Commentary:

- The three-year target was met early.
- The Enterprise Advisers programme was launched in Q4 2015-16 and so far 133 adult volunteers have been recruited to act as Enterprise Advisers, being matched with schools to provide more structured careers guidance. HeadStart London & 2work confirmed 182 young people volunteered across both projects for Q4 2015-16. Team London Young Ambassadors engaged an estimated 11,847 Young People. This is based on a yearly estimate from our delivery partner and subject to final reporting at the end of the academic year.
- Small Grants: An estimated 2,427 individuals have volunteered with charities that were selected for Team London's 2015-16 small grants funding round. This is subject to final reporting being received from all charities involved.
- We are yet to confirm the estimated number of volunteers through website brokerage due to an issue with the reporting function on the website, we would expect this figure to be between 1,000 and 2,000 in line with other quarters, but have not included this estimate in the year's figure.

### KPI Commentary:

- The level of volunteering activity recorded from the Team London website is based on a conversion figure from the number of applications. The conversion rate is calculated by a sample study of activity with charities registered with the website. Full recording of activity is not enforced with organisations as this can prove a barrier to participation.
- Schools volunteers are any school pupils or adult volunteers engaging with programmes or projects run in partnership with *Free the Children* (delivery partner). These are reported on at the end of the academic year by FTC and then analysed and divided into relevant business quarters (as the financial year does not run parallel to the academic year).
- More complete MPS figures are now incorporated.
- Other data contributing to the totals includes any programme or project that facilitates volunteering that is run by other teams within the GLA. These figures are then relayed back to Team London once programme reporting has been received and verified from GLA funded organisations by partner GLA teams.

- Forecast and actual also includes reporting data that has been received from organisations who have received Team London grant funding to facilitate volunteering in their organisations and projects.

## 20) The return on investment made to secure outside sponsorship

April 2015 to March 2016								
Target	Achieved			Overall commentary				
<b>10</b>	<b>10.7</b>			The target is a return on the investment to secure sponsorship over this year of a factor of 10. The target was exceeded albeit not by as much as forecast as staffing costs increased towards the end of the year, reducing the ratio.				
RETURN ON INVESTMENT								
DATA	2013-14	2014-15	2015-16					
			Q1	Q2	Q3	Q4	Annual	
Target for period	8	10	N/A	N/A	N/A	N/A	10	
Performance for the period	8	10	8.9	10.5	11.7	10.7	10.7	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	UC	UC	

### Performance Commentary:

- The value of sponsorship agreed for the year 2015-16 in contract documentation is £2.724m, against a cost of £255k; an income to cost ratio of 10:7. The costs at the end of Q4 were higher than at the end of Q3, owing to higher staffing costs. This has been due to a handover period between two members of staff and higher than expected agency staff costs. At the same time income has increased at a lesser rate than costs, meaning a lower ratio figure. The £2.724m secure is a combination of cash and value-in-kind partnerships. Income received in Q4 has been from New Look, Zendesk and Bloomberg for HeadStart, Portland Communications, Natixis and Citi for SkillUP and Unilever for Young Ambassadors..

### KPI Commentary:

- The figures reported quarterly are based on the annual cost of the team and sponsorship due in the year as a whole.
- This year the key areas for the team in which to raise sponsorship were: Team London HeadStart and SkillUp, London Tech hub in partnership with Gust, Healthy Workplace and Healthy Schools, For the Love of Trees, NYE, London Rental Standard, FreeSport and Cultural Events, as well as renewals for Capital Clean Up, Low Carbon Prize and Gigs.

## 21) The percentage of correspondence responded to in full in 20 working days

April 2015 to March 2016								
Target	Not achieved		Overall commentary					
<b>90%</b>	<b>89.0%</b>		The target is to reply to 90% of the correspondence within 20 days. Whilst this was achieved in Quarter 4, with 92.4% performance, the overall performance for the full year fell short at 89%.					
% CORRESPONDANCE								
DATA								
	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>					
			<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Annual</b>	
Target for period	80%	90%	90%	90%	90%	90%	90%	
Performance for the period	84%	84%	90%	85%	90%	92%	89%	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	

### Performance Commentary:

- GLA fell short on its annual target of 90% and obtained 89% performance. This was due to a drop in Q2 at 85% due to a couple of news items which attracted a very high number of correspondence. Target was met for Q4 at 92%: out of 4,121 letters and correspondence received requiring response in Q4, 3,811 cases were responded to within 20 days.

### KPI Commentary:

- A more robust escalation process contributed to notable improvement in performance last year, which has sustained during the course of the present year.

## 22) The percentage of invoices from small and medium sized enterprises (SMEs) paid within ten days

April 2015 to March 2016								
Target	Achieved			Overall commentary				
<b>90%</b>	<b>94%</b>			The target is to pay 90% of all invoices from SMEs within 10 days. 93.4% of SME invoices were paid within the set time.				
% OF INVOICES								
DATA	Prior Yrs	2013-14	2014-15	2015-16				
				Q1	Q2	Q3	Q4	Annual
Target for period		80%	90%	90%	90%	90%	90%	90%
Performance for the period	85%	92%	94%	95%	94%	94.5%	93.4%	94%
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C

### Performance Commentary:

- Of 2,205 invoices from SMEs in Quarter 4, 2,059 were paid within the 10 working day target time, achieving 93.3%, above the 90% target.
- Performance is relatively consistent across years and across quarters.

## 23) Average number of working days per GLA employee lost to sickness absence

April 2015 to March 2016									
Target	Achieved			Overall commentary					
<b>5.9</b>	<b>2.8</b>			The target is keep staff sickness absence at less than 5.9 days per person per year. Over the past 12 months the average number of days has been 2.8 days.					
DAYS									
DATA	Prior Yrs	2013-14	2014-15	2015-16					
				Q1	Q2	Q3	Q4	Annual	
Target for period		6.0	5.9	5.9	5.9	5.9	5.9	5.9	
Performance for the period	3.5	3.4	2.8	2.9	2.3	2.2	2.8	2.8	
Outturn status (Confirmed or UnConfirmed)	C	C	C	C	C	C	C	C	

### Performance Commentary:

- Sickness absence continues to be well below the forecasts for the year.

### KPI Commentary:

- This KPI is reported on the basis of a rolling year (i.e. each quarter covers the past 12 months).

# Appendix 3: Council tax 2016-17

## EXTRACT FROM THE PREVIOUS MAYOR'S BOOKLET: "YOUR COUNCIL TAX AND THE GREATER LONDON AUTHORITY"

### Introduction

The Mayor of London is committed to achieving value for money for Londoners and supporting London's economic growth. This section explains how your council tax pays for Greater London Authority (GLA) services. For the fifth year running the Mayor is cutting his part of the council tax. This means that he has reduced it by ten per cent in cash terms during his second term.

The current financial climate means the public sector must provide better public services with fewer resources. This year's budget has required some tough choices to be made. Within this context it seeks to protect the key services Londoners expect from the Mayor - safer streets, investment in transport infrastructure and more affordable housing.

### Council tax and budget information

The GLA's share of the council tax for a typical Band D property has been reduced by £19 to £276.00. The table below shows how this is allocated. A Band D council taxpayer in the City of London, which has its own police force, will pay £73.89.

Council Tax (£)	2015-16	Change	2016-17
MOPAC (Met Police)	208.87	-6.76	202.11
LFEPA (Fire Brigade)	50.85	-3.81	47.04
GLA and Olympics	33.07	-8.35	24.72
TfL (Transport)	2.21	-0.08	2.13
<b>Total</b>	<b>295.00</b>	<b>-19.00</b>	<b>276.00</b>

### Investing in frontline services

The Mayor's budget includes large savings and efficiencies across the GLA group in 2016-17. These savings have allowed the Mayor to reduce his precept on London council taxpayers and release cash to meet his key priorities. These include:

- investing in frontline policing by maintaining officer numbers at or around 32,000;
- increasing the supply of affordable homes, on top of the 100,000 delivered since 2008 using new approaches like creating over 20 new Housing Zones;
- ensuring the London Fire Brigade has enough resources to maintain attendance targets at incidents;
- investing £200 million in bus priority schemes, £913 million in cycling and £4 billion in London's roads alongside programmes to improve air quality and reduce carbon emissions;

- continuing upgrades to the Underground, London Overground and Tramlink including investing £250 million to ensure that 50 per cent of Rail and Underground stations are step-free by 2018;
- completing the delivery of Crossrail along with the extension of the Northern line to Battersea and Nine Elms and the London Overground to Barking Riverside;
- 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 with discounts on travelcards available for apprentices; and
- creating over 200,000 jobs through the GLA group's work, including 20,000 part time jobs to help parents return to work plus supporting and creating apprenticeship opportunities for young Londoners.

### Summary of GLA budget

The following tables compare the GLA group's spending for 2016-17 with last year and set out the reasons for the changes. The reduction in gross expenditure reflects the impact of the phased ending of the contribution of London council taxpayers to fund the 2012 Games and the assumed profiling of transport investment. This is offset by an increase of nearly £50 million in the police budget. Overall the council tax requirement has fallen mainly because of the £19 drop in the Mayor's precept per Band D property. Find out more about our budget at: [www.london.gov.uk/budget](http://www.london.gov.uk/budget) (tel: 020 7983 4000).

How the GLA Group budget is funded (£m)	2015-16	Change	2016-17
Gross Expenditure	11,451	30	11,481
Government grants and retained business rates	-4,226	241	-3,985
Fares, charges and other income	-6,364	-214	-6,578
Use of reserves	-60	-84	-144
<b>Amount met by council tax payers</b>	<b>801</b>	<b>-27</b>	<b>774</b>

Changes in Spending (£m)	2016-17
2015-16 council tax requirement	801
Inflation	193
Efficiencies and other savings	-304
New investment to improve services	164
Other changes (for example fares revenue)	-80
<b>2016-17 council tax requirement</b>	<b>774</b>

# Appendix 4: Equality objectives – Measures of progress

This year's appendix considers progress made against the GLA's equality objectives under the previous administration (2008-2016). Where possible the data looks at trends from 2008 to present, though some programmes were established well into the course of the administration, so data reflects that. Where programmes have come to an end we give data for the complete period.

Data sources can be obtained by contacting the GLA Diversity and Social Policy team.

## 1) Jobs and Growth

### Employment, pay and skills

<b>Objective</b>	<b>Through the London Enterprise Panel (LEP), work to ensure all Londoners have the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.</b>
<b>Outcome sought</b>	<b>Trends</b>
Reduction in the employment gap between different groups of Londoners	<p><b>Gender:</b> The gap between men's and women's employment rate has fallen to 12.8 percentage points in 2015 from 14.7 in 2014, this is significantly lower than 2008 gap of 15.5%.</p> <p><b>Ethnicity:</b> The gap in employment rates between black, Asian and minority ethnic groups and white groups has fluctuated between a high of 15.9 percentage points in 2009 and a low of 13.4 percentage points in 2010. The gap has fallen from 14.8 percentage points in 2008 to 13.4 in 2015.</p> <p><b>Disability:</b> The employment rate for disabled Londoners was 50.1% compared to the employment rate of non-disabled people of 77.4%, a gap of 27.3 percentage points. Though high, this has fallen from 30.3 percentage points in 2008.</p> <p><b>Age - Older people:</b> The gap in the employment rate between older Londoners (50-64) and those aged between 25 and 49 increased from 11.4 percentage point in 2014 to 12.3 in 2015. This is similar to the 2008 employment gap of 12.4 percentage points.</p> <p><b>Age – Young people:</b> Youth (aged 16-24) unemployment in London has fallen from 18.7% in 2008 to 17.9% in 2015, 2.3 percentage points lower than last year. These rates are higher than the England average which stands at 14.1% in 2015 and was 15.1% in 2008.</p> <p><b>Parenthood:</b> The employment rate of women with children in London was 60% in 2014 and 2015 - though it has wavered over the years, this was the same rate in 2008 - compared to 71% for women with dependent children across England. The rate of employment for women with dependent children was also significantly lower than men with dependent children (90%) and women without children (75%) in London.</p> <p>The employment rate of lone parents has increased significantly from 48% in 2008 to 61% in 2015. (Some, but not all, of the ONS Labour Force Survey data provided in this appendix has been reweighted).</p>



Outcome sought	Trends
Reduction in the pay gap between different groups of Londoners and their comparators	<p><b>Gender:</b> The gap between men’s and women’s median hourly earnings has increased from 7.7% in 2014 to 8.9% in 2015 but has fallen by 0.5 percentage points since 2008.</p> <p><b>Ethnicity:</b> The gap in median hourly earnings between BAME groups and white groups in London has increased to 22.2 percentage points in 2015 from 19.6 in 2008.</p> <p><b>Disability:</b> The gap in median hourly earnings between disabled and non-disabled London workers has fallen from 10.6 percentage points in 2008 to 9.5 in 2014, and then increased again to 15.3 in 2015. (NOTE: 2014 data onwards uses new definition of disabled (Equality Act core or work-limiting)).</p>
Reduction in the proportion of children living in poverty	The child poverty rate in London has declined from 39% in 2007-10 (three year average) and plateaued at 37%, its lowest level for 16 years, in 2010/13 It is still high and remains considerably higher than the UK average of 27 per cent. <sup>1</sup> On this measure London continues to be the region with the highest rate of child poverty.
Reduction in the percentage of young people aged 16 to 18 who are not in education, employment or training	The percentage of 16-18 year olds known to London local authorities as being not in education, employment or training has decreased year on year from 5.8% in 2008 to 3.1% at the end of 2015.
Reduction in the proportion of Londoners with no qualifications (aged 16 to 64)	<p>The overall proportion of <b>Londoners</b> of working age with no qualifications has continued to fall, from 12.7% in 2008 in 2004 to 7.3% in 2015.</p> <p><b>Gender:</b> The proportion of <b>men and women</b> with no qualifications has decreased over time to 7.6% of women compared to 7.0% of men in 2015 from 11.8% of men and 13.6% of women in 2008. The gap between the proportion of men and women with no qualifications has also decreased over time.</p> <p><b>Ethnicity:</b> The proportion of people with no qualifications has decreased for most groups in 2015. The proportion White British people with no qualifications was 6.4% in 2015 a fall 12% in 2008. In 2015, people of Indian heritage are more likely to have qualifications than white British communities in London, with only 5.2% with no qualifications. 10.5% of people of Pakistani and 14.5% of Bangladeshi heritage had no qualifications in 2015. 8.2% of Black Africans and 6.1% of Black Caribbean Londoners of working age do not have any qualifications. Of the working age Londoners of Chinese heritage, 9% have no qualifications and 12.8% of people from other ethnic group have no qualifications.</p> <p><b>Disability:</b> in 2015, 17.5% of disabled<sup>2</sup> people in London had no qualifications; this is lower than in 2011 at 20.7%.</p>
Increase in the numbers of apprenticeships	The number of apprenticeships started in London was 45,340 in 2014-15 compared to 17,180 apprenticeships in 2008-09. London’s share of the national total increased year on year from 7.2%% in 2008-09 to around 9.0% in 2010-11 and has remained at this level.
Increase in the proportion of apprenticeships taken up by BAME groups, women and disabled	In 2014-15, there was good representation of women, people from BAME groups and learners with learning difficulties and / or disabilities starting apprenticeships in London, as there was in previous years. 55.4% were women, 41.2% were people from BAME groups and 7.1% were learners with learning difficulties and / or disabilities.

<sup>1</sup> Under this definition a child is living in poverty if the household income is below 60% of the median, taking into account the size and make-up of the household.

<sup>2</sup> The definition of disability has changed, therefore data published in 2008 is not strictly comparable.

<b>Outcome sought</b>	<b>Trends</b>
people	
Increase in the number of employers who have adopted the London Living Wage	There were 863 accredited employers who had signed up to pay the London Living Wage as of the 31 March 2016. This is significantly higher than the 27 businesses that had publicly committed to the London Living wage in 2008 (before official accreditation was introduced in 2011).

## Regeneration

<b>Objective</b>	<b>Deliver regeneration projects in line with Mayoral programmes and priorities, which maximise economic and social benefits for all Londoners</b>
<b>Outcome sought/measure</b>	<b>Outcomes achieved</b>
Undertake full evaluation of investments to evidence resulting uplift impact.	The Centre for Economic and Social Inclusion was commissioned to evaluate the 2011-13 ESF Youth Programme which ended in December 2015. The evaluation is now complete and the report is under review. Regeneris have been appointed to conduct an evaluation of the Mayor's Regeneration Fund (MRF).
Increase in new and sustained through regeneration investment.	In 2015-16 the MRF and the High Street Fund programmes were responsible for 169 jobs created and sustained, and the Growing Places Fund programme a further 265. Between April 2012 and March 2015, over 1,250 jobs had been created with funding from the Outer London Fund and the MRF; in addition 580 jobs had been safeguarded.
Increase in the number of apprenticeships created and sustained through regeneration investment.	Between April 2012 and March 2015 over 100 apprenticeships had been created and sustained through the Outer London Fund (OLF) and MRF. In addition the GPF supported the creation of apprenticeship starts.
The amount of public realm in square meters (m <sup>2</sup> ).created through regeneration investment	Over 11,000m <sup>2</sup> of public realm was created through regeneration investment in 2015-16. Between April 2012 and March 2015, over 130,000m <sup>2</sup> of public realm was created.
The amount of new or improved workspace (m <sup>2</sup> ).	41 shop front improvements and over 3000m <sup>2</sup> of new workspace were completed with funding from the MRF in 2015-16. Between April 2012 and March 2015, more than 50 empty shops or units were brought back into use or animated. In addition, more than 478 shop front improvements were completed with funding from the OLF and MRF.

## Education and youth

<b>Objective</b>	<b>Work with partners and stakeholders to encourage best practice aimed at ensuring that as many children and young people, regardless of ethnicity, gender, faith, disability, educational needs or sexual orientation, can access good quality education and achieve qualifications and skills to give them future opportunities in life.</b>
<b>Outcome sought</b> Reduction in the gap in achievement of 5 GCSEs graded A* to C, including English and Maths, by groups of pupils as compared with average or comparator group.	<b>Trends</b> In 2014-15, 64.5% of <b>girls</b> in London's maintained schools achieved 5+ GCSEs graded A*-C including English and Maths, compared with 57.3% of <b>boys</b> . This is an increase from 2008-09 attainment levels of 58% of girls and 50% of boys. <b>Ethnicity:</b> Similar to last year, achievement is highest among pupils of Chinese heritage – in 2014-15 79.4% gained 5+GCSEs graded A*-C, including English and Maths. This was 19.5 percentage points higher than the average for White pupils. This was followed by 69.2% by pupils of Asian heritage, and 61.2% of pupils of mixed heritage, 9.3 percentage points and 1.3 percentage points higher than the average for White pupils respectively. The educational attainment of white, Black, Irish Traveller and Gypsy /Roma pupils was lower than London's pupils as a whole. This is similar to 2008-09 attainment with 78% of pupils of Chinese heritage, 62% of pupils of Asian heritage and 54% of mixed heritage and 53% of white heritage pupils achieving 5 GCSE's graded A*-C, including English and Maths. The educational attainment of Black, children of Irish Traveller and Gypsy Roma heritage and white was lower than the regional average. <b>Special educational needs (SEN):</b> In 2014-15, 29.6% of London pupils with SEN, but without a statement and 9.9% of those with a statement achieved 5+ GCSEs graded A*-C, including English and Maths, compared with 68.6% of pupils with no identified SEN. This is an improvement from 2008-09 levels with 24% of London pupils with SEN but without a statement and 7% of those with a statement achieved 5+ GCSE graded A*-C. London SEN pupils also performed better than SEN pupils nationally with 23.5% of those with SEN support and 8.8% of SEN pupils with a statement achieving the same grades. In 2014-15 45.8% of pupils eligible for free-school meals achieved 5+ GCSE's graded A*-C including English and Maths, compared to 33.3% nationally and 38% in 2008-09.
The number of schools supported to share good practice.	From the beginning of the programme in 2012-13 to 2015-16 the London Schools Excellence Fund (LSEF) recipients named 1,656 unique schools which their projects engaged with (cumulative). In addition around 90 schools participated in the London Schools Gold Club seminar programme. The bulk of unique schools engaging with the programme occurred in 2014-15, when 1,267 unique schools engaged which LSEF projects and around 60 schools participated in the London Schools Gold Club seminar programme.

## Volunteering

Objective	To maintain the enthusiasm and momentum behind volunteering to ensure the Olympic and Paralympic legacy is maximised
Outcome sought	Trends
A significant increase in the level of volunteering	During 2015-16 an estimated 70,870 Team London volunteering opportunities were taken up, compared with 54,947 for the 2014-15 year. The programme has already achieved and surpassed its lifetime target of 100,000 volunteering opportunities being taken up through Team London by May 2016. Currently the active volunteering figure is estimated at being over 120,000 with over 150,000 volunteers now registered on the Team London website.
Volunteers represent London's diversity	In 2015-16 the Team London website brokering service attracted more women (66%) than men (34%), 79% of people engaged were under 45 years old and 45% from BAME communities. 4% were not working due to being retired or having a disability. In the same year, of the Team London Ambassadors, 57.1% were women, 45% from BAME communities, 4% were unemployed and 5% were disabled people. Of the HeadStart London participants 79% were from BAME communities, 65% female and 16% of people requiring additional support. <sup>3</sup> Of the Team London Young Ambassadors 60% were from BAME communities and 49% were girls. Of the Borough Ambassadors 79% were female, 66% were from BAME communities and 5% were disabled people.

## 2) Housing and land

### Housing

Objective	Increase the supply of affordable housing, particularly family-sized homes
Outcome sought/measure	Trends
Increase in the amount of affordable housing	100,542 affordable homes were delivered against the previous Mayor's target of 100,000 homes between 2008 and 2016 <sup>4</sup> . A total of 4,881 GLA-funded affordable homes were completed in 2015-16, down from a record high of 17,914 in 2014-15 due to an expected drop in completions at the end of the four-year government funding programme.

<sup>3</sup> Such as medical conditions, including mental health, mentor support for challenging behaviour or learning difficulties, or required a full-time support worker, as identified by the delivery partner.

<sup>4</sup> Note: this figure excludes additional completions expected from non-GLA programmes due to be reported by DCLG in late 2016.

36 per cent of new affordable homes to rent completed in 2011-2015 are family sized	36% of homes for affordable rent completed through the 2011-15 Affordable Home Programme were family-sized properties (with three bedrooms or more).
Delivery of over 17,000 First Steps homes between 2011-15	Since 2008, 18,475 affordable homes have been delivered under the First Steps scheme.

<b>Objective</b>	<b>Raise the standard of homes and neighbourhoods</b>
<b>Outcome sought/measure</b>	<b>Trends</b>
Decrease in the proportion of non-decent homes	The proportion of non-decent homes in London was 21% in 2013-14, the same as in 2012-13 but down from 30% in 2008-09. Within London, rates of non-decency are highest in private rented and homes, and lowest in social rented and owner occupied homes.
All new homes are meeting Lifetime Homes standards	The GLA started recording the number of dwellings meeting Lifetime Homes standards in April 2008. The percentage of homes approved in planning permissions during 2008-09 that met the Lifetime Homes standard was 47% (or 55% excluding conversions). In 2014-15 (the latest year available), Lifetime Homes accounted for 64% of all homes approved in London and 81.3% of new build schemes. Note that from 1st August 2015 Lifetime Homes and Wheelchair homes have been replaced by building control categories M4(2) and M4(3). We are continuing to monitor them in the same way, but they only apply to new build dwellings. There is no equivalent for conversions and changes of use.
10 per cent of all new homes are wheelchair accessible.	In April 2008 the GLA started recording the number of wheelchair accessible dwellings being built. The percentage of wheelchair accessible homes receiving approval during 2008-09 was 6% (or 7% excluding conversions). In 2014-15, 8.8% (6,041) of new build homes in London in 2014-15 were wheelchair accessible. <sup>5</sup>

<b>Objective</b>	<b>Enhance choice and mobility</b>
<b>Measure</b>	<b>Trends</b>
Number of moves through Seaside and Country Homes	There were 125 moves in 2015-16, down from 147 in 2014-15 and 182 in 2008-09. The recent drop is due to a falling voids rate in the available stock of homes.  The Housing Moves programme, launched in May 2012, offers social housing tenants in London the opportunity to move to suitable accommodation in other boroughs and in 2015-16 recorded 246 moves, up from 232 in 2014-15 and 218 in 2013-14.

<b>Objective</b>	<b>Tackle housing need</b>
<b>Outcome sought</b>	<b>Trends</b>
Decrease in the numbers sleeping rough and in the % sleeping out for more than one night.	The number of people seen sleeping out in London has increased year on year from 3,472 in 2008-09 to 7,580 in 2014-15. The proportion of new rough sleepers in London seen sleeping out only once rose year on year from 57% in 2008-09 to 75% in 2012-13, but fell back to 70% in 2013-14 and 67% in 2014-15 <sup>6</sup> .

<sup>5</sup> These figures are below the London Plan targets in part because several boroughs only require compliance on schemes above a certain size, often ten units or more, even on new build schemes. The inclusion of applications for change of use from office to residential via permitted development has also affected the level of compliance for non-new build schemes.

Outcome sought	Trends
Decrease in the levels of homeless acceptances	The number of households accepted as statutorily homeless in London has increased since 2008-09 from 12,780 households to 17,530 in 2014-15, up 3% from 2014-15 but still well below the peak of 30,080 in 2003/04.
	Homeless acceptances in London as a proportion of the national total fell slightly to 32% in 2014-15.
	65% of households accepted as homeless in London in 2014-15 were from black, Asian and minority ethnic communities, the same percentage were accepted as statutorily homeless in 2008.

### 3) Transport

#### Transport safety

Objective	Improve safety and security on the transport system, reduce the crime rate on London Underground and London buses, and reduce the proportion of Londoners who have significant concerns about crime and anti-social behaviour on public transport such that it deters them from using it, and in the pedestrian environment.
Outcome sought	Trends
Reduction in crime rate on LU/DLR	In 2015-16, the crime rate for London Underground and Docklands Light Railway was 7.3 crimes per million passenger journeys, down from 13.1 in 2008-09 when crime was at its highest level on the network (a 60% improvement). The volume of crime has fallen by 43% (8,165 fewer offences) over this period.
Reduction in crime rate on buses.	In 2015-16, the rate of crime for the bus network was just 7.5 crimes per million passenger journeys – less than half of what it was in 2005/06 and down from 12.1 in 2008-09.
Reduction in crime rate on London Overground trains	In 2015-16, the crime rate for London Overground was 6.8 crimes per million passenger journeys, down from 6.9 in 2011-12, when crime recording on this network commenced (a 1% improvement). The volume of crime, however, has risen by 76% (542 more offences) over this period and this reflects a significant rise in passenger journeys as the network has expanded since it opened (82 million additional passengers carried; a rise of 80%).
Reduction in crime rate on Tramlink	In 2015-16, the rate of crime for the Tramlink network was 9.8 crimes per million passenger journeys down from 17.0 in 2006/07 when levels of crime on the Tramlink network peaked (a 42% improvement). The volume of crime also fell by 37 per cent over this time (154 fewer offences).
Reduction in the percentage of women, younger and older people and people from BAME communities who are deterred from using public transport	The percentages of women, older people, young people and people from BAME communities who said their concern over crime and anti-social behaviour affected the frequency with which they use public transport a lot steadily decreased between April 2008 and April 2016.  For people aged 65 and over the decrease was 16% (from 29% in 2008-09 to 13% in 2015-16); for women the decrease was

<sup>6</sup> 2015-16 data will be published in the last week of June 2016.

<b>Outcome sought</b>	<b>Trends</b>
because of concerns about crime and anti-social behaviour	13% (from 41% to 28%); for people from BAME communities the decrease was 9% (from 41% to 32%); and for young people aged 16-24 the decrease was 7% (from 36% to 30%). Women, younger people and people from BAME communities tended to be more concerned than Londoners as a whole.
Increase in the percentage of people from BAME communities; disabled people; younger people and older people, and women who feel safe on buses, the tube, trams and trains and in black cabs and taxis	In 2008, over 90% of people from all groups felt safe using any mode of public transport in London. Younger and older people and people from BAME communities tended to feel as safe as anyone else. Women (89%) people of mixed heritage (87%) and disabled people (84%) tended to feel marginally less safe on the underground. In 2015, the picture was fairly similar with most groups reporting slightly higher levels of feeling safe on public transport with 92% of women feeling safe compared to 97% of men and 89% of disabled people feeling safe.

<b>Objective</b>	<b>Reduce the number of people killed and injured on London's roads</b>
<b>Outcome sought</b>	<b>Trends</b>
Reduction in the numbers of killed and seriously injured people involved in road traffic collisions.	The number of fatal casualties fell by 4% (132 to 127) in 2014 compared to 2013, to the second lowest level since records begun. Killed and seriously injured (KSI) casualties fell by 7% (2324 to 2168) to the lowest level since recent records. The number of child KSI casualties was down by 50% in 2014 compared with the 2005-09 baseline. <sup>7</sup>

## Transport accessibility

<b>Objective</b>	<b>By 2021 we will provide an extra 26 step-free stations.</b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in the number of step-free Underground and Overground stations	In 2008, there were 78 step free Underground and Overground stations. In 2015 there were 117, with three additional planned for 2016. Over the course of 2008-2016 there have been 47 additional stations made step free; 21 Overground and 26 Underground stations.

<b>Objectives</b>	<b>By the end of 2016 we aim to make sure that at least 95 per cent of bus stops will meet the fully accessible criteria</b>
<b>Measure</b>	<b>Trends</b>
Increase in the proportion of bus stops which are fully accessible	In 2008, 40% of London's bus stops were accessible; this increased to 55% by March 2011 then to 60% by March 2012. It currently stands at 89% (March 2016).

<sup>7</sup> 2015-16 data is currently unavailable at the time of publication however it is due to be published by Transport for London in the coming weeks.

## 4) Quality of life

### Environment

<b>Objective</b>	<b>Reduce the number of vulnerable people at risk from respiratory and associated health issues as a result of poor air quality due to EU limits for nitrogen dioxide being exceeded.</b>
<b>Outcome sought</b>	<b>Trends</b>
By 2016, halve the number of vulnerable people exposed to the health risks associated with exceeding the EU limits for nitrogen dioxide from a 2008 general baseline of 3.6 million people.	The number of people exposed to the health risks associated with exceeding the EU limits for nitrogen dioxide decreased from the 2008 general baseline of 3.6 million people to 1,414,570 <sup>8</sup> in 2013 <sup>9</sup> and is projected to decrease to around 300,000 in 2020.

### Health

<b>Objective</b>	<b>Continue to tackle the differences in the health of Londoners through the work laid out in the Health Inequalities Strategy</b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in average life expectancy at birth in London for both males and females	The average life expectancy at birth in London has continued to increase and is higher than the England average. For <b>males</b> it increased in London from 78.8 in 2008-2010 to 80.3 in 2012-14. For <b>females</b> , life expectancy at birth in London increased from 83.2 to 84.2 over the same period.
Increase in average life expectancy at 65 in London for both males and females	The average life expectancy at 65 in London has continued to increase. For <b>males</b> it increased in London from 18.4 years in 2008-10 to 19.2 in 2012-14. For <b>females</b> , life expectancy at 65 in London increased from 21.3 to 21.9 over the same period.

<sup>8</sup> We now have new 2013 data as we have just published a new London Atmospheric Emissions Inventory. This uses 2013 as the base year. It's important to note that the methodology we used this time has changed a little – rather than averaging at the OA level, we have assigned postcode level population directly to the exceedance area.

<sup>9</sup> This is the base year of the new version of the London Atmospheric Emissions Inventory.



Outcome sought	Trends
Decrease in the gap between the borough with the highest life expectancy at birth and the borough with the lowest for both males and females	<p>The gap in life expectancy between the borough with the highest life expectancy at birth (Kensington and Chelsea) and the borough with the lowest (currently Barking and Dagenham) for <b>males</b> rose from 3.8 years in 2008-10 to 4.4 in 2009 – 2011, then to 5.7 in 2012-2014.</p> <p>The gap in life expectancy between the borough with the highest life expectancy at birth (currently Camden) and the borough with the lowest (currently Barking and Dagenham) for <b>females</b> rose from 0.8 years in 2000-2002 to 3.7 for the period 2008 - 2010, before falling to 3.6 years in 2011-2013, increasing to 4.6 by 2012-2014.</p>

## Culture

<b>Objective</b>	<b>Ensure that cultural campaigns and projects supported by the GLA successfully engage with children and young people, and help to foster a spirit of inquiry and aspiration for arts, heritage and culture.</b>
<b>Outcome sought</b>	<b>Trends</b>
More children and young people in London have an opportunity to access free arts and cultural activities	<p>The Mayor’s Music Fund began in 2011. By March 2015 it had supported 335 talented young Londoners from low income families. In 2011-12 it supported 100 young Londoners from low income families, of these 45% were male and 55% female; 48% were of BAME background; 19% were from white communities and 33% did not state their ethnicity. In 2011 there were no disabled children supported. In 2015-16 over 275 young Londoners were supported, of these 59% were female; 48% were from BAME backgrounds; 34% were from white communities; 17% did not state their ethnicity and 2% were disabled.</p> <p>The GLA supported UFEST 2015 - a free festival at the Queen Elizabeth Olympic Park for young people and the local community. 35 young people joined the Street Team and received training and mentoring as part of their role in developing content and promotion for the festival. Over 7,700 hours of artistic programming was delivered by young people. Since the festival 27% have gone onto further employment or work related positions, with 64% successfully completing an Arts Awards Silver accreditation. UFEST also hosted 80 young people as part of the Dance competition.</p> <p>The Fourth Plinth Schools Awards began in 2007. In 2007, approximately 200 students submitted entries to the Awards arts competition. In 2016 it attracted over 2,700 submissions from over 5,000 young people. Participating students were aged between 5 and 15 years and took inspiration for their works from the Fourth Plinth Commissions in Trafalgar Square.</p> <p>Big Dance Pledge 2016 by Akram Khan has been promoted as part of the Healthy Schools London Programme for presentation in May 2016.</p> <p>A new Dance Unit for the London Curriculum was created for Key Stage 3.</p> <p>Gigs (then called Rhythm of London) began in 2009 and involved around 70 to 80 acts on one day, on around 10 TfL busking pitches. In 2015, Gigs provided over 1,000 free, high quality live performances in highly accessible, public locations such as train stations, shopping centres and on- street at tourist destinations and reached an estimated audience of 2.5 million people; 0.7 million more than the estimated audience in 2014.</p>

## 5) A lasting Olympic legacy for London

Objective 1	<b><i>Convergence - Work with the boroughs and partners to enable residents in the 'six Growth Boroughs' to access sustainable employment, and skills to progress their careers, and reduce the employment gap between different groups of 'Growth Borough' residents and their comparators</i></b>
Outcome sought/measure	Outcomes achieved
Composition of LLDC's contractor and venue operator workforces	<p>There has been a reduction in the overall proportion of people from equality groups<sup>10</sup>. See tables in 'Equalities actions and achievements' in 'A lasting Olympic legacy for London' chapter in the main report.</p> <p>Threshold targets for BAME, female and disabled workers were met in 2015-16. A pilot project to further increase the proportion of local priority groups into swim side vacancies with Greenwich Leisure Ltd at the London Aquatics Centre is underway.</p>
Reduction in the employment gap between the Growth Boroughs and London average	<p>The employment rate of people in the Growth Boroughs continues to increase, falling from 63.4% in 2008 to 69.5% in 2015. The gap between the Growth Boroughs and the London average is 3.4 percentage points in 2015 down from 5.7 percentage points in 2008.</p>
Reduction in the employment gap of disadvantaged groups in the Growth Boroughs and the London average	<p><b>Age – Young people:</b> The employment rate for young people (16-24) in growth boroughs has risen from 45.5% in 2008 to 46.2% in 2015. This has led to a fall in the overall gap in employment rate of young people between the growth boroughs and the London average of 47.1%. The gap currently stands at 0.9 percentage points.</p> <p><b>Age - Older people:</b> The employment rate gap for older people (50-64) between the growth boroughs and the London average has decreased from 6 percentage points in 2008 to 5.6 percentage points in 2014 but increased to 7.9 percentage points in 2015 falling from a 2012 high of 8.2 percentage points.</p> <p><b>Gender:</b> The gap for women decreased from 7.5 percentage points in 2008 to 4.2 percentage points in 2015.</p> <p><b>Ethnicity:</b> The gap in the employment rate of BAME people between the Growth Boroughs and the London average has decreased since 2008 from 4.9% to 3.5% in 2015.</p> <p>The gap in the employment rate between the growth boroughs and the London average of BAME women rose from 6.4% in 2008 to a high of 7.4 % in 2012 then decreased to 4% in 2015. The employment rate gap between the growth boroughs and the London average for BAME men increased 3.7% in 2008 to 4.1 percentage points in 2015. This a fall from last year's gap of 5.3%.</p> <p><b>Disability:</b> The employment gap between disabled people in the growth boroughs and disabled people across London is 4.5%. This has fallen from 9.4% in 2008.</p>
Increase in the diversity profile of apprentices in the Growth Boroughs	<p>The number of people starting apprentices in the growth boroughs increased from 4,430 in its first year of the programme 2009-10 to 10,790 in 2014-15.</p> <p><b>Gender:</b> the proportion of women starting apprenticeships was slightly higher than men at 56.3% for women and 43.7% for men compared to 52.4% women and 47.6% men in 2009-10.</p>

<sup>10</sup> During the final phases of Stadium and Here East transformation, there has been an increase in specialist contractors which has led to the reduction in the overall proportion of people from equality groups. The LLDC is working closely with new employers and contractors coming to the Park to implement a programme of targeted activities that support under-represented groups to access job/apprenticeship opportunities.

<b>Outcome sought/measure</b>	<b>Outcomes achieved</b>
	<p><b>Ethnicity:</b> Since 2009-10 around half of the people who started apprenticeships were from white communities and around half from BAME communities. This is similar to 2014-15 proportion with 45.2% of apprentices from white communities and 54.8% from BAME communities.</p> <p><b>Disability:</b> In 2015-16 5.5% of people starting apprenticeships were learners with learning difficulties, and/or learning disabilities compared to 7.7% in 2009-10.</p>
Composition of apprenticeships provided by Registered Housing Providers delivering the Affordable Housing Programme 2015-2018	Data on the composition of apprenticeships provided by Registered Housing Providers to deliver the Affordable Housing Programme was collected for the first time in September 2015. While a small number of homes had been started in this period (107), no apprenticeships had been started in connection with the growth borough schemes. Data will continue to be collected and reported on an annual basis.

<b>Objective 2</b>	<b><i>Paralympic Legacy - Maximise the legacy of the 2012 Paralympic Games by improving life chances for disabled people</i></b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in disabled Londoners participating in sport	Participation amongst people with a limiting disability in sport in London increased from 17.4% in 2008-09 to 19.3% in 2014-15.
Improvements in the attitudes of Londoners toward disabled people	The proportion of Londoners with a positive attitude towards disabled people increased from 75% in 2005 to 80% in 2012. <sup>11</sup>

## Sport

<b>Objective</b>	<b>Deliver a grass-roots sporting legacy for Londoners from the 2012 Olympic and Paralympic Games by securing a sustained increase in participation in sport and physical activity amongst Londoners</b>
<b>Outcome sought</b>	<b>Trends</b>
Increased participation rates in sport amongst disadvantaged groups	Participation amongst females, BAME and older people has remained relatively steady from their 2008-09 rates of 37.4% for BAME groups, 32.1% for female and 18.8% for older people to 37.0% in 2014-15 for BAME groups, 32.4% for females and 18.0% for older Londoners with a slight dip in 2011 and rise in 2012.

<sup>11</sup> The question in the British Social Attitudes Survey, which asks 'Do you personally tend to think of disabled people as the same as everyone else?' is not asked every year and has not been included in the survey since 2012.

## 6) A safer London

### Hate crime

<b>Objective</b>	<b>Continue to work with partners to increase confidence to report hate crime</b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in the reporting of hate crimes.	Hate crime is under-reported and we aim to boost confidence and increase the reporting of such crimes. In 2015-16 there was an increase of 19.0% in all recorded hate crime from 13,571 to 16,163 when compared to the previous year. The disaggregated figures also show increases in all categories of recorded hate crime, with the largest percentage increases being in disability hate crime and Islamophobic hate crime. In 2008-09 there were a total of 10,704 offences flagged as hate crime across London. This increased to 16,468 in 2015-16 (+53%).
Increase in the detection rate <sup>12</sup> following reports of hate crimes.	The long term trend (from 2008-09 to 2015-16) shows a reduction in the detection rate for hate crime. The sanction detection rates for racist and religious, sexual orientation and Islamophobic hate crime are above or equal to the MPS sanction detection rate for all notifiable offences, which was 19% in 2015-16.
Increase in the satisfaction levels of victims of racial crime in relation to MPS's overall service.	The overall satisfaction rate among racially motivated crime victims with the service being provided by the MPS in rolling 12 months to December 2015 was 76 per cent (a slight improvement from this period the previous year – 74 per cent). It has been around this level since 2005/06 and 2008-09, and is slightly lower than the other measured crime groups within the survey.
Increase in the satisfaction levels of LGB respondents with the MPS's overall service	There has been no significant difference in satisfaction with the MPS's overall service when comparing lesbian gay and bisexual respondents with heterosexual respondents since 2005/06.

### Violence against women and girls

<b>Objective</b>	<b>Show leadership in ending violence against women and girls by developing, evaluating and improving interventions that will be a beacon for other cities and countries</b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in the detection rate following reports of domestic violence.	In 2008-09 there were a total of 52,915 domestic abuse offences recorded by the MPS. This increased to 74,095 in 2015-16 (increase of 40%). Violence with injury accounted for 40% of all domestic abuse in 2008-09. This has reduced to 32% in 2015-16. The volumes of domestic abuse violence with injury have increased from 21,445 in 2008-09 to 23,752 in 2015-16 (11%).

<sup>12</sup> This refers to the sanction detection rate. A sanctioned detection occurs when '(1) a notifiable offence (crime) has been committed and recorded; (2) a suspect has been identified and is aware of the detection; (3) the CPS evidential test is satisfied; (4) the victim has been informed that the offence has been detected, and (5) the suspect has been charged, reported for summons, or cautioned, been issued with a penalty notice for disorder or the offence has been taken into consideration when an offender is sentenced.'

<b>Outcome sought</b>	<b>Trends</b>
Increase in the detection rate following reports of rape and other sexual offences.	The detection rates for rape and sexual offences have remained persistently low. The rate for rape was around a third in 2008-09. It dropped significantly in 2010-11 to around a fifth and remained at this level since through to 2013-14. However, this has dropped further to just over one in 10 (13% in 2015-16). The rate for other sexual offences hovered around a quarter between 2005/06 and 2013-14. In 2014-15 and 2015-16 this has decreased to a fifth (20%)

## Crime - young people

<b>Objective</b>	<b>Reduce the harm caused by gangs and serious youth violence</b>
<b>Outcome sought/ measure</b>	<b>Trends</b>
Reduction in youth violence in London	There were 18 homicide victims aged under-20 in London in 2015-16, a significant reduction from 31 in 2008-09. Victims of serious youth violence numbered 6,888 during 2011-12. This dropped to 6,223 incidents in 2015-16. Non-serious youth violence has increased from 13,843 in 2008-09 to 16,228 in 2015-16.

## Police community engagement

<b>Objective</b>	<b>Engage with London's communities to increase community confidence and reconnect the public and the police</b>
<b>Outcome sought/ measure</b>	<b>Trends</b>
Increase in victim satisfaction with the overall service they have received from the MPS	Victim satisfaction with the overall service received from the MPS improved, from 77% of victims being satisfied in 2008-09 compared to 81% in 2015-16. The introduction of Total Victim Care across the MPS in 2012-13 saw an increase in satisfaction that has remained static since.
Gap between the satisfaction of victims from black, Asian and minority ethnic (BAME) communities and white communities	Satisfaction with the overall service victims have received from the MPS has remained stable for the year to December 2015 for both BAME and white victims. White victims have a consistently higher level of overall satisfaction compared to BAME victims. In 2008-09, 72.7% of BAME victims were satisfied with the overall service received from the MPS whilst 77.7% of white victims were satisfied. In 2015-16 white respondents were at 81.5% whilst BAME at 76.7%. Therefore the gap in satisfaction remains the same.
Increase in the levels of confidence in the police	Confidence levels in the MPS have risen from 2008 levels of 54.8% to 63.9% at the end of December 2015.

## MPS workforce

Objective	Support and challenge the MPS to ensure that Londoners from every background are encouraged and supported to join the MPS, build a successful career and be part of the policing family.
Outcome sought	Trends
MPS's workforce reflects London's ethnic diversity	The proportion of police officers who are from a BAME background has steadily increased from 9% in 2009 to 12% in March 2016, but remains significantly below that of London's BAME population.
An increase in the proportion of BAME people recruited as police officers.	There was a steady increase in the proportion of policy recruits from BAME backgrounds from 2004/05 to 2012-13, when 20% of the recruits were from BAME backgrounds. The proportion dropped to 13.4% in 2008-09 and rose to 24.7% in 2015-16.
The ethnic diversity of the MPS is reflected at all levels	The proportion of police officers who are from a BAME background who have progressed to higher ranks has steadily increased, but remains significantly below that of MPS's BAME workforce as a whole. In 2008-09, there were a total of 100 police officers from a BAME background of the rank of Inspector and above. This was 3.9% of the total officers in these ranks compared to 2015-16, where currently there are 110 police officers from a BAME background of the rank of Inspector and above, 6.2% of the total in these ranks.
BAME police officers are retained	Over the last ten years the turnover rate of BAME officers has generally been lower than that of white officers, standing at 4% for BAME officers and 5.7% for white officers for 2015-16.

## Fire and emergency planning<sup>13</sup>

Objective	To reduce fires and the impact they have
Outcome sought	Trends
Reduction in the number of fatalities arising from primary fires	The number of fatalities arising from primary fires, using the 10 year average, has seen a slight decrease during 2015-16 in comparison to the average of 49 at the end of 2014-15. This is a fall from the 2008-09 rate of 64 people.
Decrease in the number of injuries arising from primary fires	Since 2008, the number of injuries arising from primary fires decreased from 1,079 to 571 in 2015-16 with the Authority currently achieving both its normal and stretch targets for this indicator.

<sup>13</sup> Please note these are predicted figures as the London Fire Brigade continue to gather data for the end of year reporting.

## People at risk of fire

<b>Objective</b>	<b>Target people most at risk (of fires)</b>
<b>Outcome sought</b>	<b>Trends</b>
Increase in the number of home fire safety visits	The number of home fire safety visits carried out continues to remain well within the Authority's targets. A slight dip from 2014-15 is recorded however year-on-year there has been an increase from 44,765 in 2008 to 86,596 carried out in 2015-16.
Increase in the proportion of home fire safety visits targeted at those people most at risk.	The proportion of home fire safety visits targeted at those people most at risk increased year on year, from 51% in 2008-09 to 95.1% in 2015-16. During 2015-16 69,911 home fire safety visits were carried which is reflective of the work spent to target people most at risk.
Increase in the time spent by station based staff on community safety activity	The amount of time spent by station based staff on community safety activities has seen a steady increase from 10.25% in 2008-09 to 13.9% in 2015-16

## 7) GLA workforce

<b>Objective</b>	<b>Achieve a workforce across the GLA and in its functional bodies which reflects London's diversity</b>
<b>Outcome sought</b>	<b>Trends</b>
GLA workforce reflects London's diversity at all levels.	The proportion of women employed at the GLA has remained stable, but has fallen marginally since 2008. In March 2008 it stood at 55% compared to 52% in March 2016. The proportion of female senior staff was 41% in March 2016 compared to 31% in 2008.
	The proportion of BAME staff has fallen from 27% in March 2008 to 24% in March 2016. The proportion of BAME staff in senior positions has fallen from 21% in 2008 to 12% in March 2016.
	The proportion of disabled people amongst all staff has fallen from 8% in March 2008 to 5% in March 2016. The proportion of senior staff has fallen to 2% in March 2016 from 8% in 2008.

# Appendix 5: The London Assembly's required information for the 2015-16 Annual Report

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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 2015-16 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 3150,000 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 sex are based on headcounts, not proportions of full time equivalents.
  - All figures reflect the position at 31 March 2016 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 2015-16

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	4	19	10	11	19	10	28	10	4	3	3	13	1	4	0		0		1	4
Black or Black British	3	14	19	21	35	18	17	6	4	3	1	4	3	12	0		0		1	4
White	12	57	45	49	122	64	208	75	107	91	18	78	20	77	23	100	2	100	20	83
Dual-heritage	2	10	4	4	6	3	13	5	1	1	0		1	4	0		0		0	
Other ethnic group	0		2	2	6	3	5	2	2	2	0		1	4	0		0		0	
Not stated/provided	0		12	13	2	1	5	2	0		1	4	0		0		0		2	8
<b>Total</b>	<b>21</b>	<b>100%</b>	<b>92</b>	<b>100%</b>	<b>190</b>	<b>100%</b>	<b>276</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>24</b>	<b>100%</b>

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	1	5	8	9	10	5	16	6	4	3	1	4	1	4	0		0		0	
Not disabled	16	76	70	76	167	88	242	88	109	92	20	87	25	96	22	96	2	100	21	88
Not stated/provided	4	19	14	15	13	7	18	7	5	4	2	9	0		1	4	0		3	13
<b>Total</b>	<b>21</b>	<b>100%</b>	<b>92</b>	<b>100%</b>	<b>190</b>	<b>100%</b>	<b>276</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>24</b>	<b>100%</b>

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	%		
Female	9	43	49	53	105	55	155	56	59	50	11	48	15	58	6	26	1	50	7	29
Male	12	57	43	47	85	45	121	44	59	50	12	52	11	42	17	74	1	50	17	71
<b>Total</b>	<b>21</b>	<b>100%</b>	<b>92</b>	<b>100%</b>	<b>190</b>	<b>100%</b>	<b>276</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>24</b>	<b>100%</b>

**Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000**

<b>Salary Bracket</b>	<b>No. of employees</b>
£50,000 - £55,000	44
£55,001 - £60,000	74
£60,001 - £65,000	0
£65,001 - £70,000	23
£70,001 - £75,000	15
£75,001 - £80,000	11
£80,001 - £85,000	11
£85,001 - £90,000	12
£90,001 - £95,000	1
£95,001 - £100,00	1
£100,001 - £105,000	1
£105,001 - £110,000	3
£110,001 - £115,000	9
£115,001 - £120,000	1
£120,001 - £125,000	0
£125,001 - £130,000	0
£130,001 - £135,000	4
£135,001 - £140,000	0
£140,001 - £145,000	2
£145,001 - £150,000	0
£150,001 - £155,000	1
£155,001 - £160,000	0
£160,001 - £165,000	2
£165,001 - £170,000	1

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

Job title	Remuneration in £	Job title	Remuneration
Head of Paid Service	170,316	Project Manager	59,789
Chief Economic Advisor	164,123	Senior Performance Manager Projects	59,789
Executive Director Housing and Land	164,018	Project Manager	59,337
Chief of Staff and Deputy Mayor for Policy and Planning	153,300	Senior Programme Manager	59,337
Executive Director Resources	144,511	Sustainable Energy Strategic Officer	59,337
Executive Director Development, Enterprise and Environment	144,511	Project Manager	59,337
Executive Director Secretariat	131,901	Project Manager	59,337
Deputy Mayor - Education and Culture	131,901	Senior Development Manager	59,337
Deputy Mayor - Housing Land and Property	131,901	Project Manager Environment	59,337
Director of Communications and Official Spokesperson	131,901	Head of Office (Labour Group)	58,616
Assistant Director Regeneration	118,671	Head of Office (Conservative Group)	58,616
Deputy Mayor - Environment and Energy	115,000	External Relations Manager	58,616
Assistant Director Economic and Business Policy	114,622	Manager - Events for London	58,616
Assistant Director GLA Group Finance	114,622	Services and Commissioning Manager	58,616
Assistant Director Health and Communities	114,622	Senior Programme Manager	58,616
Assistant Director Human Resources & Organisational Development	114,622	Business Consultant	58,616
Head of Scrutiny and Investigation	112,376	Supervisory Economist	58,616
Assistant Director Planning	112,376	New Schools Delivery Manager	58,616
Assistant Director Programme, Policy and Services	112,376	Project Manager Environment	58,616
Assistant Director Strategic Projects and Property	112,376	Project Manager	57,468
Monitoring Officer and Head of Committee and Member Services	108,010	Committee Services Manager	57,468
Assistant Director Intelligence	105,893	Supervisory Economist	57,468
Assistant Director - External Relations	105,893	Manager OAPFS	57,468
Senior Advisor - Mentoring	103,222	Strategic Planning Manager	57,468
Cycling Commissioner	98,061	Cultural Strategy Manager	57,468
Senior Advisor - Team London and Volunteering	92,900	Board Secretary	57,468

Head of Area - North East	88,324
Head of Facilities Management	88,324
Head of Financial Services	88,324
Group Treasury & Chief Investment Officer	88,324
European Programme Director	88,324
Assistant Director Team London	86,592
Head of Governance and Resilience	86,592
Head of Information Technology	86,592
Senior Manager Programme Delivery and Sustainable Energy	85,230
Senior Programme Manager	85,230
Senior Manager Capital Projects and Programmes	85,230
Senior Manager Land, Estates and Property	85,230
Head of Area - North West	84,895
Head of Area - South	84,895
Assistant Director Environment	83,230
Scrutiny Team Manager	81,529
Senior Economist	81,529
Head of Economic Growth	81,529
Senior Manager Skills, SME's and Employment	81,529
Senior Manager Development and Projects	81,529
Commercial Director	81,529
Senior Manager Strategy	81,529
Senior Finance Manager	81,529
Senior Manager Programme Management	79,931
Senior Manager Digital Transformation	79,931
Principal Private Secretary	79,931
Head of Transport	79,931
Senior Area Manager - North East	78,855
Senior Manager Education and Youth	78,364
Senior Manager Marketing Brand and Digital	78,364

Senior Programme Manager	56,782
Area Manager - South	56,718
Transport Manager	56,340
Corporate Governance Manager	56,340
Housing Policy Manager	56,340
Senior Programme Manager	56,340
Project Manager	56,340
Project Manager	56,340
Principal Policy and Programme Officer	55,441
Principal Policy Officer Business Engagement	55,441
Principal Policy Officer Food	55,441
Principal Policy Officer Knowledge and Innovation	55,441
Principal Policy Officer Skills	55,441
Principal Policy and Programme Officer	55,441
Principal Policy and Programme Officer	55,441
Principal Policy and Programme Officer	55,441
Principal Policy and Programme Officer	55,441
Principal Policy and Programme Officer	55,441
Policy & Programmes Manager	55,441
Principal Strategic Planner	55,441
Principal Strategic Planner	55,441
Senior Development Manager	55,441
Senior Development Manager	55,441
Amenities Manager	55,441
Infrastructure Manager	55,441
Support Services Manager	55,441
Senior Systems Engineer	55,441
Senior Systems Engineer	55,441
Senior Systems Engineer	55,441
Senior Systems Engineer	55,441

Scrutiny Team Manager	76,826
Senior Manager Services and Commissioning and Retrofit	76,826
Head of Area	75,915
Senior Area Manager - South	75,915
Head of Public and Community Liaison	71,637
Chief Accountant	71,637
Human Resources Manager	71,637
Operations Manager	71,637
Senior Manager Culture and Creative Industries	71,637
Strategic Planning Manager	71,637
Head of Media	71,637
Head of Government and EU Relations	71,637
Business Development Manager	71,637
Finance Manager	71,637
Public Health Specialist	71,637
Senior Area Manager - North West	70,234
Senior Area Manager - South	70,234
Principal Development Manager - Procurement	70,234
Programme Manager	68,855
Senior Area Manager - South	68,855
Sport Manager	68,855
Senior Area Manager - North East	68,855
Area Manager NE	68,855
Area Manager South	68,855
Area Manager NW	68,855
Senior Area Manager - North East	68,855
Senior Area Manager - North West	68,855
Principal Development Manager - Planning	68,855
Human Resources Manager	68,855
Senior Manager Business Engagement	68,855

Principal Policy Officer European Fund	55,441
Principal Policy and Programme Officer	55,441
Principal Project Officer	55,441
Business Consultant	55,234
Opinion Research and Statistics Manager	55,234
Project Manager Environment	55,234
Business Consultant	55,234
Senior Programme Manager	55,234
Major Sports Manager	54,354
Special Assistant to the Chief Economic Advisor	54,354
Private Secretary to the Mayor	53,287
Principal Policy Officer Skills and Employment	53,287
Principal Strategic Planner	53,287
Principal Policy Officer	53,287
Senior Development Manager	53,287
Senior Development Manager	53,287
Financial Analyst	53,287
Resourcing Manager	53,287
Principal Policy Officer Skills and Employment	53,287
Principal Project Officer	53,287
Principal Policy Officer Food	53,287
Principal Project Officer	53,287
Principal Policy Officer	53,287
London Health Board Secretariat Manager	53,287
Education Policy Manager	52,243
Senior Manager Team London	52,243
Principal Policy Officer Food	52,243
Principal Policy Officer Business and Skills	52,243
Principal Policy and Programme Officer	52,243
Principal Policy Officer	52,243

Finance Manager	67,507
Policy and Programmes Manager	67,507
Policy and Programmes Manager	67,507
Policy and Programmes Manager	67,507
Senior Area Manager - South	67,507
Human Resources Manager (OPDC)	66,183
Engagement & OD Manager	66,183
Engagement & OD Manager	66,183
Strategic Planning Manager (Euston Project)	66,183
Human Resources Manager (OPDC)	66,183
Manager Diversity and Social Policy	66,183
Senior Programme Manager	66,183
Senior Area Manager - North East	66,183
Senior Programme Monitoring and Capital Projects Officer	59,789
Cultural Legacy Manager and Big Dance Director	59,789
Senior Programme Delivery Manager	59,789
Manager Development Decisions	59,789
Principal Strategic Planner	59,789
Project Manager Environment	59,789
Manager International Affairs	59,789
Head of EU Office	59,789
Special Adviser - Business and Science	59,789
Project Manager	59,789

Senior Group Treasury Officer Reporting and Control	52,243
Senior Group Treasury Officer Operations	52,243
Principal Policy Officer Hydrogen	52,243
Principal Policy Officer	52,243
Programme Manager GPF	52,243
Housing Zones Manager (Contracting)	52,243
Estates Manager	52,154
Principal Strategic Planner	51,220
Principal Strategic Planner	51,220
Principal Strategic Planner	51,220
Estates Manager	51,220
Principal Policy Officer	51,220
Principal Strategic Planner	51,220
Principal Accountant	51,220
Housing Zones Manager (Contracting)	51,220
Principal Policy Officer Skills and Employment	51,220
Principal Project Officer	51,220
Principal Policy Officer Skills, SME's and Employment	51,220
Principal Policy and Programme Officer	51,220
Principal Policy and Programme Manager	51,220
Senior Development Manager	51,220
Project Manager RE:NEW	51,220

This data is based on full time equivalent salaries as at 31 March 2016 and does not include pension to ensure the data used is the same as the salary by equality groups.

The GLA does not make bonus payments.

To be consistent with the information that is published on London.gov.uk honorariums have not been included.

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

Name	Department / Functional area	Job title
J Jacobs	Corporate Management Team	Head of Paid Service & Executive Director Communities & Intelligence
E Lister	Mayoral Appointee	Chief of Staff and Deputy Mayor for Policy and Planning
D Lunts	Corporate Management Team	Executive Director Housing and Land
G Lyons	Mayoral Appointee	Chief Economic Advisor

A total of four staff were earning over £150,000 as at 31 March 2016

### Pay ratio between highest and median salary

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

The ratio used last year and this year aligns with the Transparency Code 2015 but is not comparable to previous years which were calculated on lowest salary rather than median.

## LFEPA

*ERRATUM: Please note that the numbers in the original version published were incorrect. A formula used by LFEPA to apply adjustments for part-time staff had inadvertently upweighted salaries for FRS staff, and this had meant that some were classified against a slightly higher pay band than they should have been. The relevant figures in tables 1, 2 and 5 below have now been corrected (13 July 2016).*

### 1- 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		£90,001 to £100,000		Above £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Asian or Asian British	1	33	28	8	103	2	10	1	4	2	1	2	0		0		0		0	
Black or Black British	0		48	14	291	7	28	4	13	7	1	2	2	12	0		0		0	
White	0		231	69	3,714	84	590	88	153	86	55	92	14	82	13	93	4	100	11	100
Dual-heritage	2	67	14	4	185	4	18	3	5	3	2	3	1	6	0		0		0	
Other ethnic group	0		8	2	51	1	7	1	1	1	0		0		1	7	0		0	
Not stated/provided	0		5	1	66	1	21	3	2	1	1	2	0		0		0		0	
<b>Total</b>	<b>3</b>	<b>100%</b>	<b>334</b>	<b>100%</b>	<b>4,410</b>	<b>100%</b>	<b>674</b>	<b>100%</b>	<b>178</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>11</b>	<b>100%</b>

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		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Disabled	0		32	10	146	3	43	6	9	5	2	3	0		0		0		0	
Not disabled	3	100	291	87	4,226	96	630	93	168	94	57	95	17	100	14	100	4	100	11	100
Not stated/provided	0		11	3	38	1	1	0	1	1	1	2	0		0		0		0	
<b>Total</b>	<b>3</b>	<b>100%</b>	<b>334</b>	<b>100%</b>	<b>4,410</b>	<b>100%</b>	<b>674</b>	<b>100%</b>	<b>178</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>11</b>	<b>100%</b>

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		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Female	3	100	124	37	467	11	112	17	39	22	7	12	6	35	2	14	1	25	2	18
Male	0		210	63	3,943	89	562	83	139	78	53	88	11	65	12	86	3	75	9	87
<b>Total</b>	<b>3</b>	<b>100%</b>	<b>334</b>	<b>100%</b>	<b>4,410</b>	<b>100%</b>	<b>674</b>	<b>100%</b>	<b>178</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>11</b>	<b>100%</b>



**2- LFEPA: Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000**

<b>Salary Bracket</b>	<b>No. of employees</b>
£50,000 - £55,000	29
£55,001 - £60,000	149
£60,001 - £65,000	25
£65,001 - £70,000	35
£70,001 - £75,000	5
£75,001 - £80,000	12
£80,001 - £85,000	10
£85,001 - £90,000	4
£90,001 - £95,000	2
£95,001 - £100,00	2
£100,001 - £105,000	0
£105,001 - £110,000	0
£110,001 - £115,000	6
£115,001 - £120,000	2
£120,001 - £125,000	0
£125,001 - £130,000	0
£130,001 - £135,000	0
£135,001 - £140,000	0
£140,001 - £145,000	1
£145,001 - £150,000	0
£150,001 - £155,000	0
£155,001 - £160,000	2

### 3- 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 (£)	Total Remuneration (excluding pensions) (£)	Pension Contributions (£)	Total Remuneration (including pensions) (£)
Commissioner	101,504	4		101,508		101,508
Director of Finance & Contractual Services	158,093	392		158,485	23,556	182,041
Director of Operations	155,691	623		156,314	33,785	190,099
Director of Safety and Assurance*	131,273	980		132,254	28,486	160,740
Head of Communications	54,668			54,668	10,747	65,415
Head of Legal & Democratic Services & Monitoring Officer**	69,853			69,853		69,853
Head of Strategy & Inclusion	97,889			97,889	14,586	112,475
Former Director of Operational Training & Resilience	122,422	25	93,077	215,523	16,842	232,365
Former Strategic Advisor to the Commissioner	21,807		55,292	77,099	1,083	78,182
Former Head of Legal & Democratic Services	56,685			56,685		56,685

\*Came into this post on 01/12/2015. The salary shown is that of Director of Safety and Assurance, from 01.12.15 to 31.03.16, added to that of Assistant Commissioner, from 01.04.15 to 30.11.15

\*\* From 19/10/15

### 4- Names of employees whose salaries are £150,000 or more: Dave Brown, Sue Budden.

### 5- Pay ratio between highest and median salary

Category	2014-15	2015-16
All permanent and fixed-term staff	4.72	4.47
Permanent staff only	4.72	4.47

The pay ratio is the ratio between the highest paid salary and the median of the whole of the authority's workforce. This is in accordance with government guidance (Local Government Transparency Code, 2015).

## 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	0		4	20	2	9	1	10	0		0		0		0		0		0	
Black or Black British	0		2	10	1	5	1	10	0		1	7	0		0		0		0	
White	0		13	6	19	83	17	70	22	95	13	93	8	80	9	100	3	100	13	100
Dual-heritage	0		1	5	0		0		1	5	0		1	10	0		0		0	
Other ethnic group	0		0		0		1	10	0		0		0		0		0		0	
Not stated/provided	0		0		1	3	0		0		0		1	10	0		0		0	
<b>Total</b>	<b>0</b>		<b>20</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

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		0		0		1	10	0		0		0	
Not disabled	0		12	60	20	87	17	71	19	83	13	93	8	80	9	90	3	100	10	77
Not stated/provided	0		7	40	3	13	7	29	4	17	1	7	1	10	1	10			3	23
<b>Total</b>	<b>0</b>		<b>20</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

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		18	90	17	74	19	79	16	70	7	50	6	60	4	40	3	100	2	15
Male	0		2	10	6	26	5	21	7	30	7	50	4	40	6	60	0		11	85
<b>Total</b>	<b>0</b>		<b>20</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

**Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000**

<b>Salary Bracket</b>	<b>No. of employees</b>
£50,000 - £55,000	1
£55,001 - £60,000	22
£60,001 - £65,000	11
£65,001 - £70,000	3
£70,001 - £75,000	4
£75,001 - £80,000	5
£80,001 - £85,000	4
£85,001 - £90,000	6
£90,001 - £95,000	0
£95,001 - £100,00	4
£100,001 - £105,000	2
£105,001 - £110,000	0
£110,001 - £115,000	2
£115,001 - £120,000	3
£120,001 - £125,000	0
£125,001 - £130,000	0
£130,001 - £135,000	0
£135,001 - £140,000	0
£140,001 - £145,000	1
£145,001 - £150,000	1
£150,001 - £155,000	3
£155,001 - £195,000	0
£195,001 - £200,000	1

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

The information is published on [this page of the LLDC website](#)

Title	Salary in £	Note
Chief Executive	196,950	
Executive Director	178,513	
Executive Director - Regeneration and Community Partnerships	152,764	
Executive Director	152,464	
Executive Director - Park Operations & Venues	147,471	
Executive Director of Development	140,449	
Director of Communication, Marketing & Strategy	117,729	
Director of Visitor Services	117,729	
Director of Planning Policy and Decisions	117,729	
Director of Finance	117,728	
Director of IT and Information Services	112,377	
Director of Estate and Park Management	101,674	
Project Director - Stratford Waterfront	101,674	
Director of Socio-Economic Regeneration	101,674	
Head of HR	96,323	
Director of Design	96,323	
Head of Finance	87,018	
Head of Service - Programme Management and Governance	87,018	
Head of Estates and Facilities Management	87,018	
Head of Service - Equality and Inclusion	87,018	
Head of Service - Business and Stakeholder Engagement	87,018	
Head of External Affairs	83,062	
Head of Planning Policy	83,062	
Head of Marketing & Corporate Communications	79,107	
Head of Planning	79,107	
Head of Sport and Health	78,324	
Director of Development	77,058	Works part time 0.8
Head of Events	75,151	
Head of Development Management	75,151	

Head of Development	71,196	
Head of Strategy and Sustainability	71,196	
Financial Controller	71,169	
IT Programme and Change Manager	67,886	
Senior Finance Business Partner	67,886	
Senior Business Manager - Real Estate	67,886	
Senior Regeneration Manager	67,886	
Senior Manager - Contracts	64,801	
Senior Planning Manager	64,801	
Senior Development Manager (4)	64,801	
Senior Programme Manager	61,715	
Senior Planning Development Manager	61,715	
Senior Project Manager - Construction	61,715	
Senior Manager - Accessibility & Inclusive Design	61,715	
Head of Arts and Culture	61,715	
Senior Regeneration Manager	61,715	
Principal Designer (2)	61,104	
Senior Business Planning Analyst	58,628	
Senior Planning Development Manager	58,628	
Senior Planning Development Manager	58,628	
Principal Designer (3)	58,628	
Senior External Relations Manager	56,461	
Senior Media Manager	55,928	
Senior Information Manager	55,928	
Senior Events Manager	55,928	
Senior Programme Assurance Manager	55,543	
Senior Asset and Estates Manager	55,543	
Senior Planning Development Manager	55,543	
Senior Planning Development Manager	55,543	
Senior Planning Manager	55,543	
Senior Development Manager	55,543	
Senior Development Manager(2)	55,543	
Senior Development Manager (3)	55,543	

Principal Designer	55,543	
Senior Project Analyst	54,993	
Senior Planning Policy Manager/CIL & S106	54,309	Works part time 0.8
Project Sponsor - Utilities	52,211	Works part time 0.6
Project Sponsor - LPR	52,211	Works part time 0.6
Senior Asset and Estates Manager	51,841	Works part time 0.8
Senior Marketing Manager	50,843	
Deputy Financial Controller	50,843	
IT Service Delivery Manager	50,843	
Park Services Manager	50,843	
Senior Planning Policy Officer	50,843	
Senior Paralympic Legacy Manager	50,843	
Principal Designer (4)	46,902	Works part time 0.8
Senior Asset and Estates Manager	38,881	Works part time 0.6
Head of Strategy	37,576	Works part time 0.5
Head of Strategy	35,598	Works part time 0.5
Senior Corporate Communications Manager	27,155	works part time 0.4

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

<b>Name</b>	<b>Job title</b>	<b>Department / Functional area</b>
David Goldstone	Chief Executive	Executive Office
Colin Naish	Executive Director of Stadium	E20 Stadium
Gerry Murphy	Executive Director of Finance and Corporate Services	Finance and Corporate Services
Paul Brickell	Executive Director of Regeneration and Community Partnerships	Regeneration and Community Partnerships

### **Pay ratio between highest and median salary**

<b>Category</b>	<b>2014-15</b>	<b>2015-16</b>
All permanent and fixed-term staff	4.3	3.36

## 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	28	23	632	11	1,252	8	789	4	57	2	25	2	8	3	3	3	0		2	4
Black or Black British	44	36	639	11	1,016	7	614	3	50	2	27	2	6	3	1	1	4	6	1	2
White	43	35	4,218	70	11,732	77	16,800	89	2,228	93	1,163	93	200	87	80	86	58	92	36	73
Dual-heritage	3	2	207	3	555	4	405	2	21	1	18	1	2	1	2	2	0		1	2
Other ethnic group	4	3	169	3	346	2	243	1	14	1	10	1	1		0		0		0	
Not stated/provided	1	1	129	2	272	2	111	1	31	1	8	1	14	6	7	8	1	2	9	18
<b>Total</b>	<b>123</b>	<b>100%</b>	<b>5,994</b>	<b>100%</b>	<b>15,173</b>	<b>100%</b>	<b>18,962</b>	<b>100%</b>	<b>2,401</b>	<b>100%</b>	<b>1,251</b>	<b>100%</b>	<b>231</b>	<b>100%</b>	<b>93</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>49</b>	<b>100%</b>

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	3	2	84	1	114	1	82	0.4	6	0.2	5	0.4	4	1.7	2	2	1	2	4	8
Not disabled	79	64	2,741	46	5,227	34	10,331	54.5	1,252	52.1	615	49.2	125	54.1	55	59	33	52	16	33
Not stated/provided	41	33	3,169	53	9,832	65	8,549	45.1	1,143	47.6	631	50.4	102	44.2	36	39	29	46	29	59
<b>Total</b>	<b>123</b>	<b>100%</b>	<b>5,994</b>	<b>100%</b>	<b>15,173</b>	<b>100%</b>	<b>18,962</b>	<b>100%</b>	<b>2,401</b>	<b>100%</b>	<b>1,251</b>	<b>100%</b>	<b>231</b>	<b>100%</b>	<b>93</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>49</b>	<b>100%</b>

\* This is drawn from the disability field within Met HR, and not the 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		£90,001 to £100,000		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Female	85	69	3,296	55	5,880	39	5,240	28	469	20	260	21	64	28	21	23	15	24	20	41
Male	38	31	2,698	45	9,293	61	13,722	72	1,932	80	991	79	167	72	72	77	48	76	29	59
<b>Total</b>	<b>123</b>	<b>100%</b>	<b>5,994</b>	<b>100%</b>	<b>15,173</b>	<b>100%</b>	<b>18,962</b>	<b>100%</b>	<b>2,401</b>	<b>100%</b>	<b>1,251</b>	<b>100%</b>	<b>231</b>	<b>100%</b>	<b>93</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>49</b>	<b>100%</b>



**MOPAC/MPS: Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000**

<b>Salary Bracket</b>	<b>No. of employees</b>
£50,000 - £54,999	4,549
£55,000 - £59,999	2,189
£60,000 - £64,999	1,585
£65,000 - £69,999	672
£70,000 - £74,999	345
£75,000 - £79,999	193
£80,000 - £84,999	104
£85,000 - £89,999	71
£90,000 - £94,999	78
£95,000 - £99,999	15
£100,000 - £104,999	10
£105,000 - £109,999	3
£110,000 - £114,999	6
£115,000 - £119,999	9
£120,000 - £124,999	3
£125,000 - £129,999	3
£130,000 - £134,999	4
£135,000 - £139,999	2
£140,000 - £144,999	2
£150,000 - £154,999	4
£155,000 - £159,999	1
£160,000 - £164,999	2
£165,000 - £169,999	1
£170,000 - £174,999	1
£195,000 - £199,999	2
£200,000 - £204,999	1
£205,000 - £209,999	1

£210,000 - £215,999	1
£240,000 - £244,999	1
£280,000 - £284,999	1
Total	9,859

**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 Operating Officer	165,000	Nil
Deputy Mayor for Policing and Crime	127,784	Nil
Director of Strategy	115,000	Nil
Director of Audit, Risk and Assurance	115,000	Nil
Director of IOM, Programmes and Neighbourhoods	115,000	Nil

For both MOPAC and MPS data, senior employees has been defined as those at director level, i.e. the Senior Leadership Team of both organisations)

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

Post holder information (post title)	Name		Salary (including fees & allowances) (£)	Benefits in kind (£)	Total remuneration excluding pension contributions 2015-16 (£)	Pension contributions (£)	Total remuneration including pension contributions 2015-16 (£)
CPM							
Commissioner	B Hogan-Howe		278,563	11,051	289,614	0	289,614
Deputy Commissioner	C Mackey		239,058	8,353	247,411	0	247,411
Assistant Commissioner	C Dick	1	106,758	0	106,758	23,747	130,505
Assistant Commissioner	P Gallan		196,458	5,027	201,485	44,717	246,202
Assistant Commissioner	M Hewitt		196,458	7,107	203,565	44,717	248,282

Assistant Commissioner	H King		214,521	3,244	217,765	44,717	262,482
Assistant Commissioner	M Rowley		204,805	5,232	210,037	44,717	254,754
Deputy Assistant Commissioner	H Ball		162,591	4,365	166,956	34,414	201,370
Deputy Assistant Commissioner	M De-Brunner		153,274	6,531	159,805	34,414	194,219
Deputy Assistant Commissioner	M Simmons		153,018	7,842	160,860	34,414	195,274
Deputy Assistant Commissioner	A Basu		153,271	6,166	159,437	34,468	193,905
Deputy Assistant Commissioner	S Rodhouse		153,018	7,924	160,942	34,414	195,356
Deputy Assistant Commissioner	F Taylor		163,518	3,244	166,762	34,414	201,176
Deputy Assistant Commissioner	P Terry		171,742	3,244	174,986	34,460	209,446
Director of Commercial & Finance	L McMullan		157,350	0	157,350	38,465	195,815
Director of Digital Policing	A McCallum	2	45,968	0	45,968	0	45,968
<u>NPCC</u>							
Assistant Commissioner	S Thornton	3	200,996	3,244	204,240	44,717	248,957

1. C Dick was seconded to the Foreign and Commonwealth Office from 19/1/15 and left employment on 16/10/2015 with an annualised salary of £198,311
2. A McCallum was appointed Director of Digital Policing on 18/1/2016 with an annualised salary of £225,000. Prior to his appointment Eccecsys Ltd had been engaged to provide advice to the MPS on its technology strategy and operations. Eccecsys Ltd provided up to 3 consultants for the period 1/4/15 to 31/8/15 for £345,620.
3. S.Thornton is chair of the National Police Chiefs' Council which is funded by police forces in England, Wales and Northern Ireland as well as the armed services and some British overseas territories.

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

For both MOPAC and MPS data, senior employees has been defined as those at director level, i.e. the Senior Leadership Team of both organisations)

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

Job title	Name
Commissioner	B Hogan-Howe
Deputy Commissioner	C Mackey
Assistant Commissioner	C Dick *
Assistant Commissioner	P Gallan
Assistant Commissioner	M Hewitt
Assistant Commissioner	H King
Assistant Commissioner	M Rowley
Assistant Commissioner	S Thornton **
Deputy Assistant Commissioner	H Ball

\*Seconded to the Foreign & Commonwealth Office

\*\*Seconded to the National Police Chiefs' Council (NPCC)

Job title	Name
Deputy Assistant Commissioner	A Basu
Deputy Assistant Commissioner	M De-Brunner
Deputy Assistant Commissioner	S Rodhouse
Deputy Assistant Commissioner	M Simmons
Deputy Assistant Commissioner	F Taylor
Deputy Assistant Commissioner	P Terry
Chief Operating Officer	H Bailey
Director of Commercial and Finance	L McMullan
Director of Digital Policing	A McCallum

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

Category	2014-15	2015-16
MPS All staff	7.08	7
MOPAC	3.47	3.38

The pay multiple is defined as the ration the highest paid taxable earnings for the given year and the median earnings figure for the workforce. The median earnings figure is calculated based on the taxable earnings for 2015-16 for full time employees in service at 31 March 2016 and who were employed for the entire year to avoid distortion from part timers, starters and leavers.

## 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	36	14	174	10	827	10	514	9	771	10	183	8	52	6	11	4	2	2	5	3
Black or Black British	18	7	248	14	1,408	17	810	14	1,073	14	199	9	41	5	7	2	2	2	1	1
White	140	53	816	46	3,403	41	3,327	57	4,542	58	1,539	67	603	71	201	68	99	77	136	72
Dual heritage	11	4	42	2	183	2	81	1	102	1	29	1	10	1	2	1	0		3	1
Other ethnic group	3	1	38	2	134	2	129	2	146	2	35	1	9	1	4	1	4	3	1	1
Not stated/provided	57	21	455	26	2,342	28	986	17	1,140	15	322	14	132	16	69	24	21	16	42	22
<b>Total</b>	<b>265</b>	<b>100%</b>	<b>1,773</b>	<b>100%</b>	<b>8,297</b>	<b>100%</b>	<b>5,847</b>	<b>100%</b>	<b>7,774</b>	<b>100%</b>	<b>2,307</b>	<b>100%</b>	<b>847</b>	<b>100%</b>	<b>294</b>	<b>100%</b>	<b>128</b>	<b>100%</b>	<b>188</b>	<b>100%</b>

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	2	1	53	3	176	2	94	2	140	2	46	2	20	3	4	1	3	2	0	
Not disabled	206	78	1,012	57	3,884	47	2,347	40	3,598	46	955	41	409	48	130	44	76	60	111	59
Not stated/provided	57	21	708	40	4,237	51	3,406	58	4,036	52	1,306	57	418	49	160	55	49	38	77	41
<b>Total</b>	<b>265</b>	<b>100%</b>	<b>1,773</b>	<b>100%</b>	<b>8,297</b>	<b>100%</b>	<b>5,847</b>	<b>100%</b>	<b>7,774</b>	<b>100%</b>	<b>2,307</b>	<b>100%</b>	<b>847</b>	<b>100%</b>	<b>294</b>	<b>100%</b>	<b>128</b>	<b>100%</b>	<b>188</b>	<b>100%</b>

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	44	17	715	40	2,680	32	1,143	20	1,201	15	346	15	137	16	46	16	27	21	34	18
Male	221	83	1,056	60	5,612	68	4,703	80	6,567	85	1,961	85	710	84	248	84	101	79	154	82
Transgendered Women	0		2		3		0		1		0		0		0		0		0	
Transgendered Man	0		0		2		1		4		0		0		0		0		0	
Gender Neutral	0		0		0		0		1		0		0		0		0		0	
<b>Total</b>	<b>265</b>	<b>100%</b>	<b>1,773</b>	<b>100%</b>	<b>8,297</b>	<b>100%</b>	<b>5,847</b>	<b>100%</b>	<b>7,774</b>	<b>100%</b>	<b>2,307</b>	<b>100%</b>	<b>847</b>	<b>100%</b>	<b>294</b>	<b>100%</b>	<b>128</b>	<b>100%</b>	<b>188</b>	<b>100%</b>

### Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000

Number of Employees	£50,000 to £54,999		£55,000 to £59,999		£60,000 to £64,999		£65,000 to £69,999		£70,000 to £74,999		£75,000 to £79,999		£80,000 to £84,999		£85,000 to £89,999		£90,000 to £94,999		£95,000 to £99,999		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Total	4,219	36	2,194	18	1,603	14	1,134	10	787	7	591	5	391	3	230	2	163	1	135	1	402	3

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.

### 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	356,409	81,738
Managing Director, Rail and Underground	314,880	9,069
Managing Director, Surface Transport	273,760	75,667
Director of Capital Programmes, London Underground	258,582	1,389
General Counsel	257,814	65,267
Chief Operating Officer, London Underground	247,747	1,278
Managing Director, Customers, Communication and Technology	233,657	67,281
Operations Director, Sub-Surface Lines	210,082	47,854
Programme Director of Systems, Rail and Underground	210,092	53,389
Human Resources Director	207,826	33,001
Chief Operating Officer, London Rail	200,606	34,689
Chief Operating Officer, Surface Transport	193,686	33,924
Chief Technology Officer and Director of Customer Experience	192,872	36,626
Managing Director, Planning	191,416	33,764
Director of Pensions and Reward	189,988	32,359
Commercial Director, Rail & Underground	187,362	26,989
Director of Finance, Rail & Underground	183,645	24,209

Operations Director - Jubilee, Northern & Piccadilly Lines	182,534	37,823
Director of Group Treasury	179,185	26,389
New Tube for London Programme Director	178,426	24,589
Director of Commercial	176,156	26,389
Director of Commercial Development	175,000	26,389
Chief Information Officer	175,598	21,389
Director of Marketing	173,547	31,014
Managing Director, Crossrail 2	173,086	37,674
Head of Engineering, New Tube for London	171,324	33,389
Director of Road Space Management	163,833	26,364
Director of Business Transformation	160,000	21,389
Programme Director Construction, Rail and Underground	153,535	22,389
Programme Director - Infrastructure	153,008	21,389
Director of Legal	148,832	30,389
Chief Finance Officer	137,693	812
Commercial Asset Management Director	107,787	457
Property Development Director	66,335	532
IM Chief Operating Officer	62,916	578
Project Manager, Property Development	22,518	-

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 2016.

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

Name	Job title	Name	Job title
Mike Brown	Commissioner	Stephen Griffiths	Chief Operating Officer, London Underground
Nick Brown	Managing Director, Rail & Underground	Lester Hampson	Property Development Director
Howard Carter	General Counsel	Stuart Harvey	Programme Director of Systems, Rail & Underground
Leon Daniels	Managing Director, Surface Transport	Nigel Holness	Operations Director – Jubilee, Northern & Piccadilly Lines
Michele Dix	Managing Director, Crossrail 2	Simon Kilonback	Director of Group Treasury

Vernon Everitt	Managing Director, Customers, Communication & Technology
Ian Nunn	Chief Finance Officer
Miles Ashley	Programme Director Construction, Rail & Underground
Sarah Atkins	Commercial Director, Rail & Underground
Derek Baillie	Project Manager, Property Development
Justin Brand	Commercial Asset Management Director
Alan Bristow	Director of Road Space Management
Andrea Clarke	Director of Legal
Graeme Craig	Director of Commercial Development
Richard De Cani	Managing Director, Planning
Garrett Emmerson	Chief Operating Officer, Surface Transport
Stephen Field	Director of Pensions & Reward
Michael Flynn	New Tube for London Programme Director

Nicholas Leach	IM Chief Operating Officer
Chris Macleod	Director of Marketing
George McInulty	Programme Director – Infrastructure, Rail & Underground
Andrew Pollins	Director of Finance, Rail & Underground
Gareth Powell	Chief Operating Officer, London Rail
Andrew Quincey	Director of Commercial
Patrica Riley	Human Resources Director
Michael Strzelecki	Director of Business Transformation
Paul Thomas	Head of Engineering, Sub-Surface Railway Upgrade Programme
Steven Townsend	Chief Information Officer
Shashi Verma	Director of Customer Experience, Chief Technology Officer
David Waboso	Director of Capital Programmes, London Underground
Stephen White	Operations Director Sub-Surface Lines

**Total number of TfL (excluding Crossrail) employees earning over £150k at 31 March 2016** 36

This data is based on base salary, and only those with a base salary on 31 March 2016 exceeding £150,000 are included in the totals.

### Ratio between the highest and median salary for 2015-16

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

Note that the data provided this year has been aligned with the requirements of the Local Government Transparency Code 2014. 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 2015-16 for employees in service at 31 March 2016 and who were employed for the entire year to avoid distortion from starters and leavers. The ratio used in 2013 and before was calculated on lowest salary rather than median and are not comparable to 2014-15 and 2015-16.



## CROSSRAIL

### Representation of equalities groups at different pay levels 2015-16

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	20	17	15	21	17	8	7	4	4	6	9	1	2	4	14	0		0	
Black or Black British	1	20	22	19	18	15	11	10	11	12	4	6	2	4	1	3	0		1	2
White	3	60	62	54	73	60	86	75	68	76	51	77	46	92	23	79	17	94	50	98
Dual heritage	0		8	7	1	1	6	5	2	2	1	2	0		0		0		0	
Other ethnic group	0		4	3	7	6	2	2	4	4	2	3	0		0		0		0	
Not stated/provided	0		2	2	2	2	2	2	1	1	2	3	1	2	1	3	1	6	0	
<b>Total</b>	<b>5</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>122</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>90</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>50</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>51</b>	<b>100%</b>

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		1	1	3	2	1	1	1	1	0		0		1	3	0		0	
Not disabled	5	100	114	99	119	98	114	99	89	99	66	100	50	100	28	97	18	100	51	100
<b>Total</b>	<b>5</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>122</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>90</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>50</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>51</b>	<b>100%</b>

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	3	60	61	53	73	60	50	43	17	19	10	15	12	24	3	10	2	11	6	12
Male	2	40	54	47	49	40	65	57	73	81	56	85	38	76	26	90	16	89	45	88
<b>Total</b>	<b>5</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>122</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>90</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>50</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>51</b>	<b>100%</b>

This data was extracted as at 31 March 2016 and represents base salary on that date.

## 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 (£)
Chief Executive	521,150	254,350
Programme Director	289,101	101,080
Non-Executive Chairman	250,000	1,400
Talent & Resources Director	221,625	54,590
Technical Director	210,052	37,638
Commercial Director	211,575	13,931
Health & Safety Director	196,785	32,651
Director of Operations	185,644	95,889
Land & Property Director	177,453	33,057
Stations Delivery Director	170,195	8,920
Head of Performance	164,279	10,417
IT Director	161,022	8,736
Legal Services Director & Company Secretary	162,553	42,135
Finance Operations Director	159,081	23,497
Transition & Strategy Director	153,090	150,384
Surface Director	147,140	22,184
Head of Controls	126,936	504
Chief Engineer	121,542	1,063
Finance Director	107,718	676

Senior employees for Crossrail 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 2016.

## Number of employees whose remuneration in 2015-16 was at least £50,000, expressed in brackets of £5,000

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

Number of Employees	£50,000 to £54,999		£55,000 to £59,999		£60,000 to £64,999		£65,000 to £69,999		£70,000 to £74,999		£75,000 to £79,999		£80,000 to £84,999		£85,000 to £89,999		£90,000 to £94,999		£95,000 to £99,999		> £100,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Total	41	14	37	12	44	15	30	10	25	8	22	7	13	4	9	3	15	5	5	2	56	19

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

Name	Job title	Name	Job title
Terry Morgan	Non-Executive Chairman	Richard Palczynski	Head of Controls
Andrew Wolstenholme	Chief Executive	Duncan Pickard	Stations Delivery Director
Chris Binns	Chief Engineer	Chris Sexton	Technical Director
Martin Buck	Transition & Strategy Director	Howard Smith	Director of Operations, Crossrail
Matthew Duncan	Finance Director	Valerie Todd	Talent & Resources Director
Mark Fell	Legal Services Director & Company Secretary	Andrew Turner	IT Director
Robert Flanagan	Finance Operations Director	Mark Warren	Head of Performance
Paul Grammer	Commercial Director	Matthew White	Surface Director
Steve Hails	Health & Safety Director	Simon Wright	Programme Director
Ian Lindsay	Land & Property Director		

Total number of Crossrail employees earning over £150k at 31 March 2016 19

This data is based on base salary, and only those with a base salary on 31 March 2016 exceeding £150,000 are included in the totals.

### Pay ratio between the highest and median salary

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

Note that the data provided this year has been aligned with the requirements of the Local Government Transparency Code 2014. 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 2015-16 for employees in service at 31 March 2016 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	<= £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 £110,000		£70,001 to £110,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Asian or Asian British	0		0		1	20	1	20	0		0		0	
Black or Black British	0		0		1	20	1	20	0		0		0	
White	1	100	0		3	60	3	60	5	63	0		2	67
Dual-heritage	0		0		0		0		0		0		0	
Other ethnic group	0		0		0		0		0		0		0	
Not stated/provided	0		0		0		0		3	37	0		1	33
<b>Total</b>	<b>1</b>	<b>100%</b>	<b>0</b>		<b>5</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>0</b>		<b>3</b>	<b>100%</b>

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 £110,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Disabled	0		0		0		0		0		0		0	
Not disabled	1	100	0		5	100	3	60	4	50	0		3	100
Not stated/provided	0		0		0		2	40	4	50	0		0	
<b>Total</b>	<b>1</b>	<b>100%</b>	<b>0</b>		<b>5</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>0</b>		<b>3</b>	<b>100%</b>

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 £110,000	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Female	0		0		4	80	2	40	5	63	0		2	67
Male	1	100	0		1	20	3	60	3	37	0		1	33
<b>Total</b>	<b>1</b>	<b>100%</b>	<b>0</b>		<b>5</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>0</b>		<b>3</b>	<b>100%</b>

Note that the £70k to £110k groups have been merged as the number of employees in one group is small and personal data would have been identifiable.

**Number of employees whose remuneration in 2015-16 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	2
£60,001 - £65,000	0
£65,001 - £70,000	0
£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

**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	105,893
Director of Strategy	88,324
Director of Planning	75,320
Head of Planning Development	55,234
Head of Planning Policy	55,234
Project Manager	53,287
Principal Planning Officer - DM	51,220
Principal Planning Officer - Transport	51,220
Park Royal Business Manager	51,220
Principal Planning Officer - Policy	51,220
Regeneration Manager	51,220

OPDC does not make bonus payments

**Employees earning over £150,000.**

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

**Pay ration between highest and median salary**

Category	2014-15	2015-16
All permanent and fixed-term staff	-	2.32
Permanent staff only	-	2.56

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 benefits-in-kind) and the median earnings figure of the whole of the authority's workforce.

## Crime and safety

MOPAC publishes a wide range of data on crime, criminal justice and policing on its website via a suite of easy-to-use, interactive Dashboards. To see these Dashboards and explore more information about policing and safety in London, please visit: <https://www.london.gov.uk/WHAT-WE-DO/mayors-office-policing-and-crime-mopac/data-and-research>.

### 6) Level of crime on public transport

Source TfL

Network	2013-14		2014-15		2015-16		Change in crimes
	Crimes	Rate	Crimes	Rate	Crimes	Rate	2014-15 to 2015-16
Bus-related crime	18,138	7.5	17,109	7.2	17,367	7.5	+1.5%
London Underground (LU) and Docklands Light Railway (DLR)	10,958	8.0	9,599	6.8	10,719	7.3	+11.7%
London Overground (LO)	842	6.2	801	5.7	1,253	6.8	+56.4%
London Tramlink	322	10.3	249	8.1	264	9.8	+6.0%

Full information on crime and antisocial statistics on the London bus network, London Underground, Docklands Light Railway, Overground and Tramlink service are published quarterly on [this page](#)

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

All modes saw a rise in the volume of crime and the rate of crime per million passenger journeys (the measure of 'rate' used in the table above) in 2015-16 compared with previous year.

Bus-related crime, LU/DLR and Tramlink crime levels have been affected by a rise in violence due to reporting changes and sexual offences primarily due to TfL / police action to improve reporting of these crimes.

LO crime levels have risen and this is primarily due to the expansion of the network to include the West Anglia section which was transferred to TfL in May 2015.

## 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	Change 2014-15 to 2015-16
All Hate Crime	10,866	13,841	16,514	+19.3%
Racist and Religious Hate Crime	9,769	12,271	14,471	+17.9%
Sexual Orientation Hate Crime	1,170	1,559	1,861	+19.4%
Faith Hate Crime	913	1,370	1,773	+29.4%
Disability Hate Crime	115	164	357	+117.7%
Transgender Hate Crime	79	108	152	+40.7%

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 has worked to boost confidence and increase the reporting of hate crime; prevent hate crime and reduce repeat victimisation; and ensure swift and sure justice for hate crime victims.

All reported Hate Crime has increased by 19.3% in 2015-16 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	Change 2014-15 to 2015-16
Unrecorded ethnicity	4,932	5,454	7,177	8,995	+25.3%
White - British	999	989	1,218	1,367	+12.2%
African	767	757	880	900	+2.3%
All other Asian ethnic groups	608	514	730	874	+19.7%
All other black ethnic groups	467	470	645	759	+17.7%
All other white ethnic groups	499	548	716	887	+23.9%
Pakistani	369	305	452	506	+11.9%
Caribbean	383	460	518	497	-4.1%



Indian	425	417	472	479	+1.5%
Mixed	198	209	279	301	+7.9%
Other ethnic group	193	211	302	374	+23.8%
Bangladeshi	179	223	243	271	+11.5%
White - Irish	91	75	89	98	+10.1%

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 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. The total number of victims for All Hate Crime has increased in the most recent financial year and the number of victims for all ethnicities, except Caribbean, has increased in the most recent financial year.

### 8) Levels of reported serious youth violence perpetrated by young people

Category	2012-13	2013-14	2014-15	2015-16
Levels of reported serious youth violence perpetrated	4,969	5,851	5,989	6,223

Serious Youth Violence is a count of victims aged between 1 and 19 in which the offence has included a serious level of violence. The classification does not stipulate the age of the offender, only the victim of the offence. During the financial year 2015-16 the proportion of Serious Youth Violence offences classified as GBH have dropped from 60.9% to 54.5% with the next highest classification of Robbery of Personal Property increasing from 19.2% to 20.3% against the previous financial year. 70.5% of victims of Serious Youth Violence were between 15 – 19 years of age during the most recent financial year; during the same period last year the proportion was 71.7%. Levels and trends in Serious Youth Violence are regularly monitored and can be found in the MOPAC Gangs Dashboard published online, <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-research/crime>.

### 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
Funding provided by MOPAC	620	620	1,260	1,260

#### Outcomes

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

Rape and sexual assault are recognised as significantly under-reported crimes and MOPAC is working to encourage more victims to come forward so they can get the support they need to recover and so perpetrators can be brought to justice.

MOPAC, in partnership with NHS England is investing £6.5 million over 3 years in Havens. The Havens offer forensic examinations, medical care and support including Independent Sexual Violence Advocates (ISVAs) to all victims of recent rape and serious sexual assault. In 2015-16 the Service has had 4,612 face to face appointments with victims of rape and serious sexual assault.

Funding for London's four Rape Crisis Centres (£4 million over 3 years) was maintained for the last four years. Additional funding has been secured until 2017. To date 5,799 victims have been supported through the Rape Crisis Centres. These centres provide specialist support to women who have experienced any form of sexual violence at any time in their lives, including face to face counselling, therapy, a helpline and ISVAs for those going through the Criminal Justice System.

### 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 2016

Source: MOPAC

Role	2013-14		2014-15		2015-16	
	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
Police Community Support Officers	2,467	2,048	2,137	1,787	1,741	1,591
Civilian and other staff	13,144	11,894	12,200	11,316	10,700	9,985
<b>Subtotal core establishment</b>	<b>46,820</b>	<b>44,654</b>	<b>46,294</b>	<b>45,047</b>	<b>44,441</b>	<b>43,296</b>

### 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	
	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

- The Metropolitan Police Service (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 a key part of the new Command and work alongside other teams in the Command in support of all six objectives. The establishment for Safer Transport Teams in 2015-16 was 1,233 officers – an additional 18 officers compared with 2014-15.

### 11) Numbers of firefighters provided for in the Mayor’s budget for 2014-15 and how many are employed on 31 March 2015\*

Source: LFEPA

	01.04.15	31.03.16
Operational Establishment	4,988	4,987
Operational Headcount (including trainees)	5,057	4,819
Operational Headcount (excluding trainees)	5,019	4,806

\*All operational staff (firefighter to Commissioner)

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

	2012-13	2013-14	2014-15	2015-16
Number of People proceeded against for Possession of a Knife	2,084	2,260	2,430	2,727

A knife possession offence is: any offence recorded under the Home Office classifications of ‘having an article with blade or point’ or any offence recorded under the Home Office classifications of ‘Possession of offensive weapon without lawful authority or reasonable excuse’, ‘Possession of other offensive weapon on school premises’ or ‘Using someone to look after an offensive weapon’ with a knife element.

The MPS ran a number of operations in 2015-16 to target those unlawfully possessing knives and offensive weapons and bring them to justice.

Operation Equinox involved a violence reduction programme led by local Community Safety Partnerships, using visible patrols in hot spot locations, such as fast food outlets and licensed venues; proactive targeting of habitual knife carriers; and finally, an identification and intensification of licensing activity at the 25 most violent venues. Outcomes of Equinox included: 9,039 weapon sweeps; the recovery of 663 weapons; 667 test purchase operations and 11,128 full licensed premises inspections. Operation Sceptre, in July and September 2015, targeted habitual knife carriers, tackling importation, supply and access to weapons; and engaging with the public to increase awareness and provide opportunities to surrender weapons.

The first two weeks of Operation Sceptre saw over 1,700 knives surrendered, 323 weapons seized and over 1,800 weapons sweeps take place.

The system used to extract this information is a ‘live’ system and as such is subject to regular change. This means that any results retrieved may change depending on the date that the search was conducted. Where discrepancies occur, this could be due to a number of reasons such as transference of information to other forces or no crime being found to have been committed (for example with regards to changes in the 13-14 and 14-15 levels).

## The London economy

### Levels of international investment in London

#### 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
Asia Pacific	93	93	115
Europe	91	84	99
North America	60	93	75
<b>Total</b>	<b>244</b>	<b>270</b>	<b>289</b>

The number of projects which L&P directly assisted client companies to locate in London was up by 7 per cent. Looking specifically at foreign direct investment in 2015-16, promotional and economic development activities brought £127million – up from £115 million in 2014-15 – of gross value added (GVA) to the London economy and created 6,337 jobs up from 4,838 the previous year. More broadly in 2015-16, promotional and economic development activities generated £354 million of GVA for London's economy up from £336 million in 2014-15 (increase of 5%), and supported or created 10,341 jobs – an increase of 17% from last year (8778 jobs in 2014-15)

#### 14) Numbers of employers in London adopting the London Living Wage

Source: Living Wage Foundation

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

More information is set out in Appendix 2, as this is one of the GLA Key Performance Indicators.

## 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	CI* (2015 data)
London	69.4%	71.2%	72.9%	0.7%
Rest of UK	71.4%	72.2%	73.6%	tbc
<b>Difference (London / rest UK)</b>	<b>-2%</b>	<b>-1%</b>	<b>-0.7%</b>	<b>n/a</b>
UK as a whole	71.2%	72.2%	73.5%	0.2%

\*The **Confidence Interval (CI)** indicates how confident one can be that data from a sample is representative of the wider population. In this case, taking the first London 2014 figures as an example, one can be 95 per cent certain that the figure for the entire population would be within 0.7 percentage points (plus or minus) of 71.2 per cent.

### Working age employment rates by gender for London and the UK

Gender	Region	2013	2014	2015	CI (2015 data)
Males	London	76.5%	78.6%	79.3%	0.9%
	Rest of UK	76.1%	77.0%	78.3%	tbc
	<b>Difference London / rest of UK</b>	<b>0.4</b>	<b>1.6</b>	<b>1.0%</b>	<b>n/a</b>
Females	London	62.4%	63.9%	66.5%	1.0%
	Rest of UK	66.8%	67.9%	68.9%	tbc
	<b>Difference London / rest of UK</b>	<b>-4.4%</b>	<b>-4.0</b>	<b>-2.4%</b>	<b>n/a</b>

### Working age employment rates by ethnicity for London

Region	2013	2014	2015	CI (2015 data)
White groups	75.0%	76.8%	78.3%	1.3%
BAME groups	60.7%	62.5%	64.9%	1.8%
<b>Difference white / BAME</b>	<b>14.3%</b>	<b>14.3%</b>	<b>13.4%</b>	<b>n/a</b>
All groups	69.4%	71.2%	0.7%	0.7%

Due to changes in the ethnicity questions on the Annual Population Survey during 2011 these estimates should not be used as a time series. They can, however, be used to estimate the relative levels of economic activity of the different ethnic groupings. A more detailed note is [available on the ONS website](#).

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

Region	Disabled / Not disabled	2014	2015	CI (2015 data)
London	Disabled	49.0%	50.1%	1.8%
	Not disabled	75.6%	77.4%	0.7%
UK (including London)	Disabled	47.8%	49.2%	0.5%
	Not disabled	78.2%	79.5%	0.2%

Due to changes in the health questions on the Annual Population Survey from 2012 onwards, pre-2014 data cannot be compared.

2014 estimates reported in the table above are based on a new version of the disability variable of the Annual Population Survey, and refer to the categories “Equality Act core or working-limiting disabled” and “not-Equality Act core or work-limiting disabled” (rather than “disabled” and “not-disabled”).

### Employment rates by key age groups for London and UK

Age group	Region	2013	2014	2015	CI (2015 data)
16-24	London	41.7%	43.3%	1.9%	1.9%
	UK (including London)	49.5%	50.5%	0.6%	0.6%
25-49	London	78.2%	79.9%	0.8%	0.8%
	UK (including London)	80.7%	81.8%	0.2%	0.2%
50-64	London	66.3%	68.5%	1.4%	1.4%
	UK (including London)	67.1%	68.3%	0.4%	0.4%

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

	2013	2014	2015
16-18 year old NEET proportion	3.8%	3.4%	3.1%

Data is an average of the position at the end of November, December and January each year.

The table relates to ‘academic age’ 16 to 18, though includes some information on those with an actual age of 19. In addition, the information is calculated on where a young person is resident rather than where they are educated.

## 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		
	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
TfL (including GLA)	4,605	349	7.6	6,101	642	10.5
LFB	108	42	39	86	42.6	49.4
LLDC	123	4	3.1	107.9	7.8	7
OPDC	-	-	-	0.49	0.29	59

TfL figures for 2015-16 based on invoice data and include spend on bus contracts. The 2014-15 figures for TfL were based on purchase order values rather than invoice value and omitted spend with bus operators. The figures exclude grant spend by the GLA.

In line with SME spend reporting by government departments, LFB now reports its SME spend as the combined figure of direct and indirect (supply chain) SME spend. MPS figures denote gross value, including VAT. Previous years' figures have been restated as gross value in order to enable fair comparison. In 2015-16, approximately 46% of invoices processed by MOPAC/MPS were from small and medium sized businesses, amounting to an estimated 12.7% of the gross spend with all vendors. For the purposes of calculating these figures, SMEs were identified in our calculations by their payment terms, which may result in some not being included in these figures.

## 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 2015

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
Full time equivalents	182.5	286	238

**18) Numbers of SMEs in London with below average broadband speeds (and presented on a map)**

This information is not available. GLA publishes a connectivity map of London:

<https://www.london.gov.uk/what-we-do/business-and-economy/science-and-technology/connectivity/connectivity-map-london>

The interactive connectivity map is intended to assist the decision making of digital connectivity providers based on current availability and demand. The map uses data provided by Ofcom for the largest fixed broadband providers in the UK, at postcode level, for the period of June to July 2014. We have attempted to provide a simple overview of connectivity across London, by creating broad classifications as detailed below:

- **Superfast broadband** - Ofcom states that Superfast broadband is the next generation of faster broadband services, delivering headline download speeds of greater than 30 Mbit/s. Next generation broadband is available to at least 1% of premises within a postcode
- **Fast broadband** - next generation broadband is not available, but average download speeds are greater than 10Mbit



- **Slow broadband** - next generation broadband is not available, but average download speeds are up to 10Mbit  
For more detail [click here](#)

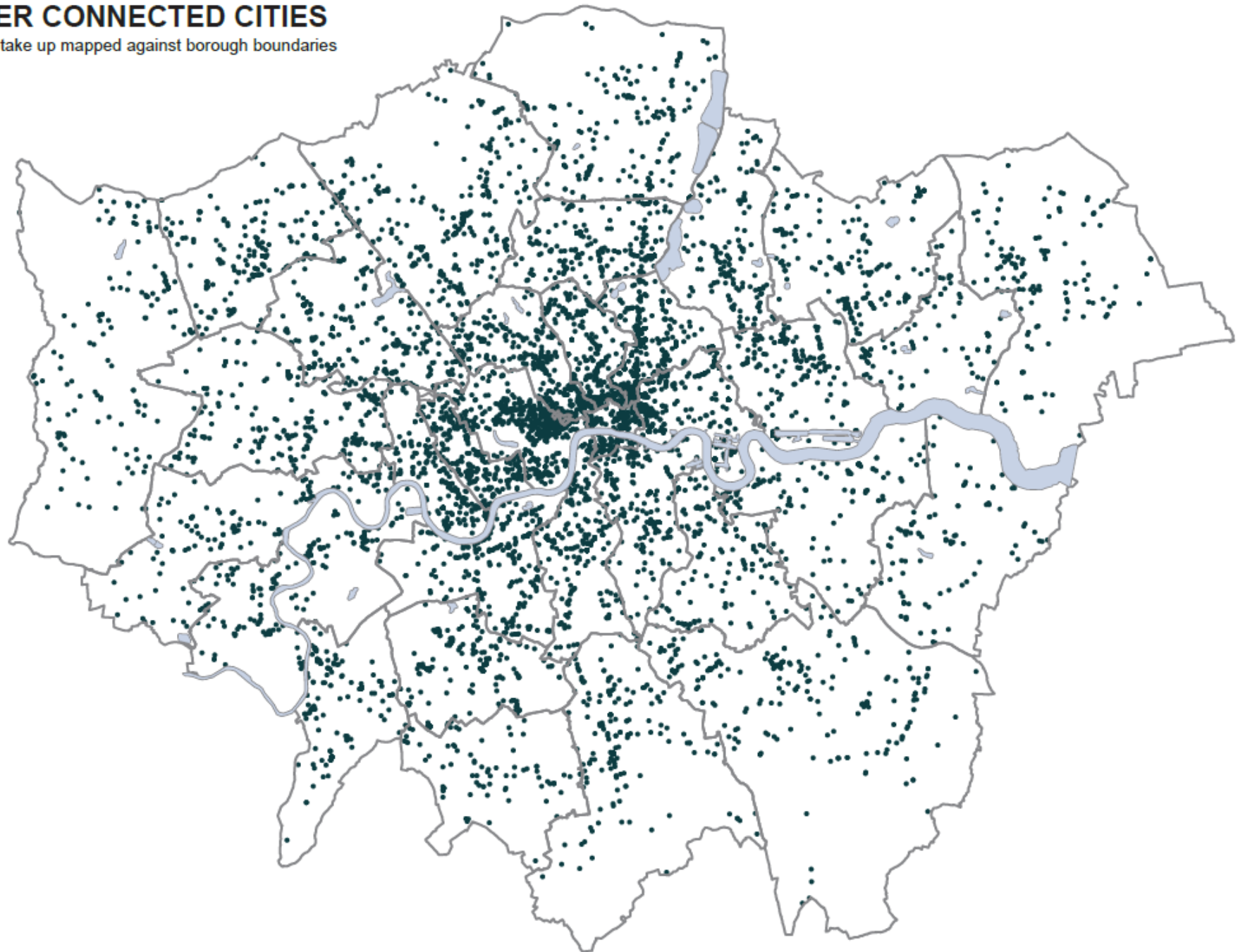
### 19) Breakdown by borough of SMEs in receipt of Super-Connected Cities vouchers (and presented on a map)

Borough	Vouchers	Borough	Vouchers
Barking and Dagenham	100	Hillingdon	199
Barnet	363	Hounslow	185
Bexley	110	Islington	658
Brent	403	Kensington and Chelsea	339
Bromley	258	Kingston upon Thames	313
Camden	683	Lambeth	409
City of London	366	Lewisham	166
Croydon	234	Merton	275
Ealing	313	Newham	287
Enfield	281	Redbridge	238
Greenwich	177	Richmond upon Thames	184
Hackney	935	Southwark	606
Hammersmith and Fulham	339	Sutton	95
Haringey	382	Tower Hamlets	661
Harrow	207	Waltham Forest	162
Havering	197	Wandsworth	475
		Westminster	1,019

This sets out the uptake on vouchers for both years 2014-15 and 2015-16

# SUPER CONNECTED CITIES

Voucher take up mapped against borough boundaries



## Housing

### 20) Numbers of new family-sized affordable homes that have been built in London

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

There were 2,293 gross conventional completions of 3 and 4 bedroom affordable home in London in 2014-15, according to the [12<sup>th</sup> London Plan Annual Monitoring Report](#)

### 21) Number of long term empty homes in London

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

There were 20,915 homes in London empty for six months or longer as of October 2015, according to [DCLG's live table 615](#)

### 22) Number of rough sleepers in London

	2011-12	2012-13	2013-14	2014-15	2015-16
Number of rough sleepers	5,678	6,437	6,508	7,581	Information will be available 29 June 2016

7,581 people seen sleeping rough in London in 2014-15, according to [CHAIN Greater London Bulletin 2014-15](#)

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

Number of new homes built in London meeting level three, four, five and six of the Code for Sustainable Homes: Statistics on the CSH rating of new homes are no longer collected by either the government and no current equivalent is available to the GLA at this stage.

	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

### 24) Congestion levels on roads in inner and outer London

#### 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
Central London	am peak	15.1	14.4	13.4
	inter-peak	13.6	13.0	11.8
	pm peak	13.8	13.4	12.5
Inner London	am peak	20.0	19.1	17.9
	inter-peak	21.2	20.6	19.7
	pm peak	18.0	17.1	16.6
Outer London	am peak	31.4	29.9	28.5
	inter-peak	35.1	34.0	33.8
	pm peak	29.2	27.6	27.2

The table shows there are clear and expected differences in the prevailing average speeds for each of central, inner and outer London, reflecting the density and characteristics of the different networks. The overall trend has been remarkably stable between 2011-12 and 2013-14; however since this time the trend for average vehicle speed in all parts of London has been downwards. There are a number of factors that have contributed to the decrease in speeds over the most recent two years:

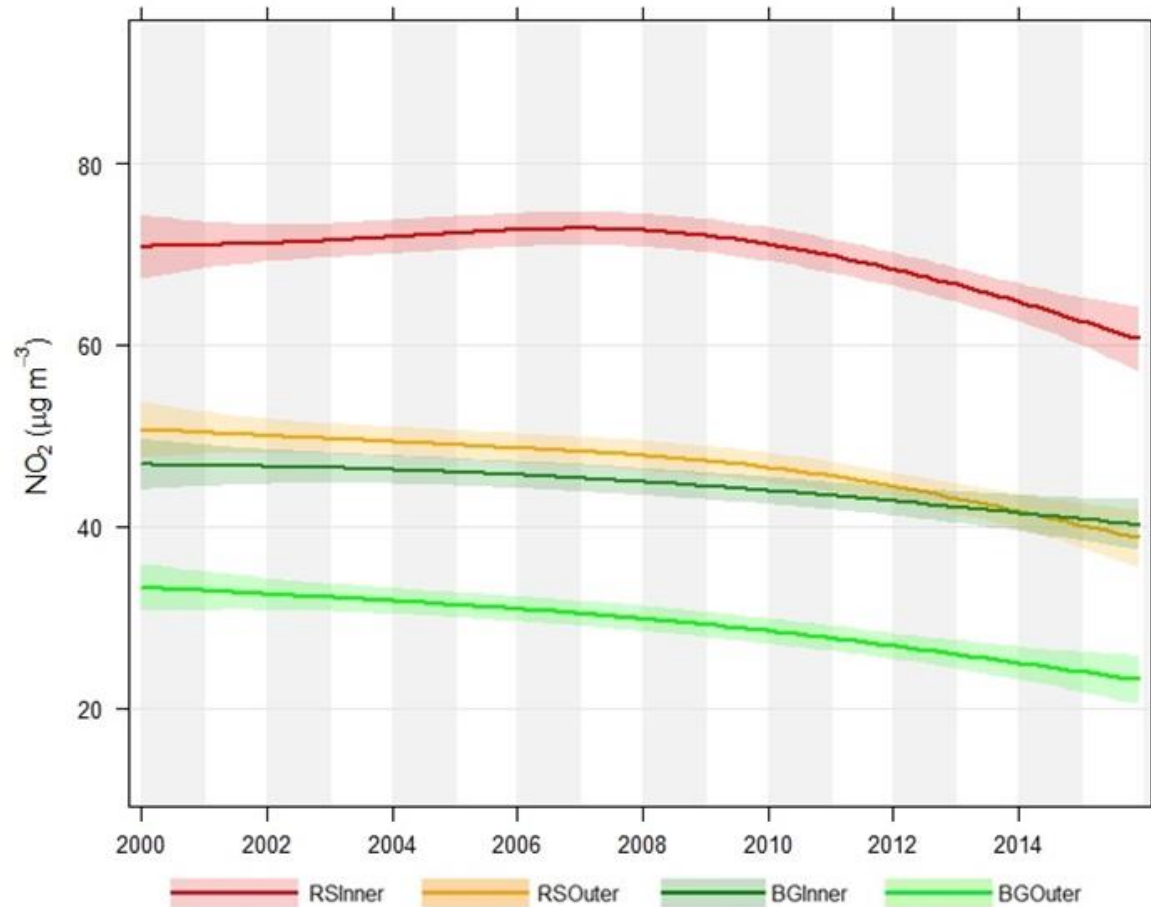
- Ongoing economic growth across the Capital is driving an increase in traffic volumes, which has an effect on traffic speeds and vehicle delay on the network
- There has been an increasing volume of development work across London in response to significant growth in London's economy and the population. Delays to traffic is expected to start improving over the coming months as individual improvement schemes start to complete and the benefits of the Road Modernisation Plan are realised.

Further information can be found in the regular [TfL Street Performance reports](#) here, including [Traffic Note 4 setting out vehicle delay data in London](#)

## 25) Air quality (as measured by PM<sub>10</sub> and NO<sub>2</sub>) and carbon emissions in London

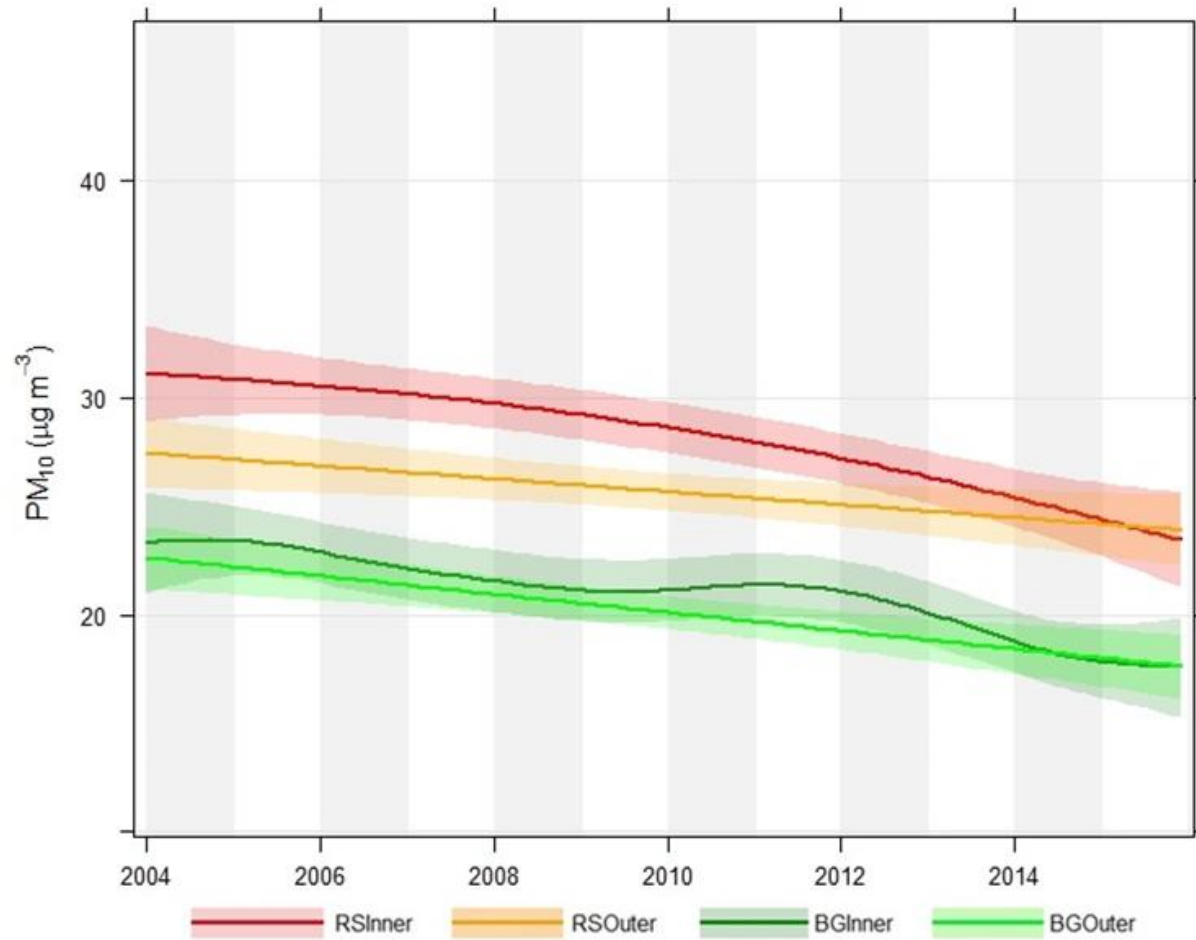
### Trends in NO<sub>2</sub> from 2000 to 2015

Source - the [London Air Quality Network](#) and analysis by King's College London



## Trends in PM10 2004 to 2015

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



## London-wide CO<sub>2</sub> emissions

Source: Homes and Workplaces – Department of Energy and Climate Change (DECC) Local and Regional CO<sub>2</sub> Emissions Estimates for 2005-2014; Transport – TfL LAEI. Values for 2010 to 2013 have been updated according to revised emission factors. 2014 data is interim (residual fuels and transport to be finalised).

MtCO <sub>2</sub>	1990	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014 (interim)
Homes	15.84	17.28	17.17	16.80	16.87	15.21	15.88	13.94	15.34	14.91	13.38
Workplaces	19.74	19.36	20.69	19.93	19.91	17.44	18.22	16.12	18.40	17.29	15.76
Transport	9.47	9.86	9.79	9.79	9.90	9.90	8.52	8.58	8.58	8.68	8.57
<b>Total</b>	<b>45.05</b>	<b>46.50</b>	<b>47.66</b>	<b>46.53</b>	<b>46.67</b>	<b>42.55</b>	42.62	38.64	42.32	40.87	37.72
Reduction from 1990	n/a	3%	6%	3%	4%	-6%	-5%	-14%	-6%	-9%	-16%
Reduction from 2000	n/a	-8%	-5%	-8%	-7%	-15%	-15%	-23%	-16%	-19%	-25%
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
CO <sub>2</sub> per capita	6.63	6.18	6.27	6.05	5.97	5.36	5.29	4.71	5.09	4.86	4.42

## 26) Proportion of journeys made by private transport, cycling and walking

Source: TfL

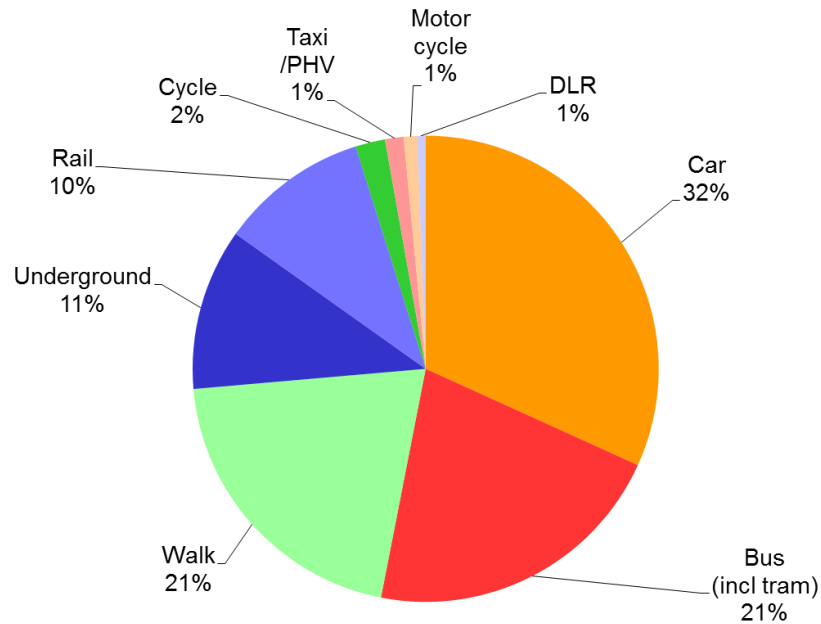
The percentage of journey stages by type of transport is as follows:

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

Public transport mode shares have continued to increase in London. Some 45 per cent of all journey stages were made on public transport in 2014, 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 125 per cent since 2000.

2015 data should be available in the summer on [this page of the TfL website](#)



## 27) Cyclist casualty rates per million cycle journeys

	2012	2013	2014	2015
Cyclist KSI casualty rate per million journeys cycled	3.2	2.3	1.8	1.6 (estimates)

The cyclist casualty rate is estimated based on the number of journey stages cycled in London, as published in the [Travel in London Report 8](#) and the number of cyclists killed or seriously injured (KSI), reported by the police in accordance with [DfT STATS20 national guidance](#)

Cycling in London has more than doubled in the last decade and, on average, more than 645,000 journeys are now cycled each day in London.

Taking into account increases in levels of cycling on London's roads, it is estimated that the rate of cyclists killed or seriously injured per million journeys cycled has fallen by around 12 per cent between 2013 and 2014, and by 29 per cent when compared to 2012, to the lowest level on record.

Finalised road safety figures for 2015 from the Police will be available shortly and cycling journey stage data will be published in [Travel in London Report 9](#) in late 2016.



## 28) 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 provisional	2015-16
Number of pedestrians killed or seriously injured in London	1,038	833	756	N/A
Number of child pedestrians killed or seriously injured in London (aged under 16 years)	193	146	122	N/A

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 guidelines](#)

The number of pedestrians Killed or Seriously Injured (KSI) in London during 2014-15 fell by 9 per cent, when compared to 2013-14, to 756 pedestrian KSIs. This is the lowest number of pedestrian KSIs on record and 38 per cent down on the government's 2005-09 baseline.

The number of child pedestrian KSIs also fell, by 16 per cent during 2014-15, when compared to 2013-14, to 122 child pedestrian KSIs. This is also the lowest number of child pedestrian KSIs on record and 47 per cent down on the government's 2005-09 baseline.

Please note that all 2015 data is currently provisional and subject to change. Finalised road safety figures for 2015 will be published when available from the Police shortly.

## 29) 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 provisional
City of London	11	8	9
Westminster	26	23	22
Camden	7	16	8
Islington	4	4	7
Hackney	12	3	2
Tower Hamlets	7	6	4
Greenwich	5	3	5
Lewisham	9	6	9
Southwark	7	10	13

Lambeth	18	17	8
Wandsworth	5	8	5
Hammersmith & Fulham	9	3	9
Kensington & Chelsea	4	10	5
Waltham Forest	0	3	12
Redbridge	3	1	2
Havering	2	6	4
Barking & Dagenham	1	2	1
Newham	6	7	3
Bexley	3	0	3
Bromley	11	4	1
Croydon	1	4	3
Sutton	4	2	3
Merton	2	1	3
Kingston upon Thames	1	6	5
Richmond upon Thames	1	3	3
Hounslow	5	4	5
Hillingdon	2	4	4
Ealing	6	3	5
Brent	0	7	5
Harrow	2	6	4
Barnet	8	10	8
Haringey	7	4	6
Enfield	6	8	6
Total	195	202	192

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 and 2014-15

Personal injury road traffic collisions, occurring on the public highway, are recorded by [the police under Department for Transport \(DfT\) STATS 20 guidelines](#)

The number of people Killed or Seriously Injured (KSI) in collisions involving a bus or a coach in London during 2014-15 fell by 5 per cent, compared to 2013-14, to 192 KSIs. This is the lowest number of KSIs involving a bus or coach on record, and 46 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 2015 figures are currently provisional and subject to change. Finalised road safety figures for 2015 will be published when available later in the year.

Bus safety data is available on the [TfL website here](#).

TfL is working to improve bus and coach safety both for passengers and vulnerable road users. TfL's new bus safety programme draws together network-wide initiatives on bus design, driver training, bus operator incentives, incident support, reporting and data transparency and will contribute towards the target of halving the number of people killed or seriously injured on the Capital's roads by 2020. TfL's '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. TfL has also completed a trial of intelligent speed assistance (ISA) technology on buses, on two bus routes, and ISA will now be considered for fitment to new buses at the manufacturing stage as part of the TfL's bus safety standard. The Sarah Hope Line, TfL's Incident Support Service, provides 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.

### 30) 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	Total
Homes retrofitted	14,459	1,220	12,340	52,311
Carbon savings (annual tCO <sub>2</sub> )	7,020	621	13,647	25,652

Established in 2009, RE:NEW has helped improve over 119,000 of London's homes, saving around 40,000 tCO<sub>2</sub> a year. Coupled with wider market delivery through the main subsidised schemes, around 570,000 homes in London have been retrofitted

This phase of RE:NEW (2014-15 to 2017-18) is funded by the GLA and the European Investment Bank European Local Energy Assistance facility. It is helping organisations such as London boroughs, housing associations, and universities to implement retrofit projects and alleviate fuel poverty. It is doing this through: the RE:NEW Support Team, an expert team providing the end to end support needed to get projects up, running and successfully implemented; and the RE:NEW framework of suppliers, which saves time and resources for organisations that are procuring retrofit services and works

By the end of 2015-16 the RE:NEW Support Team had support plans in place with 68 organisations and had assisted organisations to contract for projects worth c£66.5 million to retrofit c13,600 homes, and save c14,300 tCO<sub>2</sub> a year.

Performance for 2014-15 has been revised downwards, from 3,962 homes retrofitted and 3,448 carbon savings to 1,220 and 621 respectively, due to the removal of a contract that did not deliver any savings as a result of a loss of project funding. In addition, the number of homes retrofitted has been revised downwards for 2013-14 from 16,142 to 14,459 following a routine reconciliation process.

### 31) Information showing carbon emissions caused by or attributable to the GLA group

#### Scope 1 and 2 CO<sub>2</sub> 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)
GLA	2.2	2.3	2.1	2.0
LFB	18 (16.5)	15.4	14.3	13.1
MOPAC	140.7	135.7	131.1	113.2
TfL	27.6 (37.5)	28.9 (35.6)	33.1 (35.4)	30.2
LLDC	N/A	5.2	1.3 (2.1)	1.4
<b>Total</b>	<b>188.5 (196.9)</b>	<b>187.6 (194.3)</b>	<b>181.7 (185)</b>	<b>159.9</b>

GLA emissions include City Hall and Trafalgar Square.

MOPAC 2015-16 figures are estimates that use a combination of 2015-16 and 2014-15 information where the current year data is not yet available. Figures are to be confirmed with best data available by the CRC reporting deadline.

TfL revised estimates for buildings emissions and staff air travel and fleet for previous years are shown in parentheses.

Where available, 2015-16 figures incorporate actual data for LLDC venues and offices or modelled information based on historic consumption where actual data is not yet available. Updated figures for LLDC carbon emissions in 2014-15 are provided in parentheses above. These include replacement of modelled figures provided last year which underestimated site-wide electrical consumption.

### 32) Monthly cycle hires

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

	2013-14	2014-15	2015-16
April	658,230	805,571	838,543
May	749,934	890,709	899,969
June	813,631	1,052,573	1,039,768
July	998,755	1,183,182	1,134,816
August	904,155	1,055,206	1,042,932
September	701,724	1,058,684	903,429
October	674,154	907,998	885,375

November	514,146	715,447	684,518
December	443,942	579,853	608,164
January	493,870	583,663	586,325
February	522,940	549,278	597,641
March	757,864	701,384	664,485
<b>Total</b>	<b>8,233,345</b>	<b>10,083,548</b>	<b>9,885,965</b>

Source: TfL, Service Operations Management Information Team

The table shows the total number of hires per month for the financial periods shown.

Cycle Hire usage in 2015-16 is in line with the overall pattern of increasing usage seen in 2012-13 and 2013-14. In 2014-15, we did however see a spike in usage due to the impact of the introduction of phase 3 of the scheme and unusually warm weather. The full impact of the intensification is likely to be seen next year as new docking stations were introduced in autumn and winter which are periods of low usage due to the inclement weather.

### 33) Total cycle kilometres on each Cycle Superhighway corridor

As mentioned in previous years, TfL does not measure monthly cycle journeys on Cycle Superhighways

More than 645,000 cycle journeys are made every day in London, and cycling in London has more than double in the last decade.

TfL is delivering a pan-London monitoring strategy to further our understanding of cycling levels across London and the impacts of programmes in the Cycle Vision portfolio. One aspect of this is the quarterly monitoring of levels of cycling within the central London congestion zone. The most recent figures show that a daily average of 453,065 kilometres, or an estimated 150,000 journeys, was cycled within central London during quarter 4 of 2015. This represents a 6.5 per cent increase in cycling compared to the same quarter during 2014.

The Vision for Cycling published in March 2013 outlined plans to invest £913 million into cycling over the next 10 years to deliver a step-change in cycling provision for the growing number of cyclists and realise the target of 1.5 million cycle journey stages a day by 2026.

TfL provided an update on progress of the Cycling Vision to the TfL Board in March 2016.

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 sections of 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 seven routes to be delivered by 2016. Feasibility work on phase 2 of the Quietways programme began in March 2015 with 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 & Kingston). Schemes include the delivery of new cycle infrastructure and urban realm improvements as well as supporting measures such as cycle training and wayfinding.

### 34) Lost customer hours on London Underground

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

Source: TfL – CuPID database

Annual Lost Customer Hours – LCH. This is the weighted system used to estimate the cumulative additional perceived journey time encountered by customers as a result of unplanned disruptions to customer services at both train and station level. LCH measure the collective disruption to passengers resulting from delays. They cover all incidents resulting in customer delays on trains and stations from line suspensions to escalator non-availability and the numbers assigned to total LCH take into account the time, location and passenger loading associated with each delay.

This indicator is based on annual Lost Customer Hours (LCHs). This is the weighted system used to estimate the cumulative additional perceived journey time encountered by customers as a result of unplanned disruptions to customer services at both train and station level.

LCHs measure the collective disruption to passengers resulting from delays. They cover all incidents resulting in customer delays on trains and stations from line suspensions to escalator non-availability. The numbers assigned to total LCHs take into account the time, location and passenger loading associated with each delay. Underlying reliability has improved over the last five years due to a focussed reliability improvement programme which covers the whole London Underground network. The Tube’s performance is among the best metro systems in the world. Despite record numbers using the network and record volumes of service being operated, the target of a 30% reduction in delays compared to 2011 has been achieved, and delays have been reduced to their lowest ever level.

Underlying reliability performance in 2015-16 has shown improvement across most areas of impact since 2014-15; Operational Staff delays have improved by 14%, Asset related delays have been improved by 7%, delays from Projects have improved by 18% but delays due to Customers & Other causes have risen 16%.

Reported numbers are indicative and subject to change as incident investigation and attribution processes are completed.

These figures are the underlying LCH and exclude industrial action. Industrial action accounted for 379,000 LCH in 2011-12, 1.2 million LCH in 2012-13, 3.4 million LCH in 2013-14, 3.8 million LCH in 2014-15 and 8.1m LCH in 2015-16.

### 35) Excess waiting time for each bus route

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

Excess waiting time and performance indicators for each bus route [can be accessed here](#).

Reliability of the bus network is measured using ‘Excess Wait Time’ (EWT), defined as the difference between the Actual Wait Time (AWT) and the Scheduled Wait Time (SWT) experienced by passengers. This is the average time passengers wait over and above what would have been expected if the service was running as scheduled. This measurement is used for high frequency bus routes (5 or more buses an hour). Research shows that passengers tend not to look at the timetable before arriving at the stop and rely on the buses headway. EWT results for all routes can be aggregated into a single, network wide value.

In 2015-16 bus excess wait time deteriorated to 1.2 minutes. This decline was primarily due to increased levels of congestion caused by London’s population growth and the construction of major highway and urban improvement schemes. 97 scheduling adjustments schemes and 77 bus priority intervention schemes were implemented in 2015-16 to help mitigate the impacts of the Road Modernisation Programme schemes.

## Education and Health

### 36) Slope Index of Inequality for Life Expectancy across London boroughs and by gender

*Crown copyright 2015*

*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 2010 (IMD 2010) scores from the Department for Communities and Local Government.*

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

#### **Slope index of inequality in life expectancy at birth of females/male within London local authorities, based on local deprivation deciles within each area, 2012-2014**

Local Authority	Female	Female	Female	Male	Male	Male
	Value	Lower Confidence interval	Upper Confidence Interval	Value	Lower Confidence interval	Upper Confidence interval
Barking and Dagenham	2.93	-2.19	8.05	2.46	-0.45	5.38
Barnet	5.61	2.20	9.02	7.63	5.28	9.97
Bexley	5.92	3.84	8	6.91	4.43	9.39
Brent	4.93	-0.31	10.17	5.29	2.43	8.15
Bromley	6.19	3.69	8.68	8.62	4.35	12.89
Camden	7.67	4.01	11.33	10.03	5.48	14.58
Croydon	7.58	5.20	9.97	9.43	7.15	11.71
Ealing	3.13	0.47	5.80	5.46	2.81	8.12
Enfield	4.15	1.46	6.84	6.81	3.40	10.21
Greenwich	5.26	1.69	8.82	5.72	2.80	8.64
Hackney	2.61	-2.42	7.65	4.81	-0.32	9.94
Hammersmith and Fulham	3.10	-2.83	9.02	9.64	5.25	14.03
Haringey	3.10	-0.32	6.52	6.77	2.81	10.72
Harrow	5.64	2.86	8.43	6.09	2.89	9.29
Havering	5.66	2.31	9.02	6.47	3.14	9.80
Hillingdon	4.82	2.39	7.25	5.95	4.28	7.62
Hounslow	4.35	-1.27	9.96	5.78	3.35	8.21

Islington	1.96	-2.04	5.97	6.49	3.95	9.03
Kensington and Chelsea	4.11	-0.18	8.41	16.04	11.20	20.88
Kingston upon Thames	4.55	1.95	7.15	4.79	0.61	8.96
Lambeth	3.03	-0.09	6.15	6.11	3.03	9.18
Lewisham	5.54	2.32	8.75	7.09	3.33	10.85
Merton	4.99	-0.08	10.06	6.83	3.47	10.19
Newham	6.05	2.31	9.78	5.48	3	7.97
Redbridge	2.80	-1.14	6.75	6.80	4.97	8.63
Richmond upon Thames	3.16	-1.04	7.36	4.78	1.05	8.52
Southwark	6.21	4.46	7.96	8.29	5.18	11.40
Sutton	4.40	2.04	6.76	7.41	5.10	9.72
Tower Hamlets	4.60	-0.28	9.48	8.20	2.22	14.18
Waltham Forest	5.49	2.99	7.98	5.27	2.02	8.52
Wandsworth	4.51	0.38	8.63	9.35	6.13	12.56
Westminster	7.85	3.87	11.82	11.42	7.28	15.57

### Healthy Life Expectancy across London boroughs and by gender

*Excludes 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 (HLE) at birth by London local authority, 2012 to 2014

Local Authority	Female	Female	Female	Male	Male	Male
	HLE (years)	Lower 95% confidence interval	Upper 95% confidence interval	Value	Lower Confidence interval	Upper Confidence Interval
Barking and Dagenham	54.6	51.5	57.8	59.5	57.0	62.1
Barnet	69.1	66.5	71.7	67.1	64.6	69.7
Bexley	65.1	62.3	67.8	65.9	63.5	68.3
Brent	66.0	63.4	68.6	65.1	62.7	67.5



Bromley	66.2	63.8	68.7	67.9	65.8	70.0
Camden	65.9	62.1	69.6	63.6	60.5	66.6
Croydon	63.9	61.2	66.6	64.1	61.4	66.7
Ealing	62.6	59.8	65.4	62.9	60.3	65.5
Enfield	65.0	62.6	67.4	67.5	64.9	70.2
Greenwich	63.5	60.7	66.3	60.0	57.4	62.6
Hackney	58.1	54.5	61.7	58.4	55.7	61.2
Hammersmith and Fulham	62.2	59.2	65.1	62.0	59.1	64.9
Haringey	61.5	58.0	64.9	64.1	61.0	67.1
Harrow	69.6	67.2	72.0	68.8	66.3	71.3
Havering	66.4	64.0	68.9	64.0	61.5	66.5
Hillingdon	63.2	60.3	66.1	65.5	62.8	68.2
Hounslow	62.3	59.4	65.2	64.1	61.6	66.6
Islington	61.3	58.4	64.3	60.1	57.6	62.6
Kensington and Chelsea	70.2	67.7	72.8	68.1	65.4	70.8
Kingston upon Thames	69.3	66.7	72.0	67.5	64.8	70.3
Lambeth	62.5	59.0	66.1	57.9	54.7	61.1
Lewisham	62.4	59.7	65.2	64.0	61.3	66.7
Merton	66.4	63.4	69.4	64.3	61.3	67.2
Newham	61.0	57.9	64.1	58.3	55.7	60.9
Redbridge	63.0	60.1	65.9	63.0	60.5	65.6
Richmond upon Thames	72.2	69.2	75.3	69.1	66.5	71.6
Southwark	59.7	56.1	63.3	58.6	55.7	61.6
Sutton	65.4	62.5	68.3	65.2	62.4	68.1
Tower Hamlets	56.5	53.0	59.9	55.4	52.2	58.6
Waltham Forest	59.4	56.5	62.4	61.3	58.5	64.1
Wandsworth	63.9	60.3	67.5	65.6	62.8	68.3
Westminster	63.6	60.7	66.5	67.0	64.3	69.8

**Healthy life expectancy (HLE) for males at birth by London local authority, 2012 to 2014, in order of rank (high to low)**

<b>Local Authority</b>	<b>HLE (years)</b>	<b>Lower 95% confidence interval</b>	<b>Upper 95% confidence interval</b>	<b>HLE rank</b>
Richmond upon Thames	69.1	66.5	71.6	5
Harrow	68.8	66.3	71.3	8
Kensington and Chelsea	68.1	65.4	70.8	10
Bromley	67.9	65.8	70.0	12
Kingston upon Thames	67.5	64.8	70.3	15
Enfield	67.5	64.9	70.2	16
Barnet	67.1	64.6	69.7	19
Westminster	67.0	64.3	69.8	21
Bexley	65.9	63.5	68.3	33
Wandsworth	65.6	62.8	68.3	37
Hillingdon	65.5	62.8	68.2	40
Sutton	65.2	62.4	68.1	46
Brent	65.1	62.7	67.5	48
Merton	64.3	61.3	67.2	53
Hounslow	64.1	61.6	66.6	55
Haringey	64.1	61.0	67.1	56
Croydon	64.1	61.4	66.7	57
Havering	64.0	61.5	66.5	58
Lewisham	64.0	61.3	66.7	59
Camden	63.6	60.5	66.6	65
Redbridge	63.0	60.5	65.6	71
Ealing	62.9	60.3	65.5	73
Hammersmith and Fulham	62.0	59.1	64.9	88
Waltham Forest	61.3	58.5	64.1	96
Islington	60.1	57.6	62.6	112
Greenwich	60.0	57.4	62.6	113
Barking and Dagenham	59.5	57.0	62.1	119

Southwark	58.6	55.7	61.6	128
Hackney	58.4	55.7	61.2	132
Newham	58.3	55.7	60.9	135
Lambeth	57.9	54.7	61.1	138
Tower Hamlets	55.4	52.2	58.6	149

*Excludes 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 (HLE) for females at birth by London local authority, 2012 to 2014 in order of HLE rank (high to low)**

<b>Local Authority</b>	<b>HLE (years)</b>	<b>Lower 95% confidence interval</b>	<b>Upper 95% confidence interval</b>	<b>HLE rank</b>
Richmond upon Thames	72.2	69.2	75.3	1
Kensington and Chelsea	70.2	67.7	72.8	5
Harrow	69.6	67.2	72.0	7
Kingston upon Thames	69.3	66.7	72.0	8
Barnet	69.1	66.5	71.7	9
Havering	66.4	64.0	68.9	32
Merton	66.4	63.4	69.4	34
Bromley	66.2	63.8	68.7	35
Brent	66.0	63.4	68.6	36
Camden	65.9	62.1	69.6	38
Sutton	65.4	62.5	68.3	47
Bexley	65.1	62.3	67.8	53
Enfield	65.0	62.6	67.4	54
Wandsworth	63.9	60.3	67.5	66
Croydon	63.9	61.2	66.6	67
Westminster	63.6	60.7	66.5	69
Greenwich	63.5	60.7	66.3	70
Hillingdon	63.2	60.3	66.1	73
Redbridge	63.0	60.1	65.9	79

Ealing	62.6	59.8	65.4	87
Lambeth	62.5	59.0	66.1	89
Lewisham	62.4	59.7	65.2	90
Hounslow	62.3	59.4	65.2	92
Hammersmith and Fulham	62.2	59.2	65.1	93
Haringey	61.5	58.0	64.9	101
Islington	61.3	58.4	64.3	102
Newham	61.0	57.9	64.1	108
Southwark	59.7	56.1	63.3	116
Waltham Forest	59.4	56.5	62.4	121
Hackney	58.1	54.5	61.7	140
Tower Hamlets	56.5	53.0	59.9	146
Barking and Dagenham	54.6	51.5	57.8	149

*Excludes residents of communal establishments except NHS housing and students in halls of residence where inclusion takes place at their parents' address.  
Office for National Statistics Crown Copyright 2016*

### **38) 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.**

Provided the attainment at

KS1 - Percentage achieving level 2 or above (Reading)

KS1 - Percentage achieving level 2 or above (Writing)

KS1 - Percentage achieving level 2 or above (Maths)

KS1 - Percentage achieving level 2 or above (Science)

KS2 – Reading, writing and maths - Percentage achieving the expected level

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 2015 - Percentage achieving level 2 or above (Maths)**

<b>Key stage 1 Mathematics</b>	<b>Pupils known to be eligible for free school meals</b>	<b>All other pupils</b>	<b>All pupils</b>
	Percentage achieving	Percentage achieving	Percentage achieving

	level 2 or above	level 2 or above	level 2 or above
England	86	94	93
London	89	94	93
Inner London	90	94	93
Camden	87	95	93
Hackney	92	95	94
Hammersmith and Fulham	89	94	93
Haringey	90	94	93
Islington	87	93	91
Kensington and Chelsea	93	96	95
Lambeth	88	94	92
Lewisham	90	95	94
Newham	90	93	93
Southwark	90	93	92
Tower Hamlets	91	94	93
Wandsworth	88	96	94
Westminster	93	94	94
Outer London	89	94	94
Barking and Dagenham	90	94	93
Barnet	87	95	94
Bexley	91	96	95
Brent	89	92	92
Bromley	87	95	94
Croydon	88	93	92
Ealing	89	93	93
Enfield	88	94	92
Greenwich	91	95	94
Harrow	91	96	95
Havering	86	95	94
Hillingdon	88	95	93

Hounslow	91	96	95
Kingston upon Thames	86	95	94
Merton	86	93	92
Redbridge	90	94	93
Richmond upon Thames	86	97	96
Sutton	90	96	95
Waltham Forest	91	94	93

### KS1 2015 - Percentage achieving level 2 or above (Reading)

Key stage 1 Reading	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage achieving level 2 or above	Percentage achieving level 2 or above	Percentage achieving level 2 or above
England	82	92	90
London	86	92	91
Inner London	87	92	91
Camden	82	93	90
Hackney	89	93	92
Hammersmith and Fulham	86	93	91
Haringey	86	91	90
Islington	84	91	88
Kensington and Chelsea	91	94	94
Lambeth	86	92	90
Lewisham	86	93	91
Newham	88	92	91
Southwark	88	90	90
Tower Hamlets	89	90	90
Wandsworth	84	94	92

Westminster	91	92	92
Outer London	86	92	91
Barking and Dagenham	86	90	89
Barnet	87	93	92
Bexley	87	94	93
Brent	88	90	89
Bromley	82	94	93
Croydon	85	91	90
Ealing	87	92	91
Enfield	85	90	89
Greenwich	85	93	91
Harrow	89	94	93
Havering	82	93	92
Hillingdon	86	93	91
Hounslow	88	93	92
Kingston upon Thames	83	93	92
Merton	83	92	90
Redbridge	87	91	91
Richmond upon Thames	82	96	95
Sutton	86	94	93
Waltham Forest	88	92	91

### KS1 2015 - Percentage achieving level 2 or above (writing)

Key stage 1 Writing	Pupils known to be eligible for free school meals	All other pupils	All pupils
	Percentage achieving level 2 or above	Percentage achieving level 2 or above	Percentage achieving level 2 or above
England	77	90	88

London	82	90	89
Inner London	84	90	88
Camden	77	90	87
Hackney	86	90	89
Hammersmith and Fulham	82	91	89
Haringey	84	89	88
Islington	79	89	85
Kensington and Chelsea	87	93	91
Lambeth	84	90	89
Lewisham	83	91	89
Newham	86	90	89
Southwark	85	88	87
Tower Hamlets	86	88	87
Wandsworth	81	93	90
Westminster	87	90	89
Outer London	81	90	89
Barking and Dagenham	82	88	87
Barnet	82	91	90
Bexley	79	92	90
Brent	84	88	87
Bromley	75	91	90
Croydon	79	87	85
Ealing	83	90	88
Enfield	80	87	86
Greenwich	81	91	89
Harrow	85	92	91
Havering	78	92	90
Hillingdon	81	91	89
Hounslow	85	92	91
Kingston upon Thames	80	91	90



Merton	76	89	87
Redbridge	85	90	89
Richmond upon Thames	78	93	92
Sutton	77	92	90
Waltham Forest	85	89	89

### Key Stage 2 Reading Writing and Mathematics

	Disadvantaged pupils	All other pupils	All pupils
Key Stage 2 Reading Writing and Mathematics	Percentage achieving the expected level	Percentage achieving the expected level	Percentage achieving the expected level
England	70	85	80
London	78	88	84
Inner London	80	88	84
Camden	82	91	86
Hackney	80	89	84
Hammersmith and Fulham	78	90	83
Haringey	77	87	82
Islington	79	90	83
Kensington and Chelsea	89	94	91
Lambeth	82	89	85
Lewisham	77	90	84
Newham	82	85	84
Southwark	76	83	80
Tower Hamlets	82	89	84
Wandsworth	76	90	84
Westminster	79	90	84
Outer London	76	88	84

Barking and Dagenham	75	85	81
Barnet	76	88	84
Bexley	73	88	84
Brent	78	86	83
Bromley	76	90	86
Croydon	68	84	78
Ealing	78	86	83
Enfield	76	86	82
Greenwich	83	91	87
Harrow	77	89	85
Havering	76	89	86
Hillingdon	73	86	82
Hounslow	81	89	86
Kingston upon Thames	74	88	85
Merton	72	86	82
Redbridge	76	88	84
Richmond upon Thames	72	91	88
Sutton	75	91	87
Waltham Forest	77	85	81

For 2015, disadvantaged pupils include pupils known to be eligible for FSM in any spring, autumn, summer, alternative provision or pupil referral unit census from year 1 to year 6 (i.e. not including nursery or reception) or are looked after children for at least one day or are adopted from care. For previous years, they include pupils known to be eligible for FSM in any spring, autumn, summer, alternative provision or pupil referral unit census from year 1 to year 6 (i.e. not including nursery or reception) or are looked after children for at least 6 months. Please see the Characteristics Methodology document for more details