

MAYOR OF LONDON

Mayor's Annual Equality Report 2018-19

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Mayor's Foreword

London gave me the opportunities in life I needed to get on and fulfil my potential. Now I'm working hard to ensure all Londoners get the same opportunities our city extended to me and my family. I want to build a city where nobody is left behind, and where every single Londoner has the chance to make the most of their talents and achieve their ambitions.

I'm proud to be the Mayor of a city as dynamic, diverse, progressive and entrepreneurial as London. But we can't rest on our laurels. London is not immune to the long-standing inequalities that are affecting all major cities – inequalities that are denying too many people the chance to get on in life.

Last year, I published 'Inclusive London' my Equality, Diversity and Inclusion strategy. It sets out my plans to work with a range of partners to understand and address the barriers different groups of Londoners can face. This report updates the steps we have taken to meet the strategy's objectives and our progress so far.

My new Deputy Mayor for Social Integration, Social Mobility and Community Engagement, Dr Debbie Weekes-Bernard, is leading on this work. She has a wealth of experience, having spent her career researching how to tackle poverty and inequality. Her work is helping to bring together our diverse communities and to ensure all Londoners can play a full part in the life of our city.

Debbie is also chair of my new Equality, Diversity and Inclusion Advisory Group, which is offering recommendations on how we can best deliver our strategy. It brings together experts to shape and inform our approach. The group includes perspectives across age, gender, race, disability, sexual orientation, faith, poverty and socio-economic status and it's already informing policies that will help to reduce disadvantage and promote fairness.

I'm as keen as ever to build a city that works for all Londoners. I'm proud of the progress we have already made since 2016, but there is still so much more to do. During this time of instability and social change, it's vital – now more than ever – that we build strong and connected communities. If we are to share opportunity and prosperity and to create a city that works for all, we simply must succeed in this challenge. And this report outlines how we plan to do so.



Introduction

Since the last equality report was published in 2017, the Mayor has consulted on and published Inclusive London, his equality, diversity and inclusion strategy.

The strategy set out how, in all his policies and programmes, the Mayor will play his part in helping to address the long-standing inequalities and discrimination that some groups and communities face. By working in partnership with central and local government, the private sector, and London's communities and civil society, he will help lay the foundations for a fairer and more inclusive city by delivering changes that make a real and meaningful difference to Londoners' lives.

The strategy set out the Mayor's ambition to go beyond his legal duties and consider not only the needs of the groups protected by the Equality Act 2010, but also groups like single parents, young people in care, care leavers, migrants and refugees. It also considered wider issues such as poverty and socio-economic inequality.

This report summarises actions taken against the objectives set out in the strategy. Alongside the Mayor's 2018-19 Annual Report – to be published in June – this report also fulfils the Greater London Authority's (GLA) duties under Section 33 of the GLA Act 1999 to report annually on its equality work.

The GLA has also published a set of high-level equality, diversity and inclusion measures to track how London's most significant equality issues are changing over time. These measures are published on the London Datastore:

<https://data.london.gov.uk/dataset/equality--diversity-and-inclusion-evidence-base>.

Actions taken to implement the equality, diversity and inclusion objectives

This section summarises the GLA group's actions against the objectives set out in Inclusive London.¹

Chapter 1 – A great place to live

The communities Londoners live in should help them to reach their full potential. From the quality of people's homes, to their ability to engage with their neighbours, making London a great place to live for everyone is an important part of the Mayor's Inclusive London strategy.

Objective 1	To work with housing associations, councils, developers, investors and government to help increase the supply of homes that are genuinely affordable to buy or rent. This will help to tackle the inequalities experienced by certain groups of Londoners most affected by the city's shortage of affordable homes.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • progressing his draft New London Plan through its Examination in Public², a key step towards publication and adoption. The draft Plan introduces a strategic target for half of all new homes to be affordable. • overseeing supplementary planning guidance that introduces a fast-track through the planning system for developers that meet a strict minimum of 35 per cent affordable housing without public funding. Of residential proposals referred through the planning process, affordable housing accounted for an average of 34 per cent, up from 22 per cent in 2016. • securing an extra £1.67bn from central government for his Affordable Homes Programme, bringing the total to £4.87bn. The programme will support the development of at least 116,000 social rented and other genuinely affordable homes in London, to be started by 2022. The Mayor exceeded his annual target of 14,000 starts for 2018-19. 	

¹ The Mayor's last annual equality report covered the 2016-17 financial year. The Mayor's Equality, Diversity and Inclusion (EDI) Strategy was published in May 2018 and included information on actions taken or underway in the 2017-18 financial year. The actions in this report predominantly focus on actions taken in the 2018-19 financial year, but also cover those actions taken in the 2017-18 financial year that were not ready for reporting in the EDI strategy.

² The statutory process through which the draft Plan is scrutinised in public by independent planning inspectors appointed by the Secretary of State.

- allocating more than £1bn of that £4.87bn pot to 27 London boroughs through his Building Council Homes for Londoners – City Hall’s first ever programme specifically for council housing.

Objective 2	To work with councils, landlords and government to help improve property conditions, management standards, security and affordability for private renters. This will help to support the growing numbers of households with children in private rented homes, as well as groups who are more likely to live in the sector.
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The Mayor has taken action by:

- launching the first ever Rogue Landlord and Agent Checker. It details London landlords prosecuted or fined by all 30 London boroughs that have enforcement records.
- securing £200,000 of government funding to enhance this checker and develop a data tool to help boroughs identify unlicensed Homes in Multiple Occupation (HMO)³ in their area.
- extending his Warmer Homes programme to the private rented sector on a trial basis for fuel-poor private tenants.

The Mayor has called on partners to take action by:

- developing the London Model – a blueprint for overhauling the regulation of the private rented sector. A core pillar of the London Model is the ending of Section 21 ‘no-fault’ evictions, which the Government has recently committed to introducing.
- asking Karen Buck MP to develop proposals on rent control or stabilisation.
- supporting the case for a Housing Court to improve access to justice for private renters, particularly those who are vulnerable.
- successfully lobbying the Government to scrap the discriminatory Right to Rent policy and to tighten the Tenant Fee Bill to reduce default fees and cap deposits at five weeks’ rent.

³ An HMO is a property with at least three tenants forming more than one household, and who share toilet, bathroom or kitchen facilities.

Objective 3	To work with government, councils, housing associations, communities and neighbourhoods to better protect Londoners living in social housing, including those affected by estate regeneration projects, to ensure that their views are properly heard and acted upon. This will benefit disabled people, Black, Asian and Minority Ethnic (BAME) groups and single parent households who are most likely to live in social housing.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • introducing a new funding condition, ensuring that councils and other social landlords must get residents' support for estate regeneration projects that involve demolishing homes when GLA money is involved. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • lobbying the Government to introduce a National Commissioner for Social Housing Residents, and calling for that person to be a social housing resident. • lobbying for changes to the Housing Ombudsman and the Regulator of Social Housing to make it easier for social tenants to raise concerns over the safety of their homes. 	

Objective 4	To work with councils, housing associations, government and communities to help improve the supply of homes available to meet Londoners' diverse housing needs, including for accessible and adapted housing, specialist and supported accommodation, and Gypsy and Traveller sites.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • progressing his draft New London Plan through its Examination in Public, a key step towards publication and adoption. The draft Plan includes requirements that: <ul style="list-style-type: none"> ○ all new homes must be accessible and adaptable. In addition, ten per cent of new homes must be specifically designed to be wheelchair accessible, or easily adapted for residents who are wheelchair users. ○ London boroughs work collaboratively with accommodation providers to provide specialist housing for older people ○ London boroughs plan to assess and meet the identified need for Gypsy and Traveller pitches. • allocating funding for more than 1,500 units of new supported housing for older and disabled Londoners through the Care and Support Specialised Housing Fund. • securing a £28m share of the Community Housing Fund for London. This scheme supports those who wish to live together in a specific, self-defined community, such as an older people's co-housing scheme. • launching an online tool that helps older and disabled Londoners locate new accessible homes as well as specialist housing developments. • making capital funding available through his Affordable Homes Programme to remodel or refurbish existing sites and pitches for Gypsies and Travellers, or to build new sites. He has also awarded a grant to London Gypsies and Travellers, a 	

stakeholder organisation, to carry out initial research into negotiated stopping sites.

The Mayor has called on partners to take action by:

- encouraging all boroughs to make use of the Homebuilding Capacity Fund which provides revenue funding to help accommodate the needs of Gypsies and Travellers.

Objective 5

To work with councils, government, the voluntary sector and communities to make preventing homelessness a priority, and make sure that people who lose their home are helped into sustainable accommodation.

The Mayor has taken action by:

- providing £11m to support the Pan-London Accommodation Collaborative Enterprise scheme. This will provide 200 modular housing units for boroughs to lease and use as temporary accommodation.
- prioritising victims of domestic abuse within the Housing Moves mobility scheme.
- making funds available to improve existing refuges, build new ones, and develop new accommodation for those ready to move on from refuges.
- starting to explore the scope for a pan-London approach to commissioning refuges that would better meet different needs.

The Mayor has called on partners to take action by:

- continuing to urge the Government to review its welfare reform measures, such as the benefit cap and the freeze on local housing allowance rates, which are making the private rented sector unaffordable for low-income Londoners.
- part-funding a study that informed plans for Capital Letters, a collaborative approach to boroughs procuring private rented accommodation for homeless households. The Government has now agreed to fund this with £38m over the next three years.

Objective 6	To work with government, councils, the voluntary sector and communities to ensure rough sleepers are helped off the streets as quickly and sustainably as possible. There should be a way for every rough sleeper in London to leave the streets.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • working with the No Nights Sleeping Rough Taskforce to publish a Rough Sleeping Plan of Action and to secure more than £6m government funding over two years. • announcing an additional £7m of City Hall funding to improve services for rough sleepers. • doubling the number of London Street Rescue outreach workers and boosting local cold weather shelters. • running a second winter campaign urging Londoners to donate to homeless charities. • working with Thames Reach to provide support to those rough sleeping on the Transport for London (TfL) network. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • successfully lobbying government to convert to revenue funding £3.1m of the £50m capital funding within the Mayor's Affordable Homes Programme earmarked for 'move on accommodation'⁴. This will fund support costs, addressing a key barrier to delivery identified by housing associations and councils. 	

Objective 7	To work with boroughs, communities, transport providers and businesses to help regenerate the most deprived parts of London in a way that supports good growth and opens up opportunities for the most disadvantaged groups.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • allocating £32m through the second round of the Good Growth Fund. Nearly two-thirds went to projects in the top 20 per cent most deprived wards in the country. More of the funding (45 per cent) has gone to collaborative and community projects than any previous Mayoral regeneration programme. • launching research in nine locations testing actions and recommendations for the High Streets for All report. This included a project in Harlesden exploring how high streets can encourage local diversity and social inclusion. • incorporating a new technical assessment into the Good Growth by Design programme which attaches a specific weighting to bidders' equality, diversity and inclusion action plans, and an increased weighting on the social value secured in their bids. 	

⁴ This programme will provide accommodation and support for homeless people leaving hostels and victims of domestic abuse leaving refuges. They will generally move on to independent living once they no longer need support.

- developing Crowdfund London to enable a broad range of communities to bid.

Objective 8	To work with government, boroughs, communities, businesses, schools, transport providers and others to help protect and provide the social infrastructure needed by London's diverse communities.
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The Mayor has taken action by:

- funding ten projects through the Good Growth Fund that focused on developing civic and social infrastructure.
- funding projects through the Skills for Londoners capital fund designed with community use in mind.
- testing actions identified in the High Streets for All report, to better understand the role of high streets as a form of social and civic infrastructure.
- developing a new methodology to assess the social impact of Crowdfund London.

Objective 9	To work with government, boroughs, developers, businesses and communities to promote the use of inclusive design through planning, procurement and commissioning of projects and programmes. We will also contribute to the development of national technical standards, initiatives, training and professional development programmes.
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The Mayor has taken action by:

- progressing his draft New London Plan through its Examination in Public, a key step towards publication and adoption. The draft Plan asks that the Design and Access Statement submitted as part of a planning application must include inclusive design.
- supporting the development of Inclusive Environments, the Design Council's recently launched continuous professional development programme, aimed at increasing awareness of inclusive design as standard practice among people working in the built environment.

Objective 10	To support effective ways to involve communities in the development of their neighbourhoods and the wider city.
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The Mayor has taken action by:

- consulting communities on his draft New London Plan through a range of events.
- encouraging bidders for the Good Growth Fund to measure and show how they have increased participation, social integration, and community engagement.
- convening the Inclusive Design and Access Panel, where organisations representing disabled Londoners comment on current development proposals. This helps the GLA and developers refine these proposals to improve accessibility.

Objective 11	To work with all relevant partners to ensure actions to improve levels of air quality and mitigate the effects of air pollution are informed by an understanding of the groups most likely to experience poor air quality.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching a £23m scrappage scheme for microbusinesses and charities to upgrade to cleaner vehicles, and committing a further £25m for a fund to allow low-income Londoners to do the same. • publishing air quality audits for 50 primary schools in the most polluted areas, which are frequently also the most deprived. The programme has also been extended to 20 nurseries in the worst-affected areas. Starter grants have been awarded to each participating school to help implement audit recommendations. • publishing analysis of the expected impacts of these actions on air pollution, which show specific benefits not only for school children but everyone living in deprived areas. The analysis provides evidence to inform activities such as communication and engagement on introducing the Ultra-Low Emission Zone (ULEZ). This engagement included holding a community event in November 2018, attended by campaigners and representatives from non-governmental organisations (NGOs), parent groups and universities. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • calling on the Government to match City Hall funding to help low-income Londoners scrap polluting cars. 	

Objective 12	To work with government, businesses, transport providers, voluntary groups and all relevant partners to help ensure our approach to tackling fuel poverty and improving green spaces is inclusive.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the Fuel Poverty Action Plan which sets out how he will improve collaboration across the health, social justice and environment sectors to guide London's work on fuel poverty. The plan will focus on those groups most affected by fuel poverty, including older and disabled Londoners, lone parents and some BAME communities. • allocating £4.4m to the Warmer Homes fuel poverty grant programme, and extending the support to include private tenants. • allocating £245,000 from the Fuel Poverty Support Fund to the boroughs of Croydon, Islington, Kingston and Lewisham to expand their fuel poverty advice and referral services across London and help more than 2,000 low-income households. • publishing a Green Infrastructure Focus Map identifying where there are gaps in green infrastructure and where new investment will have the most positive impact on communities. 	

Chapter 2 – A great place for young people

Childhood experiences – particularly those relating to learning and health – set the course of every Londoner's life. Tackling emerging inequalities early on in children's lives is vital to creating a great place for young people.

Objective 13	To work with government, boroughs, early years and childcare providers and businesses to help address the root causes of child poverty. These include affordability of housing, childcare and transport, low pay and lack of flexible working as well as the welfare system.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • taking steps to lower the cost of living, including building more affordable homes, keeping transport costs down, improving access to affordable childcare, and promoting affordable energy tariffs. • developing the Good Work Standard, which encourages employers to pay their employees fairly and offer more flexible working and support like help with childcare deposits. • commissioning an action-learning project followed by a full pilot to explore how primary schools can tackle some of the symptoms and underlying causes of child poverty. • strengthening the evidence base on poverty and inequality in London by commissioning a cumulative impact assessment of all tax and welfare reforms on Londoners since 2010, and co-funding a survey of families in Tower Hamlets to explore the effects of transferring to Universal Credit. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • lobbying the Government to halt the roll-out of Universal Credit and review other welfare reforms that are trapping families in poverty. • responding to the Social Security Advisory Committee's consultation on moving benefit claimants on to Universal Credit, highlighting the risks to families and vulnerable Londoners. • submitting written evidence about poverty in London to the United Nations (UN) Special Rapporteur on poverty and human rights ahead of his UK visit in November 2018. 	

Objective 14	To help understand which groups of children and young people are most likely to experience physical and mental health issues and help them to access treatment and support.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the £45m Young Londoners Fund. It will help children and young people, particularly those at risk of getting caught up in crime, to fulfil their potential through a range of education, sport, cultural and other activities. • creating the Child Obesity Taskforce, with the aim of halving childhood obesity by 2030. • banning the advertising of food and non-alcoholic drinks high in fat, salt or sugar on the TfL network. • launching the Healthy Early Years London awards scheme. It aims to reduce health inequalities by supporting child health, well-being and development in early years settings. It is targeted at areas with high rates of deprivation and indicators of poor child health. • developing a Youth Mental Health First Aid programme that will give every state school and further education college in London access to a Youth Mental Health First Aider by March 2021. 	

Objective 15	To work with London Councils, boroughs and childcare providers to support improved access to high quality, flexible early education and childcare for all. Provision should respond to the diverse needs of London's families, so children from low-income families in particular have better access to all forms of childcare and early years provision.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the London Early Years campaign. It combines social media activity with a small grants programme to raise awareness of free early years education and its benefits. • supporting more than 70 early years providers through three new Early Years Hubs in Barnet, Wandsworth and Merton (Wandle), and Newham. The Wandle hub has developed a new accredited training programme for Special Educational Needs Co-ordinators. • launching his Early Years Leaders Programme, a two-year scheme that uses a coaching model to support early years practitioners to increase their leadership, management and business skills. 	

Objective 16	To work with schools, boroughs and London Councils to support higher levels of educational progress for the lowest attaining groups, and to reduce disparities in exclusions.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • designing and promoting several European Social Fund (ESF) projects, including an £8m project to support 15 to 19-year-olds who are at risk of leaving education, employment, or training, and a £3m gangs prevention project to support young people who return to education or secure employment or an apprenticeship. • rolling out the Stepping Stones programme for vulnerable students moving from primary to secondary school to improve academic attainment, behaviour and attendance. • publishing Boys on Track, a research report with a framework of actions to support black Caribbean and free school meal-eligible white boys in schools. • launching a campaign through the Teach London partnership to promote the benefits of teaching in London, with a specific target to recruit BAME teachers. • engaging with stakeholders and collating evidence on school exclusions to help identify steps that can be taken to help keep more pupils in school. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • lobbying the Government to give local authorities more powers and funding to tackle school exclusions and coordinate support services. • funding a pilot Gender Action award to promote acceptance of gender diversity in London's schools. 	

Objective 17	To work with London businesses, boroughs and the voluntary sector to create more opportunities for young people to gain work experience and wider career and employment opportunities, especially in the science, technology, engineering and maths (STEM), digital, cultural, and creative sectors.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the ESF 2019-24 youth programme prospectus to support 15 to 24-year-olds into work or return to education. • delivering volunteering and mentoring programmes HeadStart Action and HeadStart London, in partnership with social integration charity The Challenge. These will help young people from disadvantaged backgrounds develop employability skills and self-confidence. • starting a digital product design training programme with the London Legacy Development Corporation, targeting young BAME Londoners. • promoting 12 ESF Careers Clusters, which are helping more than 300 employers and higher education institutions pilot careers activity in more than 200 schools and colleges. 	

Chapter 3 – A great place to work and do business

Inequalities remain widespread in the labour market and economy, from pay gaps to a lack of boardroom diversity. Making London a great place to work and do business means ensuring that all Londoners are able to participate and fulfil their potential.

Objective 18	To work with boroughs, education and skills providers, businesses, and voluntary and community groups to help increase the number and diversity of people gaining the skills they need. This includes progression through further/higher level learning and training, and higher level and degree apprenticeships, and into higher skilled work.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • allocating £2.5m of European Social Fund (ESF) 2019-23 funding for an English and Maths programme to support adults in low-paid work to achieve at least GCSE grade C/4 in these subjects. • preparing to use the devolved £311m Adult Education Budget (AEB), for which he is responsible from 2019-20, to support more Londoners to gain the basic skills they need to succeed and progress in further learning or work. • launching the second round of the Skills for Londoners Capital Fund to ensure accessibility for all learners, including disabled people, in further education settings. • conducting a post-16 special educational needs (SEN) review providing an up-to-date picture of demand and supply of SEN provision over the next five years. • commissioning new research in partnership with London Councils to understand what shapes post-16 education performance and career outcomes. • publishing and disseminating research to identify why undergraduate students in London are more likely to fail to complete their courses than their contemporaries in other parts of the country, with a specific focus on black students and students from lower socio-economic backgrounds. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • lobbying the Government to ensure reforms to the apprenticeship system do not have a negative impact on any groups already experiencing barriers to participation. 	

Objective 19	To work with employers, education and skills providers, and voluntary and community organisations so that as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise and jobs market.
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The Mayor has taken action by:

- publishing his Careers for Londoners Action Plan, which includes a commitment to expand the London Enterprise Adviser Network and make it available to every London secondary school and further education college. The initial roll-out of the programme focused on schools with a high proportion of BAME students.
- running more than 30 different programmes through the London Economic Action Partnership targeted at specific groups that experience barriers to labour market participation.
- addressing London's maternal employment gap by assigning £6.5m of ESF funding for projects to support workless or low-paid parents to take up childcare.
- running the Care Leavers into Work programme through the ESF Youth Innovation Fund.
- launching the Workforce Integration Network programme to help employers understand what they can do to reduce the employment gap for groups underrepresented in the labour market, with an initial focus on young black men.

The Mayor has called on partners to take action by:

- lobbying for a replacement for ESF funding after the UK's departure from the European Union. ESF programmes mainly support individuals and groups facing multiple barriers to adult learning, and are hugely valuable to London. The Mayor is committed to protecting continued funding for these programmes through the proposed UK Shared Prosperity Fund.

Objective 20	To work with employers and their organisations, unions, and the voluntary sector to help ensure London's employers have fair and inclusive employment practices to retain and help their employees progress. There will be a focus on those groups that experience major barriers at work.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • developing the Good Work Standard to set a benchmark for good employment practice covering fair pay, recruitment, learning and development, and staff well-being. • leading by example by taking steps to make the GLA Group an exemplary employer including by publishing the GLA Group's first ethnicity pay gap action plan. • launching and promoting the Our Time scheme to help employers address the barriers preventing women from reaching senior levels in their organisations. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • urging London's employers to pay their staff the London Living Wage through targeted approaches and ESF in-work progression programmes. This year the Mayor announced a new hourly rate of £10.55, meaning 55,000 Londoners received a pay rise. • responding to the Government's consultation on ethnicity pay gap reporting, urging ministers to extend mandatory reporting to smaller companies. 	

Objective 21	To work with skills and training providers, as well as employers, to help increase the diversity of their workforces in vital sectors in London. These include digital, construction, creative and the built environment.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • allocating £12m for the Mayor's Construction Academy to help improve the gender balance and increase ethnic diversity in the construction sector. • launching his Digital Talent Programme, a £7m scheme to help plug the growing skills shortage in the digital, creative and technology industries by funding training programmes targeted at learners who are BAME, women, disabled people or lone parents. • launching the new Theatre Diversity Action Plan, created by the Broadcasting, Entertainment, Communications and Theatre Union (BECTU), to tackle the critical lack of workforce diversity in the theatre industry. • collating data on the demographic profile of people working in the architecture and built environment sectors to inform a handbook with recommendations for improving diversity in these sectors. 	

Objective 22	To work with important stakeholders to encourage inclusive growth in London through better planning and provision of business support, including access to finance for BAME, women and disabled-led businesses.
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The Mayor has taken action by:

- developing Funding London, a programme of workshops for women and BAME entrepreneurs focusing on early-stage and growth investment.
- running Start Up, Step Up London, a mentoring programme with specific targets to reach BAME people, disabled people and women.
- holding roundtable discussions with the London Economic Action Partnership for black women entrepreneurs and disabled entrepreneurs, to better understand how people from these groups, currently underrepresented in business, can be better supported.
- partnering with the British Library to support the Precious Nights Network, inviting successful BAME businesswomen to share their experiences of founding a STEM company.

Chapter 4 – Getting around

Traffic dominance, affordability, safety and accessibility issues can prevent some people from going out to enjoy their city, getting to work, or engaging with their communities, which can have a profound impact on their health and wellbeing. The Mayor and Transport for London are working to create a healthy, inclusive and safe city for all.

Objective 23	To work through TfL and with the London boroughs, development partners and other planning authorities to help change London's streets and public places to address barriers to walking and cycling, and make sure they focus on accessibility and inclusion issues in particular.
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The Mayor, through TfL, has taken action by:

- adopting the Healthy Streets approach to help create a healthy, inclusive and safe city for all.
- awarding cycling grants to 30 new local community projects, including schemes to encourage women hospital staff to cycle to work, young offenders to train as bike mechanics, disabled and homeless cycling groups, and a cycle training and maintenance project for the Hindu Bengali community.
- publishing research based on feedback from disabled and older Londoners to better understand cycling and walking provision at new road layouts, including crossing improvements at bus stop bypasses.

Objective 24	To work through TfL and with London boroughs, London Councils and other transport and travel information providers, to offer more affordable transport and make people more aware of the cheapest travel options on offer.
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The Mayor, through TfL, has taken action by:

- continuing to freeze TfL fares, which is projected to save the average London household around £200 by 2020.
- introducing an expanded Hopper Fare with unlimited bus and tram pay as you go journeys within an hour of first touching in, for £1.50.
- continuing to offer a range of free or heavily discounted concession schemes, covering travel for many vulnerable groups like young people in education, older people, apprentices and people seeking work. TfL also continues to run free door-to-door services such as Dial-a-ride, which last year provided a million free trips for people unable to use public transport.

Objective 25	To work through TfL and with London boroughs, development partners and other planning authorities to ensure that inclusive design is an important principle in all new transport schemes and those where major renewal work is being done.
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The Mayor, through TfL, has taken action by:

- continuing the roll-out of accessibility and inclusion measures, including:
 - a programme to make a third of the Tube network step-free by 2024
 - improvements to wayfinding, hearing loops, streetscapes, tactile paving, soft-touch handrails and accessible seating
 - providing mentors for those less confident to travel
 - maintaining the 95 per cent of all bus stops that are wheelchair and mobility scooter accessible.
- launching the Look Up campaign to encourage customers to look up and see if someone needs their seat.
- working with the Alzheimer's Society to improve infrastructure, signage and customer information for customers with dementia.
- carrying out a Design for the Mind audit of Euston Station and the barriers to travelling for neurodiverse customers. This will feed into a longer-term piece of work to help understand the best way to improve London's transport infrastructure.

Objective 26	To work through TfL and with other transport providers to help increase staff awareness and understanding of how to offer an inclusive service, including providing disability equality training.
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The Mayor, through TfL, has taken action by:

- procuring and setting up a new Disability Equality Training programme for those on the frontline and those in professional services with the aim of training more than 1,000 people over the next year.
- creating a new Disability Equality Training Video for bus drivers in partnership with disabled customers.
- working with the Design Council to create a tailored inclusive design training programme for 500 TfL architects, engineers, facilities managers.
- continuing the roll-out Dementia Friends training to bus operators and TfL staff, including a new e-learning module featuring Londoners with personal experience of living with dementia.
- running a series of targeted compliance tests on taxi and private hire drivers in response to reports of some refusing passengers with assistance dogs.

Objective 27	To work through TfL and with the London boroughs, transport providers, the Metropolitan Police Service (MPS), the British Transport Police (BTP) and the City of London Police (CoLP) to help reduce crime, and the fear of crime, on London's streets and transport system.
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The Mayor, through TfL, has taken action by:

- running 250 engagement events across the transport network to support National Hate Crime Awareness Week.
- continuing to prioritise action on high harm offences such as sexual offences, hate crime and violence between customers, transport staff and contractors.
- supporting initiatives such as Project Guardian and the Report it to Stop it campaign to tackle unwanted sexual behaviour and make public transport safer for women.

Chapter 5 – A safe, healthy and enjoyable city

The Mayor is determined to ensure that London is a city where everybody can live a safe, healthy and enjoyable life, supported by strong communities, diverse relationships and access to culture.

Objective 28	To work with local authorities, the MPS, criminal justice agencies and voluntary and community sector partners to help reduce the disproportionate impact of crime on children and young people, who are at risk of becoming either victims or perpetrators of crime.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the Violence Reduction Unit, bringing together specialists from health, education, police, local government, probation and community organisations to stabilise and reduce violent crime across London and tackle the underlying causes of violent crime. • using his £45m Young Londoners Fund to support children and young people at risk of getting caught up in crime through a range of education, sport, cultural and other activities. • using the Mayor's Office for Police and Crime's (MOPAC) Knife Crime Community Seed Fund to support 43 local projects across London to help communities most affected by knife crime. • investing £3m over three years in the new Response and Rescue partnership, a comprehensive support programme for exploited young people, including specialist interventions to help young women move away from criminal exploitation. • continuing the London Gang Exit programme, which supports young Londoners involved with or affected by gang activity to exit gangs. • partnering with NHS and civil society organisations to launch Lighthouse, the UK's first 'child house'. This is a facility in north London that provides a safe space to support children and young people, or their families or carers, who have been sexually abused or exploited. <p>The Mayor has called on partners to take action by:</p> <ul style="list-style-type: none"> • lobbying the Government to make the case for a fair funding settlement for London's police force as well as reversing cuts to crucial preventative services. 	

Objective 29	To work with local authorities, the MPS, criminal justice agencies and voluntary and community sector partners to help address the impact of crime on those groups and communities disproportionately affected, particularly with respect to hate crime, domestic violence, and violence against women and girls.
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The Mayor has taken action by:

- committing £1.1m to specialist services for victims of hate crime. This will fund more Hate Crime Victims' Advocates to offer specialist support for high risk victims through the criminal justice process, and specialist case work support for victims of anti-Semitic and LGBT+ hate crime.
- commissioning the Community Alliance to Combat Hate (CATCH), a consortium of specialist service providers who offer bespoke advocacy for victims of hate crime in London.
- leading the London Hate Crime Board, chaired by the Victims' Commissioner Claire Waxman, to oversee partnership work, the MPS strategic plan and operational activity on hate crime.
- continuing the work of the multi-agency Online Hate Crime Hub, to improve the investigative response to, and victim outcomes from, online hate crime.
- building on the record £44m investment in protection and support for victims through the Violence Against Women and Girls Strategy with a further £14.8m investment in a Co-Commissioning Fund. The latter has been distributed to groups of partners to work together to tackle crime and community safety issues such as child sexual exploitation, sexual violence, female offending and youth offending.
- funding three London Sexual Abuse Referral Centres (Havens) in partnership with NHS England.
- continuing to co-fund four London Rape Crisis Centres and invest in a pan-London sexual violence triage service for survivors of sexual abuse.

Objective 30	To work with all relevant partners to help reduce differences in groups' experiences of policing, victim satisfaction and perceptions of policing and the criminal justice system, holding the MPS Commissioner to account for the exercise of duties relating to equality and diversity.
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The Mayor has taken action by:

- continuing to hold the Commissioner of the MPS to account for the police's use of stop and search by:
 - reviewing stop and search data monthly, with the Deputy Mayor for Policing and Crime
 - raising areas of concern with the Commissioner directly and through the MOPAC Oversight Board
 - supporting the Stop and Search Community Monitoring Network
 - working with London Citizens to increase youth participation in stop and search oversight
 - working with the MPS to run stop and search judgement training for new and existing officers.
- working with the MPS to review victim satisfaction data to better understand the differences between the experiences of white Londoners and those from other communities.
- overseeing the MPS's response to the Equality and Human Rights Commission and the Advisory, Conciliation and Arbitration Service (Acas) investigations into how it handles discrimination complaints.

In addition, the MPS has:

- worked to make London's police force more reflective of the city it serves, including:
 - redesigning how MPS attracts new officers, focusing on the capabilities that are important to London, and introducing new ways to join the MPS
 - using independent community assessors to select candidates
 - running training in unconscious bias
 - giving women and BAME officers access to a bespoke Career Development Service
 - continuing to engage with diverse Londoners and civil society organisations to inform policies and strategies.

Objective 31	To work with government, local authorities, the MPS, criminal justice agencies and voluntary and community sector partners to help reduce inequality and disproportionate representation within the criminal justice system.
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The Mayor has taken action by:

- publishing a comprehensive review of the MPS Gangs Matrix, which recommended investigating whether the disproportionate number of young black men on the matrix is legitimate. A comprehensive overhaul of the database will be completed by the end of 2019.
- launching, in response to the Lammy Review, a deferred prosecutions pilot for adults and juveniles accused of low-harm offences who would not attract a custodial sentence according to UK sentencing guidelines.
- securing improved access to London ethnicity data from the Ministry of Justice (MoJ) to allow better monitoring of disproportionality.

Objective 32

To work with all relevant partners to help understand and reduce the gap in risks of fires between different communities, and engage local communities to better understand and respond to their needs.

The Mayor has taken action by:

- engaging fully as a core participant in the Grenfell Tower Inquiry to ensure lessons are learned and responsible parties held to account.
- including, for the first time, a fire safety policy in the draft New London Plan requiring new developments to meet the highest standards of fire safety.
- taking responsibility for administering the government fund that will pay for the removal and replacement of unsafe cladding from residential tower blocks over 18m tall owned by councils and housing associations.

The Mayor, through the London Fire Brigade (LFB), has also taken action by:

- piloting a personal development session for care workers, housing managers and risk assessors to educate them about people's risk from fire, and fire control measures and responsibilities.
- providing a wide range of health advice and support alongside home fire safety visits, including a new tool to support carers and care providers to identify risk.
- agreed a Memorandum of Understanding with the Care Quality Commission (CQC) to share information about those receiving care. The aim is to improve the regulatory monitoring of care homes and support care providers to raise their fire risk prevention standards.

The Mayor has called on partners to take action by:

- lobbying the Government for reforms that will make it easier for social tenants to raise concerns to the Housing Ombudsman and the Regulator of Social Housing about the safety of their homes.
- responding to Dame Judith Hackitt's interim report and subsequent consultations on fire safety and the Building Regulations.

Objective 33	To lead, and help coordinate, work to understand and address health inequalities and support at-risk communities to increase their health skills, knowledge and confidence.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • publishing his Health Inequalities Strategy, setting out his plans to tackle unfair differences in health to make London a healthier, fairer city. The associated implementation plan sets out a range of actions that the Mayor and partners will take to reduce health inequalities in London. • publishing his draft social prescribing⁵ vision in collaboration with organisations from the voluntary and community sector, the NHS, local authorities and the social prescribing network. • supporting joint work on HIV prevention and treatment in London, through the Fast Track Cities programme, which aims to eliminate new HIV infections in London and reduce the stigma associated with HIV and AIDS, by 2030. 	

Objective 34	To work with communities, employers and the voluntary sector to ensure London's diverse populations no longer experience stigma associated with mental ill-health.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching, with the Healthy London Partnership, his Mental Health in Schools online toolkit. This will help teachers, governors and commissioners to support mental health and emotional well-being in schools. • holding a Thrive LDN⁶ festival of culture to harness opportunities for arts and cultural activities to improve Londoners' mental health and well-being. The festival seeks to give a voice to young Londoners most at risk of developing poor mental health. These include BAME, Portuguese-speaking, black LGBT+ and Asian LGBT+ Londoners. • running 17 Thrive LDN community workshops with the Mental Health Foundation, starting with the seven boroughs where residents have the highest risk of poor mental health. 	

⁵ Social prescribing is about helping people find ways to improve their health and wellbeing by linking them up with what's going on in their local area. From gardening clubs, food growing spaces, art classes to toddler groups, from social activities for those who are isolated to benefits and legal advice, social prescribing enables people to access activities that meet their wider emotional, physical and social needs.

⁶ Thrive London, supported by the Mayor of London and the London Health Board, is a citywide movement for mental health. It strives for London to be: A city where individuals and communities are in the lead; A city free from mental health stigma and discrimination; A city that maximises the potential of children and young people.

Objective 35	To work with others to address the inequalities and barriers that limit some Londoners' ability to build strong relationships and be active citizens.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the Workforce Integration Network programme to help employers understand what they can do to reduce the employment gap for groups underrepresented in the labour market, with an initial focus on young black men. • creating a Social Integration Design Lab to embed social integration into public service delivery, projects and policies. • working with civil society organisations through the Citizenship and Integration Initiative to support Londoners with insecure status to access their legal rights to citizenship and residence, and encourage new citizens to get more involved in civic life through initiatives including citizenship ceremonies and political literacy resources. • launching the EU Londoners Hub and a microgrant scheme for associated outreach work with vulnerable groups. This is providing support and advice to European Londoners who face barriers to gaining settled immigration status. • piloting a London Family Fund of £600,000 over three years to bring families with young children together and build relationships across different groups. 	

Objective 36	To work with employers, communities, voluntary sector organisations and others to help reduce the barriers that prevent some people from volunteering.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • working to make Team London Ambassadors more diverse, following a programme review. This includes a focus on recruiting younger and BAME Londoners. • expanding access to Team London Young Ambassadors for young people from lower socio-economic groups and those in Pupil Referral Units and special educational needs and disability (SEND) schools. • working with partner agencies to run HeadStart London, a programme that encourages young people aged 16-18 to volunteer in their local communities. • delivering Forces for London, which over three years will help up to 200 ex-forces personnel take up high-quality volunteering opportunities, employability skills training, and secure employment. • offering Young London Inspired grants to help voluntary sector organisations run volunteering and social action projects for young Londoners from groups that are disproportionately affected by mental health issues, such as those within the criminal justice system, looked after children, refugees or asylum seekers. 	

Objective 37	To work with London boroughs, businesses, venues and voluntary and community groups to help organise and promote relevant and accessible activities so that more Londoners can experience, and engage with, the city's culture.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • funding the first London Borough of Culture Award in Waltham Forest. Launched in January 2019, the programme was developed in collaboration with 2,000 local residents. The launch weekend attracted 70,000 visitors, of whom 75 per cent were local residents, 22 per cent were visitors from outside the borough, and 37 per cent were people with a BAME background. • launching Culture Seeds, a microgrants programme for grassroots cultural activities. This has already distributed more than £320,000 to 74 projects across 29 boroughs. • delivering cultural elements of the #BehindEveryGreatCity campaign, including commissioning the first statue of a woman in Parliament Square, and 21 new murals inspired by unsung women heroes from the London's history. • supporting cultural programmes for those living with dementia, including Film London's dementia-friendly screening programme and the Museum of London's ambition to become a dementia-friendly venue. • holding Liberty Unbound, his three-day disability arts festival. 	

Objective 38	To work with London boroughs, businesses, developers and voluntary and community groups to help support, save and sustain diverse cultural places and spaces, by promoting good growth.
<p>The Mayor has taken action by:</p> <ul style="list-style-type: none"> • launching the capital's first six Creative Enterprise Zones, supported by an £11m fund, to protect the creative sector by increasing affordable spaces for artists and entrepreneurs. This will also boost job and training opportunities for Londoners living within the zones. • launching East Bank, a new £1.1bn culture and education district, at Queen Elizabeth Olympic Park. • supporting more than 350 music venues, pubs and creative spaces to stay open through the work of the Culture at Risk Office. The Mayor also published an LGBT+ Venues Charter to stem the loss of venues for people from these communities. • creating the first London-wide Women's Night Safety Charter with councils and organisations pledging support for women's safety at night. 	

Objective 39

To work with community organisations, the grassroots sport sector, London Sport and other strategic partners to help ensure diversity, inclusion and social integration are important principles of the new sport programme and strategy.

The Mayor has taken action by:

- publishing Sport For All of Us, his strategy for sport and physical activity which explores how community sport and major sporting events can foster social integration.
- launching Sport Unites, his £8.8m community sport investment programme for London, developed in consultation with communities and partner organisations. This programme includes:
 - the London Together fund, a £3m Sport Unites partnership with Comic Relief, investing in sport projects that aim to improve social integration in London
 - the Sport Unites Model City pilot in Barking, Hounslow and Haringey, in partnership with charity Laureus Sport for Good and Nike. This is an innovative, place-based approach that empowers local communities to identify and tackle issues that are important and specific to them.
- opening round one of Active Londoners funding to help specific groups address and overcome the barriers they face to being physically active. These include disabled people, people with mental health issues, older people, and women and girls.
- supporting 62 young London athletes, particularly those from low-income backgrounds, with training and development of their skills and knowledge as community role models, in partnership with SportsAid.
- hosting Pride Sport's Football v Homophobia campaign event. The campaign tackles discrimination on sexual orientation, gender identity and expression within football, and improves access to this sport for the LGBT+ community.

Appendix 1: Progress against equality, diversity and inclusion measures

This appendix reports against a set of measures the Mayor is using to monitor the state of equality, diversity and inclusion in London.

In each case the most recent full year of data available has been reported. The years of comparison vary between measures and are specified for each.

The measures and the full data are all available on the London Datastore:
<https://data.london.gov.uk/dataset/equalities-diversity-and-inclusion-measures>

A great place to live

- **Housing affordability:** the proportion of London households spending over a third of their income on housing rose from 30 per cent in the three years to 2015-16 to 33 per cent in the three years to 2016-17. This was the first increase in three years. This has particularly affected those within the second and third household income deciles⁷. Unaffordability is still most common among private rented sector households. However, it is increasing among both owner occupier and social rented households. Relative to white households, housing unaffordability is growing for black and mixed ethnicity households.⁸
- **Accessible housing:** the proportion of new build homes in London meeting housing standard M4(2), regarding accessibility and adaptability, fell from 86 per cent in the period 1 October 2015 to 31 March 2016, to 76 per cent in the year 2017-18. The proportion meeting standard M4(3), regarding wheelchair accessibility and adaptability, fell from ten to nine per cent.⁹

⁷ Income deciles refer to where Londoners are on the national income distribution. Each income decile represents 10 per cent of the population arranged in order of increasing income. So Londoners in the first, or bottom, income decile are those in the poorest 10 per cent of the country, while those in the 10th, or top, decile are those in the richest 10 per cent.

⁸ Department for Work and Pensions. (2018). *Households Below Average Income, 1994/95-2016/17*. [data collection]. 11th Edition. UK Data Service. SN: 5828, <http://doi.org/10.5255/UKDA-SN-5828-9>

⁹ Greater London Authority (2018) London Plan Annual Monitoring Report 14 and Greater London Authority (2017) London Plan Annual Monitoring Report 13

- **Statutory homelessness:** the rate at which households are accepted as statutorily homeless in London fell from 5.03 to 4.24 for every 1,000 households between 2016-17 and 2017-18. Black Londoners and those aged between 25 to 44 years remain over-represented among those accepted as statutorily homeless. This over-representation has fallen slightly.¹⁰
- **Rough sleeping:** the number of people seen rough sleeping in London in the last quarter of 2018 rose by 25 per cent over the same period in 2017. There has been a marked increase in the proportion of those sleeping rough who are from central and eastern Europe.¹¹

A great place for young people

- **Child obesity:** rates of child obesity in London have fallen slightly for children in year 6, from 24 per cent in 2016-17 to 23 per cent in 2017-18. The proportion of year 6 children from a black ethnic background who are obese fell from 29 to 28 per cent over the same period.¹²
- **Early years education:** there has been progress in improving take up of the two-year-old free early education entitlement in London. It jumped from 46 to 57 per cent between 2015 and 2016. In 2017, take-up was 58 per cent, rising to 61 per cent in 2018. There has been little change in take up for three and four-year-olds.¹³
- **Educational attainment:** educational attainment within key stage 4 has improved. The average 'attainment 8' score of students in London rose from 48.9 to 49.4 between 2016-17 and 2017-18. However, ethnic inequalities in educational attainment have increased. The gap in average score between secondary school student ethnic groups with the highest attainment (Chinese) and lowest (black) rose from 16.2 to 18.6. Inequalities also increased according to Free School Meals eligibility, deprivation and SEND.¹⁴
- **School exclusions:** rates of both fixed-term and permanent school exclusions increased between 2015-16 and 2016-17¹⁵. Comparing the change in inequalities over

¹⁰ Ministry of Housing, Communities & Local Government (2019) Live tables on homelessness

¹¹ Greater London Authority (2019) Rough sleeping in London (CHAIN reports)

¹² Public Health England (2019) National Child Measurement Programme and Child Obesity Programme

¹³ Department for Education (2019) Statistics: childcare and early years and GLA (2018) GLA Population and Household Projections

¹⁴ Department for Education (2019) Key stage 4 and multi-academy trust performance 2018 (revised)

¹⁵ Fixed-term school exclusion rates are defined as the number of pupils with one or more fixed-term exclusion, divided by the total headcount of pupils in London. Permanent

a longer time period (2011-12 and 2016-17), ethnic inequalities in fixed-term exclusions have fallen. For permanent exclusions, the gap between the ethnic group with the lowest rate (Asian) and the highest (black) has risen slightly. Inequalities by gender and special educational needs (SEN) have fallen for fixed-term exclusions but risen slightly for permanent exclusions, with boys and pupils with SEN more likely to be excluded by both measures. At the same time, the gap in rates of both fixed-term and permanent school exclusions between Free School Meal-eligible students and their peers has grown.¹⁶

A great place to work and do business

- **Employment gaps:** neither the gap between men and women nor the gap between disabled and non-disabled adults changed substantially between 2011 and 2017. However, the disability employment gap is 4 percentage points smaller than in the early 2000s. By ethnicity, employment rate gaps relative to the employment rate for working-age white Londoners have fallen over time, although progress has slowed. Employment rates for black Londoners continue to grow.¹⁷
- **Poverty:** rates of pensioner poverty (measured after housing costs) increased from 18 per cent in the three years to 2013-14 to 21 per cent in the three years to 2016-17. Yet poverty is far less common among this group than it was in the late 1990s, when it peaked at 32 per cent. There has been a slight fall in child poverty in the latest data, although at 37 per cent it is still higher than for other ages. Working-age poverty rates have not changed much, but are currently around three percentage points higher than in the early 2000s period, at 26 per cent.¹⁸
- **Pay gaps:** the gender pay gap was unchanged at 17 per cent in 2018 and progress on reducing it has stalled in recent years. Previously, it fell from 22 per cent in the late 1990s to 17 per cent in 2010.¹⁹

exclusion rates are defined as the total number of permanent exclusions divided by the total headcount of pupils in London.

¹⁶ Department for Education (2018) Permanent and fixed-period exclusions in England: 2016 to 2017

¹⁷ Office for National Statistics, Social Survey Division. (2018). Annual Population Survey Household Dataset, January - December, 2017. [data collection]. UK Data Service. SN: 8367, <http://doi.org/10.5255/UKDA-SN-8367-1>

¹⁸ Department for Work and Pensions. (2018). Households Below Average Income, 1994/95-2016/17. [data collection]. 11th Edition. UK Data Service. SN: 5828, <http://doi.org/10.5255/UKDA-SN-5828-9>

¹⁹ Greater London Authority (2018) Economic Fairness

Getting around

- **Public transport use:** across London, rates of use of bus transport fell between 2013-14 and 2016-17. More people are using the Tube and Overground. Among older Londoners (over 65s), use of all these modes has increased. For BAME Londoners the same pattern appears, although there has been no increase in Tube use.²⁰
- **Public transport satisfaction:** satisfaction in bus, Tube and Overground services rose by one percentage point between 2014-15 and 2016-17. Similar patterns are seen across demographic groups, although satisfaction among Londoners aged 65 and over fell by one percentage point for all three services. There has also been no change in satisfaction with Tube services among disabled Londoners.²¹

A safe, healthy and enjoyable city²²

- **Hate crime:** the number of race hate crime incidents fell in 2018. Islamophobic hate crime incidents have also fallen, but anti-Semitic incidents have increased. There has also been a rise in transgender hate crime incidents and those relating to sexual orientation.²³
- **Violence against women and girls:** the number of victims of domestic violence incidents fell by almost 3,000 between 2017 and 2018, or two per cent. The number of victims of sexual offences rose by almost 700, or four per cent.²⁴
- **Knife crime:** the number of knife crime incidents rose by one per cent between 2017 and 2018.²⁵
- **Stop and search:** the proportion of people being stopped and searched who are of a white ethnic background decreased in 2018 compared to the 2017-18 financial year. The proportion of people being stopped and searched who are, or are perceived as, black or Asian increased. Young people and men also remain over-represented.²⁶
- **Health problems²⁷:** there was no change in the rate of most common mental health and neurological conditions among adults or in adult obesity between 2015-16 and

²⁰ Transport for London (2018) London Travel Demand Survey

²¹ Transport for London (2018) Customer Satisfaction Survey

²² Note – it is not possible to report on sport participation at this time as the method for collecting sport participation data has changed, preventing comparisons over time.

²³ Greater London Authority (2019) Hate Crime Dashboard

²⁴ Greater London Authority (2019) Domestic and Sexual Violence Dashboard

²⁵ Greater London Authority (2019) MOPAC Performance Framework

²⁶ Metropolitan Police (2019) Stop and search dashboard

²⁷ The Mayors Health Inequalities Strategy sets out his plans to tackle unfair differences in health to make London a healthier, fairer city. The strategy indicators can be found here: <https://data.london.gov.uk/dataset/london-health-inequalities-strategy-indicators>.

2016-17. The proportion of adult GP patients with depression rose from 6.0 to 6.6 per cent and the proportion with learning disabilities rose from 0.3 to 0.4 per cent.²⁸

- **Cultural participation:** comparing the three years to March 2018 with the three years to March 2015, there was a fall in museum and gallery attendance across London's population. This decline was steeper among lower socio-economic groups and Londoners with below degree-level educational attainment, at seven and five percentage points respectively. There has been a similar decline in library use and visits to heritage sites among those from lower socio-economic groups (nine and four percentage points respectively). Attendance at arts events has grown for most demographic groups. The fastest increase was among BAME Londoners (seven percentage points).²⁹

²⁸ Public Health England (2019) Public Health Outcomes Framework indicator number 93088 and NHS (2018) Quality and Outcomes Framework

²⁹ Department for Culture, Media and Sport. (2019). *Taking Part: the National Survey of Culture, Leisure and Sport, 2017-2018: Adult and Child Data*. [data collection]. UK Data Service. SN: 8442, <http://doi.org/10.5255/UKDA-SN-8442-1>

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