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Equal Life Chances for All Londoners - Gender Equality

Greater London Authority Draft Gender Equality Scheme 2010-2011



MAYOR OF LONDON

**Greater London Authority
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Contents

Foreword	3
1. Introduction	5
2. Engagement	8
3. Our gender equality objectives	9
4. Our gender equality achievements and plans	10
5. How we will achieve our objectives	24
6. How we will measure our success	26
Annex 1 - Current and proposed public sector statutory equality duties	32
Annex 2 - Facts and figures	34
Endnotes	47

Foreword

by Boris Johnson, Mayor of London

My vision is for London to be the best big city in the world - where everybody has the opportunity to fulfil his or her promise regardless of gender, ethnicity, belief, age, disability, or sexual orientation. If we want to create this city we have to pull down the barriers that remain in the path of some of our most talented, creative, and hard-working people.

The barriers are real. Women for example, especially pensioners and those with children, are more likely to live in poverty. Childcare costs can act as a deterrent to returning to work after children enter the world, the shortage of family-sized affordable housing leave some stranded in unsuitable accommodation, and far too many women live with the fear or reality of violence.

Many of these challenges also face men, and whilst we are tackling these issues head on, we are doing so for all Londoners. We are supporting programmes to reduce child poverty, and helping parents to stay in, or return to, employment. We are working flat out to provide more family-sized and affordable housing, and are boosting the take up of benefit entitlements amongst older people. We have also increased the rape crisis provision across London and



are addressing the broader issues through our Violence Against Women and Girls Strategy.

As we progress along the road to changing London for the better, I want to hear your ideas and your views on whether our focus and our policies are right. Together we will create a London where everyone can share in the success and prosperity.

A handwritten signature in black ink, which appears to be 'Boris Johnson'.

Boris Johnson
Mayor of London

1. Introduction

1.1 Equal Life Chances for All and this Gender Equality Scheme

In 2009 the Mayor launched his equality framework for London, 'Equal Life Chances for All,'¹ which is an overarching strategic equalities framework for the GLA and the GLA group. The framework also contributes towards fulfilling the Mayor's commitment to strengthen and promote community cohesion and social inclusion.

The gender equality objectives outlined in this Gender Equality Scheme (GES) are drawn from Equal Life Chances for All. In Section 3 we focus on the areas where the Mayor believes he can have the greatest impact in promoting gender equality. We summarise what we know about each area (with supporting evidence provided in Annex 2), outlining what the Mayor has done in each key area, and what he plans to do. In Section 4 we outline how we will go about delivering our objectives, and in Section 5 we show how we will measure our success.

1.2 The Greater London Authority and the Mayor of London

The Greater London Authority (GLA) was created by the GLA Act of 1999 and was formally established on 3 July 2000. The GLA is a strategic authority with a Londonwide role to design a better future for the capital. Areas for which the GLA is responsible include transport, policing, fire and rescue, development and strategic planning.

The Mayor of London plays a pivotal role in running London and his responsibilities range from developing policies, setting budgets to championing London around the world – which

is all in line with his vision and in the interests of making London the best big city in the world.

The GLA does not directly provide any services. Instead, its services are delivered by the GLA group which comprises four functional bodies: London Development Agency (LDA), London Fire and Emergency Planning Authority (LFEPA), Metropolitan Police Authority (MPA) and Transport for London (TfL). The functional bodies work under the policy direction of the Mayor.

The Mayor has a duty to set out plans and policies for London, covering transport, planning and development, housing, economic development and regeneration, culture, health inequalities, and a range of environmental issues including climate change, biodiversity, ambient noise, waste disposal and air quality. Together, these plans and policies must also contribute to sustainable development and the health of Londoners. Ensuring a better quality of life, having access to good education, jobs, services and living in a society that is democratic, just, engaged and diverse are integral to the Mayor's plans for sustainable development.²

The GLA Act also created the Assembly whose role is to hold the Mayor to account and investigate issues of importance to Londoners.

1.3 The legal context

The GLA has legal duties regarding equality arising from the GLA Act 1999 (for more detail see Annex 1).

Like all public bodies the GLA also has a statutory general duty to promote gender equality (arising from the Equality Act 2006), and a specific duty to publish a Gender Equality Scheme, setting out how it intends to meet the general duty. The detail of those statutory duties is shown in Annex 1. Under current legislation the GLA has similar duties to promote disability and race equality and to publish a Disability Equality Scheme and Race Equality Scheme.

Since the first anti-discrimination legislation was introduced in the UK, the number of legal provisions to deal with discrimination have developed rapidly. The Equality Act 2010,³ which received Royal Assent on 8 April 2010, seeks to simplify discrimination law and is expected to come into force in Autumn 2010. It introduces new statutory duties to promote equality, one of which will replace the current statutory duty to publish a Gender Equality Scheme. Further detail on the approach proposed under the new specific duty⁴ is provided in Annex 1.

The proposed new specific duty is due to come into effect in April 2011. This GES, therefore, does not seek to set out plans for the period 2010 – 2013. Rather, it is intended as a bridge to the new approach that will come into effect in 2011.

During the life of this GES the GLA will be gathering and considering evidence in relation to all the 'protected characteristics'⁵ in order to determine its equality objectives for 2011 onwards. The consultation on this draft GES will add to the GLA's evidence on gender equality.

The GLA undertakes a great deal of research into the demography and experiences of all London's communities. Following consultation, this GES will further enable the Mayor to fulfil his vision of a London that offers equal life chances for all citizens.

1.4 Gender equality in London

The evidence detailed in Annex 2 shows that the gender inequalities faced by Londoners affect women and girls in the main. Therefore, this GES mainly focuses on issues that affect women and girls.

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

Whilst the nature of many of the inequalities faced by women in London are the same as those faced by women throughout the UK, in some areas the experience of London's women is more acute than that of women elsewhere in the country, for example in relation to employment and child poverty rates (see Annex 2).

1.5 London's diverse population

Women and girls make up 50.5 per cent and men and boys 49.5 per cent of London's population of just over 7.6 million people.⁶

There are a higher proportion of younger people in London's population than in the rest of the UK, partly because they are attracted by the opportunities to work, study and enjoy the cultural life of the capital. Thirty-five per cent of women and 36 per cent of men in London are in their twenties and thirties, compared to 26 and 28 per cent respectively in the UK as a whole.⁷ In contrast, only 17 per cent of women and 14 per cent of men in London are aged 60 and over, compared with 24 per cent of women and 20 per cent in the UK as a whole. As with other areas, women increasingly outnumber men in older age groups.

London's status as a world city has given it a diverse population in terms of culture, ethnicity, religion and language. The breakdown of the 2010 population in London into broad ethnic groups using the Census categories gives an estimated 65 per cent of the female population and 66 per cent of the male population who are white, including white British, white Irish and other white groups.⁸ Thirty five per cent of the female population and 34 per cent of the male population is from black, Asian and other minority ethnic (BAME) groups. By 2031, BAME groups are projected to make up nearly 41 per cent of the female population in London and 38 per cent of the male population.

There are many different religious groups, but combining the 2001 Census results into broad categories showed that 63 per cent of women in London aged 16 and over and 56 per cent of men were Christian, while 13 per cent of women and 19 per cent of men had no religion. Seven per cent of women and eight per cent of men

were Muslim, four per cent of both men and women were Hindu and two per cent of both were Jewish. Just over one per cent of both were Sikh, one per cent Buddhist and less than one per cent had various other religions.⁹

There are a slightly smaller proportion of disabled people in the working age population of London than the UK as a whole. 15.4 per cent of working age women in London are disabled and 14.7 per cent of men, in contrast to just over 18 per cent of working age men and women being disabled in the UK.¹⁰

Lesbian and gay couples people are more likely to live in London than the rest of the country.¹¹ It has been estimated that six per cent of the UK population is likely to be lesbian, gay or bisexual.¹² This is thought to be an underestimate and ten per cent is considered to be a more accurate estimate for London. There is no reliable data on the number of trans¹³ people living in London.¹⁴

2. Engagement

Integral to the development of the Mayor's policies, programmes and strategies are ensuring that all London's communities are provided with the opportunity to have their say. This is achieved both through extensive engagement and dialogue with specific communities and through events that bring Londoners from different communities together.

What we have done

The GLA follows good practice guidelines on consultation¹⁵ to ensure women and women's organisations are consulted with appropriately and effectively.

Each year the GLA has commissioned an Annual London Survey, as well as telephone surveys on specific strategies. The consultation responses to these have been analysed by gender, providing robust information on how policies affect women or men differently.

Women's organisations have been consulted on Mayoral strategies and dedicated consultation events have been held for women on key strategies that particularly impact on women.

The Mayor's Office has chaired regular engagement meetings with the lesbian, gay, bisexual and trans communities.

In 2010 the Mayor marked International Women's Day (8 March) with the launch of his Violence against Women and Girls Strategy and Action Plan.

What we plan to do

We will make our policies more effective by continuing to listen to and taking on board the views of the public and interested groups. Women and men will continue to have a say on how their city is run and we will consult on each and every strategy.

The GLA will commission surveys, including the Annual London Survey, analyse the consultation responses by gender and respond appropriately to the issues raised.

The GLA will develop a more interactive engagement with women via its new website and establish close working relationships with key women's websites. We will, for example, make use of a new style interactive web questionnaire and an on-line forum as ways of consulting with young people on this draft gender equality scheme.

The Deputy Mayor of London will hold biannual meetings with key women's organisations and relevant policy officers to discuss policy issues.

The Deputy Mayor of London will continue to hold biannual meetings with the lesbian, gay, bisexual and trans communities and the relevant policy officers to discuss policy issues of particular concern to these communities.

The GLA has recently commissioned a representative survey of refugees in the capital. This will allow comparison of the experiences of both male and female refugees in the capital.

3. Our gender equality objectives

'Equal Life Chances for All' is the Mayor's overarching equality framework driving the GLA's gender equality objectives. The Mayor wants London partners to work together to deliver his vision and gender equality outcomes which

- ensure the capital's diverse communities, particularly the most vulnerable and disadvantaged, benefit from London's success
- ensure all communities are supported in the economic downturn
- embed gender equality at the heart of business and corporate planning, exemplifying the gold standard for best practice which brings real change to people's quality of life
- provide practical solutions that effectively tackle gender inequality, working with the GLA group and more widely with London councils, the public, private, voluntary and community sectors
- support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA group Diversity Works for London and Responsible Procurement programmes
- ensure services delivered by the GLA group are accessible and appropriate to all Londoners
- ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games and a legacy to benefit all Londoners
- ensure we communicate and engage with all of London's communities so we understand and respond to their different needs.

4. Our gender equality achievements and plans

In this section we outline

- some of the key issues facing Londoners, where the evidence we have gathered shows that gender plays a significant role (see Annex 2 for the detailed evidence)
- the actions and initiatives undertaken by the GLA and its functional bodies to address gender inequality and disadvantage and
- our future plans.

Poverty

Poverty is a key issue for Londoners at both ends of the age spectrum. The poverty rate of London's pensioners – a higher proportion of whom are women – is higher than in the rest of the country. The child poverty rate is also higher in London than in any other region in the UK, after housing costs are taken into account. Child poverty affects both men and women, as poverty rates among couples with children are double those for couples without children. However, people in lone parent households are at much greater risk of poverty, clearly having a greater impact on women, since the vast majority of lone parents are women.¹⁶

People need a living wage¹⁷ to give them a secure margin to ensure that they do not fall into poverty.

The number of London's households in fuel poverty¹⁸ rose in 2005 and again in 2008¹⁹ and also disproportionately affects household with children and people over 60.

What we have done

The Mayor has continued to support the work of the London Child Poverty Commission (LCPC), to tackle London's high rate of child poverty. The LCPC's work has received cross-party support and led the government to set up the Ministerial Delivery Group, to establish a 'London Project' within its Child Poverty Unit and to invest in child poverty projects in London.

The Mayor has signed the London Child Poverty Pledge and agreed to promote family-friendly working practices as an exemplary employer, to ensure that the needs of poor families are reflected in policies and strategies.

The Mayor has set up a Mayor's Fund, an independent, non-political charity to improve the life chances and aspirations of disadvantaged children, young people and their families in London. The charity has gathered a large amount of information on poverty and its causes, which it will use to determine which projects it will support to address the issues.

The London Living Wage (LLW) seeks to ensure that those in low income jobs are paid a wage that helps ensure 'work pays' by taking account of the capital's high living costs. In 2009 the Mayor uplifted the LLW to £7.60 from £7.45 in 2008, an increase of 15 pence and £1.80 above the national minimum wage for people aged 22 or over. This rate has been implemented across the GLA group as contracts allow and means that all GLA group employees or contracted staff working on GLA group premises including caterers, security guards and cleaners are paid at

or above the LLW. We estimate that so far more than 2,200 low-paid workers across London have benefited.

The GLA published the Fuel Poverty in London report in July 2009 highlighting which households experience fuel poverty.²⁰

What we plan to do

The Mayor has made a commitment to tackling child poverty and this is a major objective in his draft Economic Development Strategy for London.²¹ This will include work to overcome the barriers parents face to be able to take up work and progress there.

The Mayor is committed to maximising the impact of the LCPC's work in the future. The best way of achieving this will be decided by the Mayor and London Councils after the 2010 local and general elections.

The Mayor's Fund will work closely with partners to tackle child poverty through projects identified to meet the needs of each local area.

The Mayor will continue to work with partners to promote the 'Know your rights' benefits take-up campaign to families, as well as disabled people, carers and older people, to ensure they find out about all their entitlements, whether working or not.

We will support the delivery of the London Carers Advisory Group's work programme.

The Mayor will continue to encourage London employers to adopt the LLW and will revise it in

line with the findings of the Living Wage Unit's annual report. We will also define a living income for Londoners not in paid employment and identify what constitutes a 'healthy household income' in London. This will inform work to develop a level of household income necessary to sustain a healthy lifestyle.

The Mayor will work with partners to address fuel poverty through initiatives delivered by the LDA, such as the Home Retrofit programme, to make London's homes more energy efficient, and by encouraging older people to take up grants and benefit entitlements.

Employment and business

Women in London are less likely to be in employment than both men in London and women elsewhere in the UK.²² This is almost entirely due to the lower employment rate of women with children.²³ A major contributory factor is the shortage of part-time work, which fits in with caring responsibilities.²⁴

In addition, there are relatively fewer childcare places available in London compared with the rest of England and childcare costs are higher, presenting a major barrier to women's employment and training.²⁵

Unlike any other region, the unemployment rate is higher for women than men in London.²⁶ Whilst it is too soon to judge the impact of the recession on gender equality, findings reported in January 2010 indicate that London was experiencing the second highest rate of unemployment amongst young men and women (16-24 year olds) in the country. Worst hit

across all age groups are young women with no qualifications, with unemployment reflecting widespread job losses in the retail, hotel and catering industries.²⁷

The overall employment rate of BAME women in London is significantly less than that of BAME men and women as a whole in London.²⁸ The employment rate of Bangladeshi and Pakistani women is lower than that of women from other minority ethnic groups.

Disabled women in London are less likely to be employed than both disabled men in London and disabled women in the rest of the UK. Disabled women with children in London are also less likely to be in employment, compared with disabled women with children in the rest of the UK.²⁹

Even where women are in employment, at all levels they earn on average less than men and the gender pay gap³⁰ is wider in London than the rest of the country.³¹ Women are under-represented in top jobs and amongst people running businesses.

There is still a significant degree of occupational gender segregation³² – women tend to be concentrated in jobs that are traditionally ‘women’s work’, and men concentrated into “men’s work”. This is changing very slowly. Those jobs traditionally done by women tend to be low paid.

What we have done

The Mayor has an Economic Recovery Action Plan designed to get London back on track and

through the economic downturn. Its measures have provided skills and employment support to long term unemployed people and newly unemployed people.³³

The London Skills and Employment Board, which the Mayor chairs, has developed a new Employment and Skills Strategy for 2009 to 2014: From Recession to Recovery, which sets out how skills and employment services are going to be improved.

Business Link in London, which is delivered through the LDA, has delivered programmes targeted at women to encourage them to go into business and to support them to stay in business.

The Mayor has provided subsidised day care places to make childcare affordable, flexible and of greater quality, whilst assisting parents to stay in, or return to, full time or part-time employment through his London Childcare Affordability Programme, which is delivered by the LDA. This programme supported 9,000 families during 2005-2009. In August 2009 the Mayor announced a new £12m boost for the Programme to help parents to enter or stay in work.³⁴

The Mayor’s Diversity Works for London programme, delivered by the LDA has provided practical help to businesses to harness the benefits of a diverse workforce and a diverse supplier base, to encourage them to employ a workforce that is reflective of London’s population and to provide contracts to women run businesses.

The GLA group has established a group-wide Responsible Procurement programme, through which we have encouraged our key suppliers to promote supplier diversity in their own workforces and in their supply chains. Case studies of how equality and diversity outcomes have been delivered can be found on the Responsible Procurement website: www.london.gov.uk/rp.

The GLA group has promoted flexible working and getting more women into jobs traditionally seen as being done by men and into more senior positions. Women Connect events have been sponsored by the Mayor's Office. These events bring together young women with women actually doing jobs such as firefighting, driving black cabs and underground trains, to inspire the young women to consider these occupations.

Through the LDA, the Mayor has co-funded the Women into Construction project - launched in December 2009 to support women working in construction on the Olympic site.

What we plan to do

The GLA will work with the LDA to provide programmes to enable disadvantaged men and women to access and improve their employment opportunities.

The Mayor, through his Diversity Works for London programme will continue to encourage employers in London to strive for a workforce that is reflective of London's population.

Over the three years from December 2009 up to 2012, the LDA will invest nearly £9 million

in supporting parents with childcare, with funding dependent on achieving sustained employment for parents. Two pilots, that will benefit 1,600 low-income families across eight London boroughs, will assess the effectiveness of providing support with accessing childcare to meet work needs, in comparison with support for costs only. The programme will be evaluated in comparison with government-funded programmes to see what works best in sustaining parental employment.

The Mayor will promote access to employment and support for carers by supporting the delivery of the London Carers Advisory Group's work programme.

The GLA will work together with its GLA group partners, its Olympic and Paralympic programme delivery partners and others to address occupational segregation.

The Mayor will continue to encourage businesses to procure goods and services from diverse businesses through his Responsible Procurement and Diversity Works for London programmes.

The Mayor will continue to provide programmes, through the LDA, to enable women to set up, grow and stay in business.

The Mayor will work with partners to implement his Economic Recovery Action Plan and the London Skills and Employment Board From Recession to Recovery: Skills and Employment Strategy. The latter aims, by 2014, to reduce the gap in employment

- between London and the UK to 2 per cent and
- within London for people from black, Asian or minority ethnic groups, disabled people and lone parents from 19.4 per cent to 16 per cent.

Education and skills

Young people not in education, employment or training (NEET) at 16 are more likely to remain disadvantaged and experience the affects of inequality throughout the rest of their lives.³⁵

Apprenticeships have been a route into employment for young people. However, young people have tended to take up apprenticeships for occupations that have been traditional for their gender and men have tended to benefit more than women in terms of subsequent earning after completing them.³⁶

A slightly lower proportion of working age Londoners had no qualifications at all than in the UK as a whole, but the London labour market is more demanding in terms of qualifications.³⁷ Women in older age groups are more likely to lack qualifications.

What we have done

The Mayor is sponsoring, through a unique partnership between the LDA and the Academies Enterprise Trust, his first Mayoral Academy at Turin Grove School in Edmonton. This is set to open in September 2010.³⁸ This and the future academies will aim to

- raise educational attainment levels for schools to ensure that young people are better

prepared for the labour market.

- reduce the number of young people NEET by providing a universal job or training offer to ensure that every young person who chooses not to progress to further or higher education leaves with a job or training offer
- create community learning hubs by joining up efforts to improve school performance with efforts to improve adult skills.

In April 2009 the LDA launched a European Social Fund prospectus allocating £22 million to fund projects that will target both young people not in employment, education or training and young offenders.

The Mayor and the London Skills and Employment Board have been promoting a package of activities to rapidly step up apprenticeships in the capital, supported by Learning and Skills Council investment of over £25 million in 2009/10.

The LDA has delivered skills support programmes to thousands of women to equip them for employment.³⁹

What we plan to do

The GLA will work with the LDA to monitor the LDA's skills support programmes to ensure that an appropriate proportion of women are benefitting from them.

The Mayor will continue to sponsor future mayoral Academies so that London's young people are better equipped with the skills and qualifications necessary to participate and succeed in London's labour market.

The GLA will work with the LDA to deliver programmes targeted at young men and women not in employment, education or training, including offering work placements at the GLA.

Over the next three years the GLA's Time for Action programme - a programme of action for equipping young people for the future and preventing violence - will be tapping into the LDA 's programme of skills, employment and training activities for young offenders not in employment, training or education to support young women offenders.

The GLA group will deliver the Mayor's Economic Recovery Action Plan commitment to provide over 1,000 apprenticeships a year. The apprenticeship programmes will be monitored to assess that an appropriate proportion of women are benefitting from them and that men and women are not just taking up apprenticeships that are traditional for their gender.

The Mayor, along with the London Skills and Employment Board, will implement the From Recession to Recovery: Skills and Employment Strategy, aiming to increase the number of Londoners with a qualification to 92.4 per cent by 2014.

Violence and safety

Far too many women in London live with the fear or reality of violence. London is still a city where most reported rapes do not result in a conviction, many women are afraid to be out on their own at night, sexual violence is a growing problem amongst teenagers and too many

women's lives are damaged by violence in their own homes.⁴⁰

Many of the women and girls who are trafficked into the UK each year for sexual exploitation come to or through London.⁴¹

Women from some BAME communities can experience cultural and gender-specific persecution such as female genital mutilation and forced marriage.⁴²

What we have done

The GLA has been working with the MPS to address violence against women and to bring those that perpetrate it to account.

The Mayor published his Violence against Women and Girls strategy and action plan: The Way Forward in March 2010, following extensive consultation.⁴³

The Mayor has funded the Rape and Sexual Abuse Support Centre in Croydon (South London Rape Crisis) enabling it to significantly increase and improve the services it provides and has allocated £1.4 million to expand Rape Crisis Centre provision across London over a three year period.

The Mayor has supported the Havens (Rape and Sexual Assault Referral Centres), by co-ordinating their communications campaign and offering free advertising space across the TfL network to raise awareness of the services offered at the Havens and to encourage greater access through self-referrals.

The Mayor has worked with the MPS to increase the visibility of police officers on the streets of London, by introducing Police Community Support Officers and increasing the number of both these and police officers.

The Mayor has promoted 'Design out crime' planning design standards as part of his planning function, as well as promoting ways of designing the public realm to make them safer environments.

In October 2009 the GLA hosted a pan-London roundtable event to discuss the impact of serious youth violence and gang-related violence on women and girls.

What we plan to do

The GLA will work with the MPS and other key partners to address violence against women, through the implementation of the Mayor's violence against women and girls strategy.

The GLA will work with the MPS and other partners to increase victim confidence in reporting violence against women crimes to the police and improve the sanction detection, prosecution and conviction rates of violence against women crimes.

Three new Rape Crisis Centres will be open, one in west London in spring 2010 and two more will be established in north and east London later this year.

The Mayor will work with partners across London to develop an awareness raising campaign that challenges attitudes and beliefs

around violence against women, as well as a Londonwide women's safety campaign to inform women and girls of the support available, warn perpetrators of the consequences of rape and establish greater knowledge and understanding of the term 'consent' by men, women and young people.

The Mayor will continue to work with the MPS, TfL and other partners to improve safety throughout London and will encourage planners to design safe places and spaces in London.

The GLA will continue to work with a wide range of partners to develop a pan-London response to the impact of serious youth violence and gang-related violence on women and girls (Female Voice in Violence Programme).

Transport

Women in the 25 to 44 year age group, make noticeably more trips, and often with children, than their male counterparts.⁴⁴

Women are more likely to walk and use buses, but are less likely to cycle or use rail and underground and cars than men.⁴⁵ Women in London are less likely to hold a full driving licence than men. Compared with men and women in Great Britain as a whole, London's men and even more so women are less likely to hold a licence.⁴⁶

Affordability of public transport is a key issue for many women, especially as they are more likely than men to be on a low income. Women's use of public transport is further constrained by fears about their safety, especially after dark.⁴⁷

Despite the significant number of cab-related sexual offences, mostly perpetrated by illegal mini-cab drivers⁴⁸, just over one in ten women feel unsafe using minicabs alone at night.⁴⁹ This and reducing the number of sexual assaults and the fear of crime on the Underground and Docklands Light Railway remain a challenge.⁵⁰

What we have done

Transport for London is responsible for delivering the Mayor's Transport Strategy and has undertaken the following:

- London Underground stations and bus stops have been made more accessible.
- Public transport has been made more affordable for certain groups.
- The numbers of transport police and cab enforcement officers has been increased.
- High profile operations aimed at preventing touting have helped discourage illegal activity by unlicensed drivers.
- The Mayor's Safer Travel at Night and Cabwise campaigns have raised awareness of the dangers of using illegal cabs, leading to a reduction in the number of sexual assaults perpetrated by illegal cab-drivers.
- Late night marshalled taxi ranks have been established in areas of London with busy late night economies.
- CCTV has been installed on all London buses and more night bus routes have been introduced.
- More women have been encouraged to take up cycling.

What we plan to do

The Mayor will work with TfL and other partners to:

- make public transport more accessible, by installing 60 more wide-aisle gates at tube stations, by making 75 per cent of bus stops fully accessible by 2017 and by 28 per cent of tube station step-free by 2018
- make public transport safer, especially at night and especially for women by, for instance, providing more transport police officers and supporting Safer Travel at Night programmes
- provide concessionary fares for children, older people and people on low incomes
- make London a genuinely cycle-friendly city.

Housing and planning

Women need access to affordable housing that meets their needs and those of their households, access to employment and training opportunities close to home, access to good local services, access to affordable childcare, access to convenient, affordable and safe public transport and an urban environment well-designed for personal safety.⁵¹

More generally, high-quality housing design and the provision of housing in areas with access to local services and public transport are key issues for women and children, who, on average spend more time in the home than men.

The high cost of housing and the shortage of affordable options are a particular difficulty for women in London. Women-headed households tend to be more reliant on local authority and housing association accommodation.

In September 2009 nearly 43,500 households with children (nearly all of which include women or are headed by women) or pregnant women were in temporary accommodation in London.⁵² Local authorities place most of these households in the private rented sector.

London has the highest rate of overcrowding of any region in England and this particularly affects households with children.⁵³ Overcrowding is higher for households in social housing and those in privately rented property. Despite this need the supply of new homes with three or more bedrooms has continued to shrink.⁵⁴

Older women significantly outnumber older men and the number of single person older households is set to rise significantly in the next decade.⁵⁵ Homes built to Lifetime Homes Standards⁵⁶ are desirable as they are designed to be accessible and adaptable to meet the changing needs of people throughout their life, in particular the needs of families with children and older and disabled people.

What we have done

Between April 2008 and December 2009 the Mayor worked with partners to deliver 20,000 affordable homes.

The Mayor has produced London's first statutory housing strategy. During its development, an assessment was carried out on the impact that its policies would have on gender equality. The policies to ensure more affordable housing, more family-sized housing, more Lifetime Homes and to reduce overcrowding and homelessness will all have a particularly positive impact.

The Mayor has a Housing Equalities Standing Group whose members include organisations that work specifically with women, such as Housing for Women and Eaves. The group has advised the Mayor on the development of the strategy.

The London Plan and London Housing Strategy contain policies to ensure that all new homes are built to Lifetime homes standards and ten per cent are wheelchair accessible.

The London Plan and London Housing Strategy also contain policies to improve the quality and design of all new homes, and to introduce new minimum design and quality standards in affordable housing by April 2011 and across all tenures by 2012, using the Mayor's London Housing Design Guide.

The GLA has published Supplementary Planning Guidance on Planning for Equality and Diversity in London, to enable planners to consider the needs of women, and those of girls and boys.

What we plan to do

The Mayor will encourage London's planners to consider the needs of women and boys and girls.

The Mayor will work with London's public sector landlords and other partners to ensure that they are able to achieve and maintain the government's Decent Homes standard.⁵⁷

Through his London Housing Strategy the Mayor is intending to:

- end rough sleeping in the capital by 2012

- deliver 50,000 more affordable homes over the period from 2008/09 to 2011/12
- deliver more family-size affordable homes
- deliver more Lifetime Homes and wheelchair accessible homes
- halve severe overcrowding in social rented housing by 2016
- halve the number of households in temporary accommodation.

The Housing in London evidence base will be published annually, as will a London Housing Strategy monitoring report. The Housing Equalities Standing Group will monitor the strategy's impact and outcomes for equalities groups.

Health

There are wide disparities in health within London, which are closely related to levels of deprivation. The difference in the female life expectancy rates in Knightsbridge and Belgravia to that in Custom House in Newham is more than 14 years.⁵⁸

Women in London have a slightly higher rate of reporting limiting long-term illness (LLTI) than men. LLTI rates are particularly high for Black, Asian and minority ethnic women.⁵⁹

Fewer women take part in regular active recreation or sport – which can help to maintain health – than men.⁶⁰

What we have done

Gender equality has been integrated into the development of the Mayor's Health Inequalities Strategy through an integrated impact

assessment process. Research that informed the assessment found, for example, huge variations in the quality of mental health accommodation for women in London. This and other gender issues were incorporated into the drafting of the Health Inequalities Strategy.

The Mayor has continued to support the London Health Commission (LHC) and the delivery of its health inequalities programme, including the development and delivery of the Well London strategy. Well London uses a community development approach to work with girls and women living in some of the most deprived neighbourhoods in London on projects that focus on physical activity, healthy eating, mental health, open spaces and culture and tradition.

The GLA provided direct support to the London Works for Better Health work stream of a European Union EQUAL programme project and hosted a post for this work as part of the LHC Team. This programme worked on improving health in London through employment and enterprise and promoting healthy and sustainable employment practices, such as flexible working.

What we plan to do

The Mayor will continue to tackle health gender inequalities in London through implementation of his Health Inequalities Strategy.

The Mayor will continue to support the London Health Commission and its current range of programmes, including the London Works for Better Health campaign 'Good Jobs-Good for

Health and Good for Business', which has a focus on promoting 'flexible working'.

The Mayor will monitor improvement of outcomes for London's women and men against the London Health Commission's health inequalities headline indicators and the final Health Inequalities Strategy key performance indicators.

The Mayor will develop an inclusive Sports Legacy Plan for London to make sport and physical activity accessible to all.

London 2012 Olympic and Paralympic Games

The diversity of London, and in particular of the five east London host boroughs (Greenwich, Hackney, Newham, Tower Hamlets and Waltham Forest), was central to the content and success of London's bid to host the 2012 Games.

Despite being some of the most vibrant and diverse areas of the capital there is a stubborn gap between the social outcomes in the five boroughs and the rest of London.⁶¹

The GLA is committed to working with its London 2012 partners⁶² to meet targets in five key areas relating to equality and diversity: businesses, workforce, service delivery, communities and participants.

What we have done

The Mayor has established the London 2012 Equality and Diversity Forum chaired by his statutory Deputy Mayor, to ensure that equality and diversity is effectively coordinated, integrated and promoted in the preparation,

delivery and legacy of the Games and ensure that the benefits of the Games reach all parts of the community, including women and girls.

In December 2009 the Forum published its first annual report highlighting how women and young people are benefiting from the delivery of the Games programme to date.

The Mayor, along with the Government, has set up the Olympic Park Legacy Company to maximise the future opportunities from the Olympic Park site.

Through the LDA, the GLA has part funded the Women into Construction project. By December 2009 the project had helped more than 100 women into a range of jobs on the Olympic Park, provided 300 women with careers advice and entered a further 80 women into pre-employment training in practical construction skills such as plant driving and working at heights.

The achievements described below are the achievements of the 2012 partners:

- Some 1,438 businesses have received targeted advice and support from the London 2012 Business Network in the year to April 2009. Of these businesses 21 per cent were majority owned by women.
- Over 1,800 people have received construction training in the five host boroughs in the year since April 2008. In total 16 per cent were women.
- As of April 2009, 4,101 people were working for contractors on the Olympic Park. Of that total workforce, five per cent were women.

The Olympic Park workforce had risen to 6,277 people by December 2009, of whom six per cent were women.

- In 2008/09 the London Employer Accord gave employment support to 852 people, of whom 35 per cent were women.
- At the end of March 2009, of the ODA's directly employed workforce of 242, 49 per cent were women and of the 250 directly employed by LOCOG, 50 per cent were women.
- In 2008/09 the Construction Accord delivered employment support to 1,175 people – against a target of 150. Of these, 19 per cent were women.
- The ODA has provided taster days at the Plant Training Centre for women from the 5 host boroughs, to let them see what it might be like to work on site through using plant equipment, to encourage them to take up training. Between February 2008 and March 2009 eight per cent of the centre's graduates were women.
- The Official Sports programme has high equalities targets to attract new groups into training as technical officials. At the end of March 2009 the programme had granted 102 sports bursaries: 56 per cent were to women.
- The LDA has established CompeteFor – an on-line procurement tool to enable the London Olympic Games and Paralympics Games related contracts to be accessible to all. By December 2009, 5,741 women owned or led businesses in London had registered on CompeteFor (to December 2009). 1,246 women owned/led businesses had been shortlisted for opportunities and 25 had been awarded contracts.⁶³

What we plan to do

We will continue to work with our London 2012 partners in the following ways:

- The Deputy Mayor of London will continue to chair the 2012 Equality and Diversity Forum, which will be meeting bi-monthly from now until the Games. The Forum will publish annual reports on progress.
- The National Skills Academy for Construction and the Plant Training Centre (both on the Olympic site), and Thames House (the first of three training schools planned for opening) will provide a combined total of 20,000 training places over the next five years and will link Londoners to employment opportunities stemming from the Olympic Park and Village, Olympic legacy and Thames Gateway regeneration projects.
- Up to 6,000 paid staff, up to 70,000 volunteers and about 100,000 contractors will work for LOCOG in the lead up to and during the Games in 2012. To create the most diverse workforce possible, LOCOG is intervening from both the demand side and the supply side of its market for labour, as well as launching specific outreach programmes for potential employees from a number of diverse backgrounds. LOCOG will also develop a series of recruitment action plans to ensure inclusion of target groups in the volunteer workforce for both Games.
- Throughout the Cultural Olympiad, the portfolio of projects will be continually measured against diversity and inclusion measures.

GLA as an employer

Whilst the GLA has consistently had a workforce that is at least reflective of the proportion of women in London's population, as with most employers, it has struggled to reflect this in all job roles and at all levels, particularly at the top levels. This has been especially so for BAME and disabled men and women staff. Attracting and recruiting disabled women has also been a challenge.

What we have done

The GLA has monitored staff age, disability, ethnicity, gender, religion and sexual orientation in all employment areas, such as recruitment, training, staff in post, salary, sickness absence and turnover. The findings have been regularly reported to the Business Management and Administration Committee⁶⁴ and reviewed by Directors.

We have considered whether it is necessary to have a gender equality objective regarding equal pay. This was not considered necessary as the GLA had conducted an equal pay audit in 2003 and its recommendations were implemented. The Hay job evaluation scheme that is in place provides a fair and objective evaluation scheme which grades roles and not post-holders in the roles. There has been a recent quality assurance process for job evaluation undertaken through external verification. The GLA is, therefore, content that the job evaluation process is preventing any potential equal pay issues.

We have introduced a revised recruitment and selection policy and enhanced guidance and training for managers. We have brought

in a new competency framework, which will help to ensure consistency in the recruitment process and ensure that applicants who cannot demonstrate the length of experience traditionally required from the recruitment process are not disadvantaged.

We have provided staff with clear messages on behaviours expected of them in respect of equalities issues and conduct at work by interweaving equalities into the key competencies of the competency framework and providing mandatory Dignity at Work training as part of the induction process.

We have undertaken equality impact assessments on human resources policies to ensure they promote equality of opportunity and do not adversely impact on any equalities group. These have routinely considered the impact on gender equality.

We have provided a range of flexible working arrangements to enable people with caring responsibilities to work at the GLA. These include maternity and adoption benefits and provision for staff to care for a wife or partner, including a same sex partner, following the birth or adoption of a child. We have conducted a staff survey on the uptake of these benefits. We have also launched a Well-Being Network to improve staff well-being and promote work-life balance and have provided well-being training for staff and managers.

We have supported the GLA Women's Network, including its internal research of women's experiences of returning to work

after maternity leave and implementing some of its recommendations. We have also joined “Employers for Carers”, to promote the benefits of and provide practical advice and support to managers of and staff who are carers.⁶⁵

We have supported and promoted initiatives to women to enable them to progress, for instance by participating in TfL’s Mentoring Programme. We have also carried out a review of the GLA’s programme for providing development opportunities for female staff.

What we plan to do

A key Mayoral priority is to ‘develop and support a workforce that reflects London’s population at all levels and work towards eliminating discrimination (including institutional discrimination), under representation and disadvantage on any grounds.’⁶⁶ To achieve this:

- the GLA will implement initiatives to attract and retain the most skilled and competent staff from a range of diverse backgrounds
- the GLA will continue to monitor its workforce to ensure that it maintains a workforce that is reflective of London’s diverse communities
- the Chief Executive’s Equalities Workforce Group will review workforce reports and directors will have action plans to achieve a workforce representative of London’s communities at every level
- the situation regarding equal pay will be kept under ongoing review, with particular reference to starting salaries and recognition payments. A further internal equal pay audit is likely to be carried out in 2010/11
- the GLA will review the reasons for staff leaving and, in particular, review all exit information to ascertain whether there are any particular reasons for women staff leaving the organisation
- the GLA will continue to review the mentoring arrangements for staff and seek to ensure that there are appropriate role models for women at a senior level
- the GLA will provide additional support for women returning from maternity leave
- the GLA will launch Springboard, the well-established women’s development programme, in early 2010.

5. How we will achieve our objectives

To achieve our gender equality objectives we will:

- Use the process of mainstreaming – which is where gender equality is integrated into everything the organisation does and the work that everyone does on behalf of the organisation. This is supported by this gender equality scheme and the other statutory equality schemes; a focused central equalities resource that provides advice and support, shares good practice to ensure efficiency; and facilitates ongoing strategic dialogue with other partners concerned with equalities in London.
- Adopt an evidence-based approach where we seek quantitative and qualitative evidence and undertake research into gendered inequality and disadvantage experienced within London.
- Produce informed gender equality mapping to determine needs and priorities and inform policy for economic development, community safety, regeneration, housing, transport, education, health and other key policy areas that affect Londoners' quality of life.
- Ensure that all formal decisions are assessed for their impact on gender equality, inclusion and community cohesion and that an appropriate gender equality impact assessment or integrated impact assessment is carried out on all strategies, policies and appropriate programmes.
- Provide organisational, managerial and staff capability to build competence through training, guidance and toolkits to enable staff and partners to mainstream Equal Life Chances for All in the work that they are doing for the GLA and ensure continuous improvement and shared good practice.
- Continue to develop initiatives, which tackle barriers to gender equality, for instance through support for childcare, carers and the Older People's Action Plan.
- Develop a programme of action to tackle health inequalities faced by women, men, girls and boys in London.
- Look to the GLA group to deliver appropriate services, using the Equalities Network, to interpret the Mayor's vision and shape services.
- Promote initiatives like Responsible Procurement and Diversity Works for London as models of best practice.
- Develop and support a workforce that reflects London's population of women at all levels and work towards eliminating gender discrimination (including institutional discrimination), under-representation and disadvantage on any grounds.
- Work in partnership with the range of local, pan-London, regional and national organisations to create new and better actions.
- Make consultation and engagement with women and girls a cornerstone of developing new equality actions.
- Provide leadership on the Equal Life Chances for All agenda in London and seek to influence the local, national and international agenda.

Ensuring progress

The GLA Equality Policy Steering Group will monitor the overall implementation and effectiveness of this Gender Equality Scheme. It will regularly monitor and report on progress of objectives and actions set out in the Measuring Success template.

The Mayor will ensure value for money, by making sure Equal Life Chances for All work is appropriately resourced and effective progress is being made on its priorities.

The GLA will lead the Equalities Network that brings together the equalities leads from each of the GLA group organisations. The network will track progress, share good and effective practice and address obstacles and difficulties.

The GLA will support and be a member of the London 2012 Equality and Diversity Forum, which will ensure Equal Life Chances for All is being progressed effectively through delivery of the London 2012 Olympics and Paralympics programme.

The GLA will work with local, regional, national and international decision-makers to drive and influence the future agenda for Equal Life Chances for All and deliver improved outcomes, and to share and promote the adoption of best practice.

6. How we will measure our success

This section provides the Mayor's overarching equality objectives, desired outcomes and corresponding measures, as outlined in 'Equal Life Chances for All'. In some cases these are now stated as measures that focus on gender equality. During 2010-11 we will do further work to identify the measures most relevant to gender equality and publish the relevant data.

Some of the measures are outside of the Mayor's direct influence, but are included as part of the Mayor's role in spotlighting, for all our partners, the key gender equality issues affecting Londoners.

The Mayor wants London partners to work together to deliver the vision and clear equality outcomes which:

1. Ensure the capital's diverse communities, particularly the most vulnerable and disadvantaged, benefit from London's success and are protected in the economic downturn.

Desired outcome: Support deprived communities and vulnerable people and promote community cohesion

Desired outcome	Measure to monitor
Inclusive engagement with London's excluded communities informs the development and delivery of all GLA strategies, plans and programmes	Identify target audiences and monitor who responds to consultation exercises
Increase in the percentage of Londoners who see London's diversity as a positive aspect of living in the capital	Percentage of Londoners who see London's diversity as a positive aspect of living in the capital
More Londoners feel that there is less discrimination in their neighbourhood than 3 years ago	Percentage of Londoners who feel that there is less discrimination in their neighbourhood than 3 years ago

2. Support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA group Diversity Works for London and Responsible Procurement programmes

Desired outcome: Increase in the levels of employment of excluded groups

Desired outcome	Measure to monitor
Workforces should reflect the diversity of London's women and men in all occupations and at all levels	Workforce gender profile at all levels
Close the gap for women and men and communities who experience low participation and success rates	Employment rate of women and excluded groups compared to employment rate of all Londoners

Desired outcome: Decrease in the difference in income between women and others from deprived communities and the wider community	
Desired outcome	Measure to monitor
More employers will have adopted the London Living Wage.	Number of employers who have adopted the London Living Wage
Decrease in the pay gap between women and average pay	Employees pay and/or average hourly rate broken down by gender
Raise the skill levels of Londoners, in particular reducing the proportion of London's population with no qualifications	Working age individuals with no qualifications
Provide employment opportunities particularly for young or disadvantaged Londoners	Numbers of apprenticeships and work placements broken down by gender

Desired outcome: Spread equality through business and procurement	
Desired outcome	Measure to monitor
Ensure our procurement process is open to all, including women's businesses	Percentage of goods and services procured from local SME's reflecting London's diversity
More diverse range of businesses registered with CompeteFor	Number of London women's businesses registered

3. Embed gender equality into the heart of business and corporate planning exemplifying the gold standard for best practice which brings real change to people's quality of life

Desired outcome: Better quality of life and health, and higher life expectancy	
Desired outcome	Measure to monitor
Improved quality of life for Londoners	Relevant London Plan key performance indicators (KPI's). London Sustainable Development Commission Quality of Life indicators
Reduce the health gender inequalities of Londoners	Improvement of outcomes against the London Health Commission's health inequalities headline indicators. Measures will also be based on the final Health Inequalities Strategy KPI's

Desired outcome: Demonstrate leadership and best practice	
Desired outcome	Measure to monitor
The GLA's equality schemes will be up to date, and being implemented	Annual review of the equality schemes
The GLA has best practice gender equality policies and practices in place	Gender equality policies and practices in place
Relevant strategic gender equality research and analysis published that informs practice relating to gender equality	Relevant reports published and used as evidence base
GLA will be assessed as having reached the Excellence level of the Equality Framework for Local Government (EFLG)	EFLG level retained
GLA functional bodies and London borough's demonstrate continuous improvement in their diversity and inclusion programmes	Evidence from independent assessments, audits and peer challenge of equalities programmes

Desired outcome: Increase in representation which reflects London's diversity	
Desired outcome	Measure to monitor
Mayoral appointments reflect the diversity of London	Diversity of Mayoral appointees by gender
London's MPs, councillors and assembly members reflect the diversity of London	Diversity profile of representatives by gender

4. Work with the GLA group and more widely with London councils, the public, private, voluntary and community sectors to provide practical solutions that effectively tackle gender inequality

Desired outcome: Decrease in education underachievement levels	
Desired outcome	Measure to monitor
Decrease in educational underachievement gap between disadvantaged boys and girls and the wider community	GCSE results
Relatively fewer young men and women not in education, employment or training at 16	Percentage of young men and women not in education, employment or training at 16

Desired outcome: Decrease in levels of women's and children's poverty	
Desired outcome	Measure to monitor
Decrease in levels of and children's poverty ⁶⁷	Percentage of women and children living in poverty before/after housing costs

Desired outcome: Decrease in the levels of homelessness and increase in diversity of housing	
Desired outcome	Measure to monitor
Decrease in the levels of homelessness	Homeless acceptances
Increase in the amount of affordable housing	Amount of affordable housing
Increase in the amount of family size housing	Amount of family size housing
Increase in the amount of Lifetime homes	Amount of Lifetime homes

Desired outcome: Childcare places for all who need it	
Desired outcome	Measure to monitor
More affordable accessible childcare places will be available/Parents enabled to work	Number of childcare places
	Take-up of subsidised childcare places (including those for disabled children) benchmarked against the LDA Childcare Affordability Programme

Desired outcome: Fewer traffic accidents	
Desired outcome	Measure to monitor
Decrease in the numbers of young people, particularly from areas with high accident rates, involved in road traffic accidents	Regular monitoring of accidents in areas with high accident rates. Number of reported road traffic accidents by gender

5. Ensure services delivered by the GLA group are accessible and appropriate to all Londoners

Desired outcome: Accessible, affordable and safer transport	
Desired outcome	Measure to monitor
Improvements in the accessibility of travelling	Number of step-free underground stations and number of accessible overground stations and bus stops
Fares affordable for those on lower incomes	Concessionary fares available for children, pensioners, jobseekers
Safer travelling in London	Percentage of Londoners, broken down by gender who feel personal safety on buses, the tube and trains has improved
Safer travelling in London at night, particularly for women	Percentage of women who feel safe using local bus, tube, local train, black cabs, mini cabs at night, alone

Desired outcome: People feel safer whenever and wherever they are in London	
Desired outcome	Measure to monitor
Increase in the percentage of women who feel safe whenever and wherever they are in London	Percentage of people who feel safe whenever and wherever they are in London broken down by gender
Increase in the sanction detection rate ⁶⁸ following reports of domestic violence, rape and sexual assault	Domestic violence, rape and sexual assault sanction detection rate. Measures will also be based on the final Violence Against Women Strategy
Increase in satisfaction of victims with the Metropolitan Police Services overall services	Satisfaction levels of different groups of victims with respect to the MPS's overall service, broken down by gender

6. Ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games with a legacy to benefit all Londoners.

Desired outcome: Accessible and inclusive London 2012 Games	
Desired outcome	Measure to monitor
A significant number of women from the local boroughs employed on 2012 Games related programmes	Percentage of women employed on 2012 Games related programmes from local boroughs
	Percentage of previously unemployed people from the local boroughs employed on 2012 Games related programmes, broken down by gender
A significant number of women's businesses obtain contracts for 2012 Games related programmes	Percentage of London SMEs businesses obtaining contracts, broken down by gender of owners
The 2012 Games is a demonstration of regeneration bringing benefits to women, men, girls and boys	Jobs and employment training programmes for women and men residents of the 5 host boroughs

Annex 1 – Current and proposed public sector statutory equality duties

Equality duties arising from the Greater London Authority Act 1999

The GLA is required to make appropriate arrangements to ensure that there is due regard to the principle that there should be equality of opportunity for all people. This principle should be observed in exercising any of its powers, and in formulating its statutory strategies (Section 33).

The GLA is required, after each financial year, to publish a report on those arrangements and how effective they have been in promoting equality of opportunity.

The GLA is also required, in exercising its functions, to have due regard to the need:

- to promote equality of opportunity for all persons, irrespective of their race, sex, disability, age, sexual orientation or religion;
- to eliminate unlawful discrimination; and
- to promote good relations between persons of different racial groups, religious beliefs and sexual orientation.

Current and proposed statutory equality duties applying to all public sector bodies

Current Legislation

The GLA has a statutory duty under the Sex Discrimination Act 1975 as amended by the Equality Act 2006 to promote gender equality.

General duty

The GLA has a duty, when carrying out their functions, to have due regard to the need:

- to eliminate unlawful discrimination and harassment
- to promote equality of opportunity between men and women.

Specific duty

The GLA has a specific duty to:

- prepare and publish a gender equality scheme, in consultation with employees, service users and other stakeholders, showing how it will meet its general and specific duties and setting out its gender equality objectives
- consider the need to include objectives to address the causes of any gender pay gap in formulating its overall objectives
- gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services
- consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives.
- assess the impact of its current and proposed policies and practices on gender equality
- implement the actions set out in its scheme within three years, unless it is unreasonable or impracticable to do so
- report against the scheme every year and review the scheme at least every three years.

Proposed new equality duties

(arising from the Equality Act 2010)

The Equality Act 2010, which received Royal Assent on 8 April 2010, introduces a new public sector general duty to promote equality whereby public authorities must, in the exercise of their functions, pay due regard to the need to promote equality in relation to: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation (known as the 'protected characteristics' in the Act).

The government has completed a consultation on the proposed specific duties, but the final wording had not been published at the time of writing this GES. Based on the government's response to the consultation,⁶⁹ it is likely that the GLA will be required to use the evidence it has gathered to identify the areas where it can have most impact on equality. Having done this the GLA will need to develop and publicly set out its equality objectives and the steps it will take towards achieving those objectives. It will then be required to implement those steps within the business cycle period, unless unreasonable or impractical to do so.

The proposed new duty does not require the public body to set equality objectives relating to each protected characteristic, but rather to use evidence to determine its own priorities and the areas of greatest relevance to promoting equality.

The proposed new duty does not specify how the public body should publish its equality

objectives, and does not require the publication of a Race, Gender, or Disability Equality Scheme; nor does it require the publication of a Single Equality Scheme.

Annex 2 -

Facts and figures

Poverty

The poverty rate of pensioners in London is higher in London (29 per cent in inner London and 19 per cent in outer London) than in any other region in the UK, after housing costs are taken into account (18 per cent for the UK as a whole). On this basis, single female pensioners have the highest poverty risk, at 26 per cent, while the proportion of pensioners in couples and of single male pensioners in poverty is 21 per cent.⁷⁰

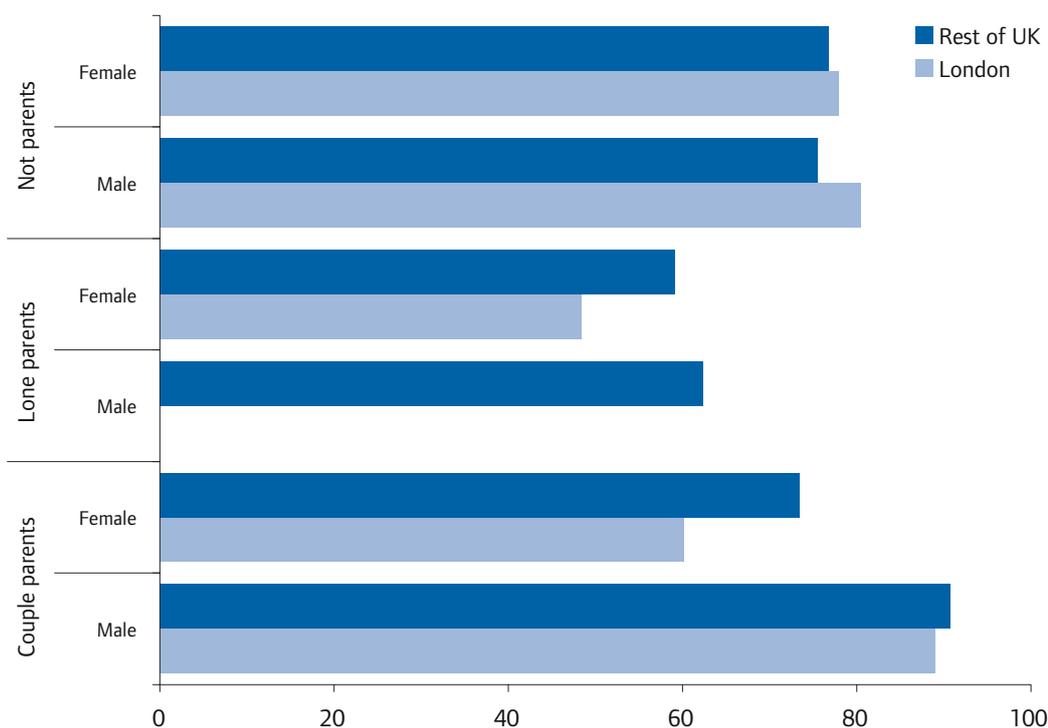
The child poverty rate is higher in London than in any other region in the UK, after housing costs are taken into account, hovering around 40 per cent in the last decade, compared with a general decrease down to 30 per cent in the rest of the UK.⁷¹ Half of the children in poverty in the capital are living

in households where no one is in work. Child poverty affects both men and women, as poverty rates in London among couples with children are double those for couples without children (28 per cent compared with 14 per cent). However, people in lone parents households are at much greater risk of poverty (62 per cent in London), clearly having a greater impact on women, since the vast majority of lone parents are women.

Poverty has been particularly concentrated in Inner London, but appears to be increasing in Outer London, along with higher levels of debt. Working age poverty rates are also higher in London than the UK average, at 24 per cent in 2005/06-2007/08, after housing costs, compared with 20 per cent in the UK.

The employment rate of parents

Source: Labour Force Survey Household databases, October - December 2008



The living wage level for London was estimated at £7.60 per hour in 2009.⁷² Comparing this figure with 2007 wage levels shows that overall 18 per cent of men and 24 per cent of women were earning below this level. Forty-three per cent of London women working part-time were earning less than the London Living Wage.⁷³

Women's full-time hourly earnings average 78 per cent of men's in London and part-time earnings are still lower.⁷⁴ Women are also more likely to have taken time out of work to provide full-time care. This means they have fewer savings for retirement and personal investment. They are also less likely to have an occupational or private pension. Around two thirds of pensioners living in poverty are women.⁷⁵

A far larger proportion of households with children under the age of 16 (nearly 36 per cent) and one in four households that contain a person aged 60 or over are in fuel poverty.⁷⁶ This disproportionately affects women, as there are more women living with children or over 60 than men.

Employment and business

The employment rate of working age women in London in 2008/09 was 62 per cent compared with 76 per cent of working age men in London and 69 per cent of working age women in the UK.⁷⁷

The employment rate for women without children was 78 per cent in 2008 and 77 per cent in the rest of the UK.⁷⁸ In contrast, only 60 per cent of mothers in couples in London were in employment, compared with 73 per cent of

mothers in couples in the rest of the UK. For lone mothers, the employment rate in London was only 48 per cent compared with 59 per cent in the rest of the UK.

The lower employment rates of women in London are almost entirely due to lower part-time rates than in the rest of the UK. In 2007/08, 31 per cent of women in employment in London worked part-time, compared with 42 per cent in the rest of the UK.⁷⁹ The availability of part-time jobs is more limited in London than in the UK as a whole, at a quarter of all jobs, compared with a third.⁸⁰

The number of childcare places is lower in London than the England average. In August 2008, there were just over 16 day nursery places in London per 100 children under five, compared with over 21 in England. There were also fewer childminding places, at just under eight per 100 in London and just under 10 in England as a whole.

In January 2010, the average weekly cost of a day nursery place for a child under-two was £226 in inner London and £192 in outer London, compared with an average of £176 in England.⁸¹ Daycare Trust Annual Childcare Costs Survey, 2010

London is experiencing the second highest rate of unemployment amongst young men and women (27 per cent of 16-24 year olds) in the country. Worst hit across all age groups are young women with no qualifications with unemployment at 46 per cent, an increase of nearly 18 per cent since March 2008. This

reflects widespread job losses in the retail, hotel and catering industries.⁸² In the year ending June 2009, the unemployment rate for women in London was 8.7 per cent, compared with 6.5 per cent the year before. Unlike any other region, the unemployment rate was higher for women than men.⁸³

Black, Asian and minority ethnic women currently account for nearly 35 per cent of all working aged (16 to 64) women in London.⁸⁴ Employment rates vary enormously amongst women from different ethnic groups. In 2008 70 per cent of white women in London were employed, 61 per cent of Indian women and 56 per cent of black and black British women.⁸⁵ The lowest rate was among Pakistani and Bangladeshi women, at 28 per cent.

Migrant women are more likely than migrant men to need to be able to access appropriate ESOL (English for Speakers of other Languages) courses in order to remove lack of English as a barrier to employment. Their ability to access these courses can be hampered by childcare responsibilities and the fact that they are less likely to have had access to education in their home countries.

Disabled people comprise 15 per cent of the total working-age population in London, but their employment rates are much lower than non-disabled people. The employment rate for disabled women in London in 2008 was 42 per cent, slightly lower than the rate for disabled men of 48 per cent.⁸⁶ In 2008, 67 per cent of non-disabled women and over 82 per cent of non-disabled men were in employment in

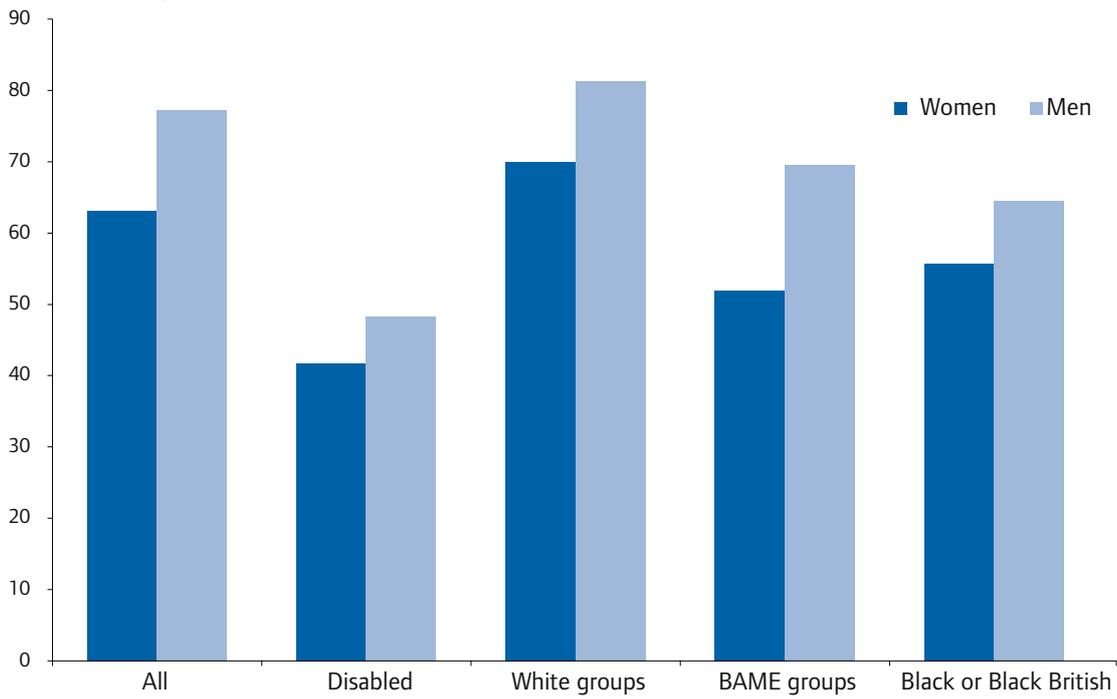
London. Disabled parents have particularly low employment rates. Only 34 per cent of disabled women with children in London were in employment in 2007, compared with 47 per cent in the rest of the UK.

The LDA has provided employment support to women to equip them for employment. Over the year 2008/09 the LDA provided employment support to 21,674 women.⁸⁷

The gender pay gap continues to narrow, but at a slow rate (less than 0.5 per cent per year in the UK). The gap in London in 2009 was 22 per cent, compared to just over 16 per cent in the UK as a whole, when comparing average (mean) gross hourly earnings for full-time employees.⁸⁸ This is because average earnings are inflated in London by the greater prevalence of highly paid workers, who are more likely to be men than women. In 2009, men working full-time in London earned on average £22.26 per hour, compared with £17.37 for women working full-time.

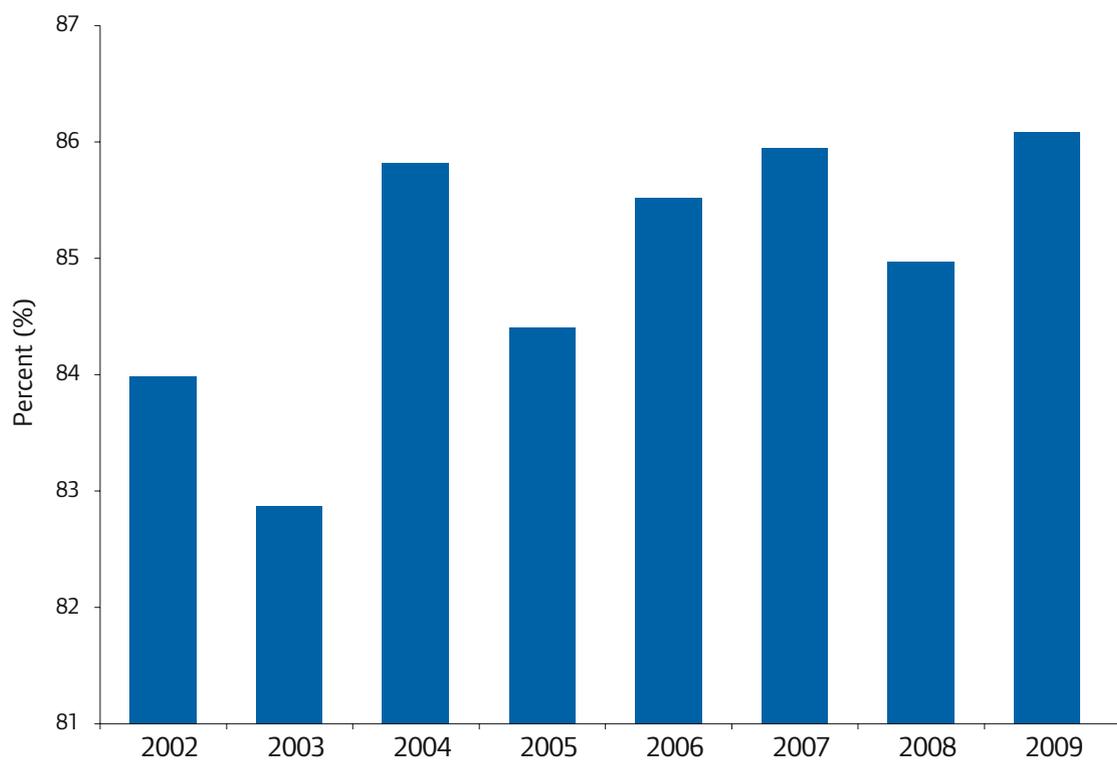
Working-age employment rates for 2008

Source: Annual Population Survey, 2008a



Gender pay ratio in London

Source: Annual Survey of Hours and Earnings 2009



Women are continuing to make advances in jobs previously denied to them – as doctors, managers, and lawyers, but many are still in lower paid jobs as cleaners, cashiers, carers and clerical workers. In London the occupation with the highest proportion of women is in the caring personal services, where they make up 80 per cent of all those in employment,⁸⁹ followed by administrative and secretarial occupations (74 per cent) and 54 per cent of those employed in sales and customer services. Women are in the minority in other occupational groups, making up 37 per cent of managers and senior officials and only 14 per cent of those involved in skilled trades.

Men are also under-represented in certain occupations. For instance, less than 16 per cent of teachers in primary schools in the UK are male and less than three per cent of day nursery staff.

The GLA group employs around 90,000 staff, which is about one in 40 of all employed Londoners. Many of the job roles offered by the London Fire Brigade, the MPS and TfL are those that been traditionally done by men, but this has been changing. At the end of 2009, some 23 per cent of police officers, nearly ten per cent of underground train drivers, over four per cent of fire fighters and 1.8 per cent of taxi drivers were women.^{90, 91}

By December 2009 34 of the 155 women working on the Olympic site had been sourced or supported by the Women and Construction project.⁹²

Women are still highly under-represented in top positions. In 2009, just over twelve per cent of the directors of the biggest companies quoted on the London Stock Exchange were women.⁹³ While the proportion is increasing, the pace of change is slow. There are still 21 companies out of the top 100 with no women directors at all.

Seven of the 32 London boroughs (22 per cent) had a woman chief executive in June 2008. This was lightly higher than the overall proportion in England (20 per cent).⁹⁴

Sixteen per cent of businesses in London could be categorised as women-owned.^{95, 96} Business Link in London, which the Mayor funds through the LDA, held two successful 'We Mean Business' events aimed at women in June and October 2009. This attracted a total of 532 attendees to both events. The 'We Mean Business' micro-site⁹⁷, also aimed specifically at women has attracted 19,286 unique visitors, since April 2009.

Throughout 2008/09 the LDA provided support to 12,137 women's businesses and supported the creation of 574 women's businesses.⁹⁸

The GLA group has significant spending power. Its procurement expenditure amounts to more than £3 billion per year,⁹⁹ representing more than 20 per cent of all local government expenditure in London.

Education and skills

In terms of the percentage of pupils at the end of key stage 4 achieving five or more GCSE examination at grades A* to C (or their equivalent), in 2008, girls in London (75 per cent) and in England as a whole¹⁰⁰ (74.4 per cent) tended to continue to outperform boys (London – 67.5 per cent on average, England – 65.8 per cent). Pupils attending outer London schools (72.6 per cent on average) tended to perform better than the England average (70.0 per cent), but pupils attending inner London schools (68.3 per cent) tended to do less well.¹⁰¹

In terms of the percentage of pupils at the end of key stage 4 achieving five or more GCSE examination at grades A* to C (or their equivalent), Black pupils in London (48 per cent on average) have lower attainment rates than the average for London pupils (54 per cent).¹⁰² In England¹⁰³ as a whole white pupils (19.4 per cent of boys and 24.5 per cent of girls) entitled to free school meals had lower attainment rates than black pupils entitled to free school meals (28.8 per cent of boys and 38.5 per cent of girls).¹⁰⁴

At the end of 2009 over five per cent of London's 16 to 18 year olds were not in education, employment or training.¹⁰⁵

Apprenticeships in the engineering and construction sectors are nearly all held by men and Advanced Apprenticeships are more frequent in these sectors. Average post-apprenticeship wage rates in engineering and construction and for Advanced Apprentices are higher than average. But in other sectors where

employment is more equally distributed between men and women, male ex-apprentices still tend to earn higher wages than female ex-apprentices (for example, £14,660 for men in retail compared with £12,050 for women; £16,760 for men in business administration compared with £14,770 for women).¹⁰⁶

In 2008, 11.8 per cent of working aged men and 12.4 per cent of working aged women in London had no qualifications. This compared with just over 13 per cent of working age men and women in the rest of the UK.¹⁰⁷

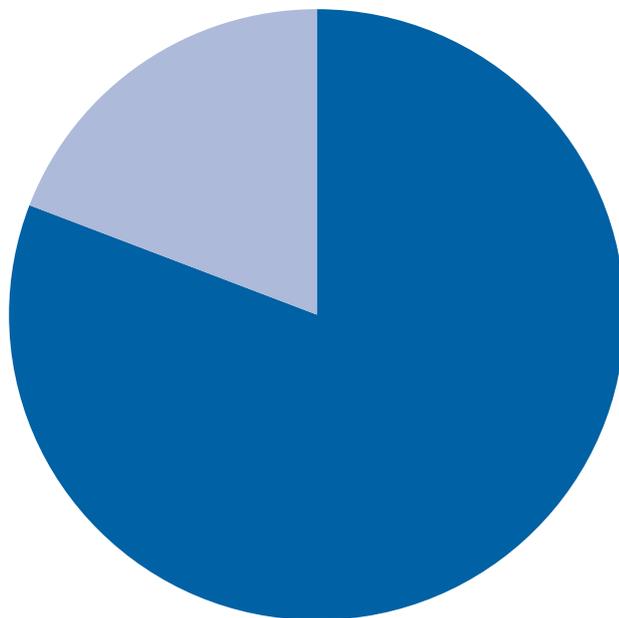
Over the year 2008/09 the LDA provided basic skills support to 3,311 women.¹⁰⁸

Violence and safety

Nationally, domestic violence claims the life of two women each week and 30 men per year. 89 per cent of the people who experience sustained domestic violence are women and most of the violence occurs within the context of a heterosexual relationship.¹⁰⁹ London has

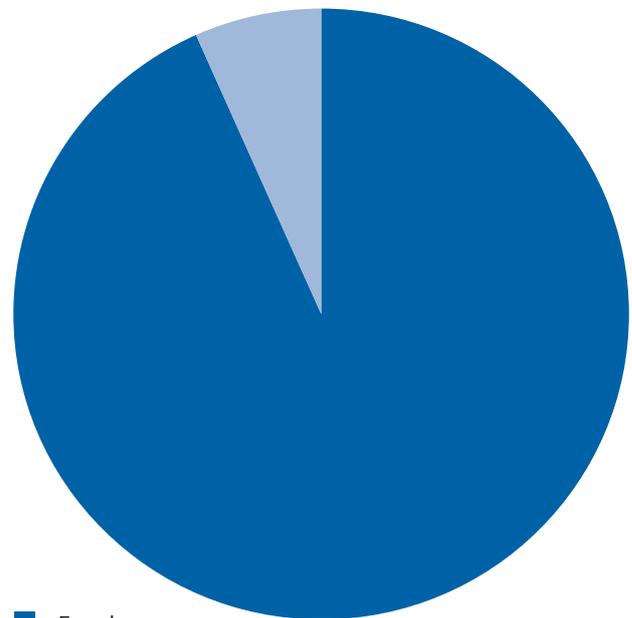
higher rates of domestic violence than the average for England and Wales. There were 53,000 domestic violence crimes reported in London throughout 2009. Between 2006 and 2009 the detection rate¹¹⁰ increased from under 27 per cent to over 48 per cent.

Gender of victims of domestic violence incidents recorded throughout 2009 by the MPS



■ Female
■ Male

Gender of victims of rape incidents recorded throughout 2009 by the MPS



■ Female
■ Male

There were 2,630 recorded rape offences in London throughout 2009, but most rapes are not reported to the police and of those that are, only about six per cent resulted in a conviction.

An estimated 6.3 per cent of pregnancies in inner London and 4.6 per cent in outer London are to women who have undergone female genital mutilation.¹¹¹

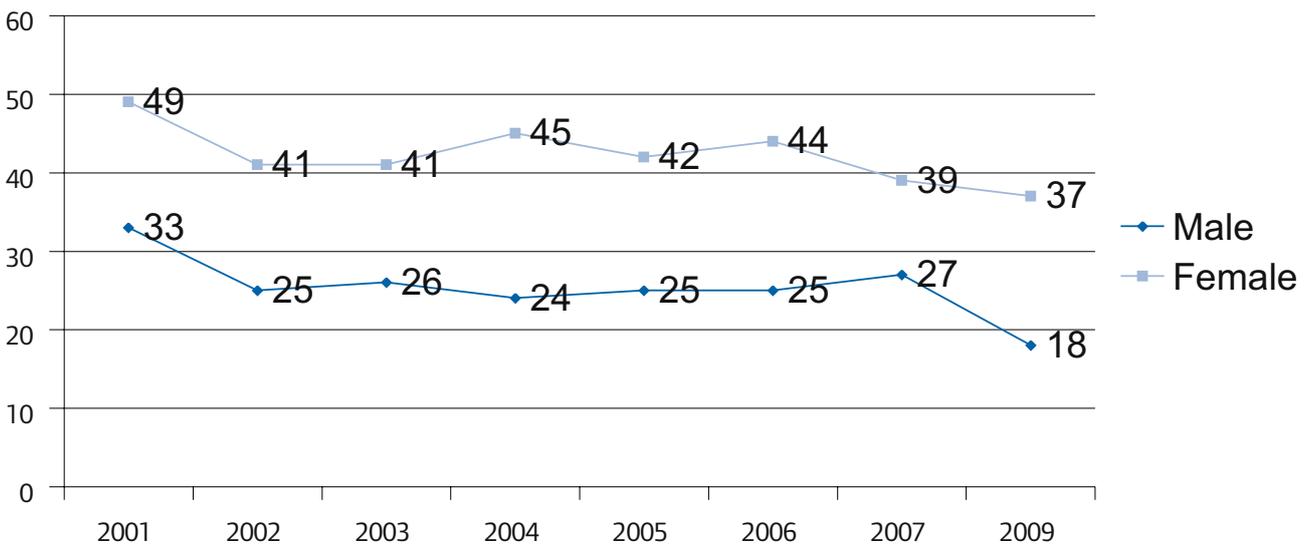
Between 1,000 and 10,000 women and girls are trafficked into the UK each year for sexual exploitation, many to or through London.¹¹²

The Forced Marriage Unit recorded 1,618 cases of forced marriage across the UK in 2008. Of these cases, 339 were identified in London.¹¹³

In 2009, some 18 per cent of women, compared with 14 per cent of men, felt unsafe travelling on buses, trains and the tube, alone, at night.¹¹⁴ The percentage of both women and men who feel unsafe walking by themselves in their community at night has decreased from 44 per cent of women (25 per cent men) in 2006¹¹⁵ to seven per cent of women (18 per cent men) in 2009.

Percentage men/ women who feel unsafe walking outside in their neighbourhood in the evening?

Source: Annual London Survey



Transport

Of the 16 per cent of Londoners who cycle, women make roughly half as many cycle trips as men. Fifty-five per cent of women in London (63 per cent in Great Britain) hold a full driving licence, compared with 72 per cent of men (81 per cent in GB).¹¹⁶

Whilst 100 per cent of London's buses are low floor wheelchair and buggy accessible¹¹⁷ much of the Underground remains difficult for people with buggies or pushchairs to use. 140 wide aisle ticket gates have been installed at underground stations, 56 stations have been made step free - 12 of which have been created since 2006 and 45 per cent of bus stops have been made fully accessible.

The Freedom Pass provides free transport to people 60 and over and its use was extended in January 2009 to make services free of charge for 24 hours a day, every day of the week. Free travel has been introduced on buses and trams for children and concessionary fares for people on low income.

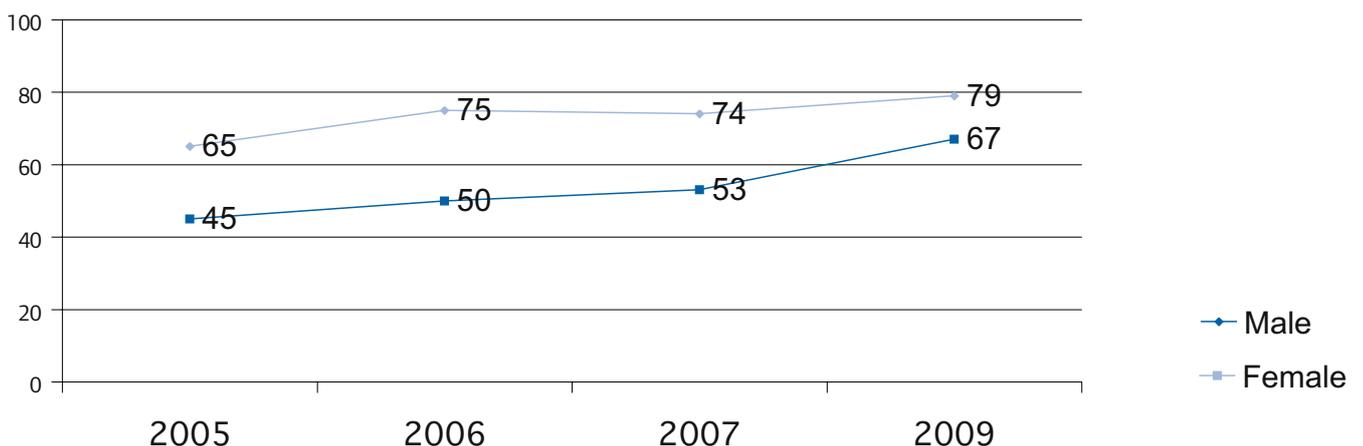
The Cab Enforcement Unit has been doubled from 34 to 68 officers and the number of transport police officers has been increased to 2,500.

In 2009 around 20 per cent of women, compared with about 13 per cent of men, felt unsafe travelling on buses, trains and the tube, alone, at night.¹¹⁸ Despite the number of cab-related sexual offences (93 during 2008/09¹¹⁹) only 12 per cent of women felt unsafe using minicabs alone at night.¹²⁰ More men and women feel safer on most forms of public transport, even when travelling alone at night, than they did three years ago.¹²¹

Overall recorded crime decreased on the London Underground and Docklands Light Railway by 18 per cent in the four years between 2004/05 and 2008/09, in spite of an increase in passenger numbers.¹²² Despite the continued decrease in crime levels, the number of sexual assaults increased slightly from 2007/08 to 2008/09.¹²³

Percentage of men/women who feel safe using the underground at night, alone

Source: Annual London Survey



Housing and planning

In September 2009, there were nearly 43,500 households with children (nearly all of which include women or are headed by women) or pregnant women in temporary accommodation in London.¹²⁴

The number of homelessness acceptances has been reducing in London as in England as a whole. 12,780 of London's households were accepted as homeless in London in 2008/09 with the capital's share of the England total being 24 per cent.¹²⁵

Overcrowding is higher for households in social housing (12.7 per cent) and those in privately rented property (9.8 per cent). The supply of new homes with three or more bedrooms shrank to 13 per cent of the total supply in 2008/09, less than half the level of a decade earlier.¹²⁶

During the period April to September 2008, out of just over 23,000 new homes approved in London, 28 per cent were built to Lifetime Homes standards.¹²⁷

Health

In the 2001 Census, 63 per cent of London women recorded themselves as in good health compared with 60 per cent elsewhere. Although the proportion decreases with age, on average, older women in London are still more likely to be in good health than their counterparts elsewhere.

Life expectancy continues to increase and the gap between women and men is starting to narrow.¹²⁸ Latest figures for 2006-08 indicate

that life expectancy in London was 78.2 for men and 82.7 for women; while in England it was 77.7 for men and 81.9 for women.¹²⁹ At ward level, there was a difference of more than 14 years between the highest and lowest female life expectancy rates in 2003-07, from over 90 in Knightsbridge and Belgravia to less than 76 in Custom House in Newham.¹³⁰

Women in London have a slightly higher rate of reporting limiting long-term illness (LLTI) than men, but this is still three points below the average for England and Wales. LLTI rates are particularly high for Bangladeshi and Pakistani women, black Caribbean, other black, other Asian women and for both white and black Caribbean and white and black African dual heritage women.¹³¹

The latest survey of people's activity levels by Sport England in 2009 found that overall just over 17 per cent of Londoners took part in at least three sessions a week of 30 minutes of moderate intensity. This is slightly higher than the England average of 16.6 per cent.¹³² However, national figures show that activity rates are lower for women, with 12 per cent taking part in active recreation or sport regularly, compared with 19 per cent of men.

London 2012 Olympic and Paralympic Games

The five boroughs hosting the Olympic and Paralympic Games account for the greatest cluster of deprivation in England and Wales.¹³³ On almost every indicator available, the fate of families and communities living in the host boroughs is on average worse than other communities in London.

Some 64.2 per cent of the population are employed in the host boroughs area compared with 70.4 per cent in London. This means 77,000 fewer people are in employment in the host boroughs. Approximately 45 per cent of these workless people are parents, compared to around 25 per cent nationally. As a result, child poverty is much higher in east London than the rest of the country.¹³⁴

The percentage of households who live in overcrowded conditions is between 18 per cent and 38 per cent in the five host boroughs. The London average is under 7 per cent.

Around 17 per cent of adults in the host boroughs have no qualifications, compared to 11.6 per cent in London. This gap means 67,000 more people than the London average have no qualifications.

An extra 15 people per 100,000 of the population die prematurely in the host boroughs than in London overall.

Nationally, women make up just two per cent of the manual trades workforce.

GLA as an employer

The GLA currently employs 581 people.¹³⁵ In September 2009 the GLA employed 51 per cent women and 49 per cent men, which is reflective of the population of women and men in London as a whole. A quarter of staff were from BAME groups and two per cent of staff declared

themselves as disabled women, and five per cent as disabled men.

Salary

Women are particularly underrepresented in the highest salary band with less than 20 per cent of those earning £70K and above, being women.

Salary range	Female		Male	
	Number	%	Number	%
Under £20,000	20	67%	10	33%
£20,000 to £30,000	89	61%	57	39%
£30,000 to £40,000	83	56%	66	44%
£40,000 to £50,000	63	45%	77	55%
£50,000 to £60,000	25	43%	33	57%
£60,000 to £70,000	8	50%	8	50%
£70,000 +	8	19%	34	81%
Total	296		285	

Staff salaries broken down by gender, September 2009

Recruitment

Year ending 30 September	Posts	Applicants		Shortlisted		Appointed	
		Total	% female	Total	% female	Total	% female
2009 (full year)	79	1043	53%	250	61%	79	58%

The recruitment monitoring data indicates that the process was operating fairly and equitably for the year 2009.

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Vietnamese

Nếu bạn muốn có văn bản tài liệu này bằng ngôn ngữ của mình, hãy liên hệ theo số điện thoại hoặc địa chỉ dưới đây.

Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.