
‘The Language of Equality’

The Mayor's Annual Equalities Report 2006/07



The Language of Equality

MUTAURO WERUENZANO

I am the language of equality
I am glad to see the city of London
From the west
Reaching to the east
And the north
Reaching the south
From the month of January
To the month of December

I can see the House of Parliament
The River Thames and its bridges
Seeing where congestion charge ends
Where the train to Heathrow starts
Schools where the youth learn
And where Notting Hill Carnival happens

As the language of equality
I can see those speaking with others
Seeing those with no one to talk to
Seeing the elderly and the youth
Some Asians and some Jews
Some black and some are white

I can see struggles for equality
Others being seen as foreigners
Maybe because of their religion
Maybe because of disability
Maybe because they are young
Maybe because they are women
Maybe because they are gay
Maybe because they are old

It's me the language of equality
I can see people of other races
In the city which is hot sometimes cold
Which sometimes makes the happy cry
Sometimes pleasing those crying
The healthy ones or the sick

As the language of equality I speak
What the eye has seen should be fixed
That road let it be fixed continually
From employment
Let there be equality
To living comfortable
Let there be equality

Ndiri matauro weruenzano
Ndinofarira kuona guta re London
Kubva kuchamhembe
Kusvikira kumaudzanyemba
Ne kumabvazuva
Kusvikira kumawirira mhengo
Kubvira mwedzi we Ndira
Kusvikira mwedzi we Zvita

Ndirikuona imba ye Parliament
Rwizi rwe Thames ne mazambuko ayo
Kuona panopera mutero we congestion
Panotangira chitima cheku Heathrow
Panodzidziswa avo vana muzvikoro
Nepanoitwa Notting Hill Carnival

Semutauro weruenzano
Ndirikuona avo varikutaura nevamwe
Kuona avo vasina vekutaura navo
Ndichiona avo vakuru nevadiki
Vamwe makura vamwe majuta
Vamwe vatema vamwe vachena

Ndirikuona kutambudzikira kuenzana
Vamwe kuonekwa se vayenzi
Pamwe nenzira ye kwavanonamata
Pamwe nekuti vakaremarara
Pamwe nekuti vana vadiki
Pamwe nekuti madzimai
Pamwe nekuti ingochani
Pamwe nekuti vakachembera

Ndini mutauo wekuenzana
Ndavekuona vanhu vemamwe marudzi
Muguta rinopisa pamwe kutohora
Dzimwe nguva kuchemedza vanofara
Pamwe kufadza vanochema
Vakapona kana vanorwara

Semutauro wekuyenzana ndinotaura
Zvaonekwa neziso ngazvigadzirwe
Iyo nzira ngayirambe ichigadzirwa
Kubvira kunoshandwa mabasa
Ngakuve ruenzano
Kusvikira mukugara kwakanaka
Ngakuve ruenzano

Contents

Foreword by the Mayor	page 3
Foreword by Director of Equality and Policing	page 4
Introduction	page 6

SECTION 1

Influencing the national equalities agenda	page 10
--	---------

SECTION 2

Arrangements to promote equality	page 20
Age equality	
Faith equality	
Gender equality	
Race equality	
Disability and Deaf equality	
Sexual orientation equality	
Equality in employment	
Progress across the GLA group	page 65
London Development Agency	
London Fire & Emergency Planning Authority	
Metropolitan Police Authority	
Metropolitan Police Service	
Transport for London	

Inside Front Cover:

Pax Nindi, Shona into English.

Pax Nindi's poem was written especially for this report. Pax came to the UK from Zimbabwe, where Shona is the main language spoken. He worked for ten years for the Arts Council England and now acts independently as a cultural consultant. Pax is a musician as much as a poet and is renowned internationally as a carnival expert.

Notes by Rogan Wolf.

SECTION 3

Celebrating London's diversity	page 76
--------------------------------	---------

SECTION 4

Monitoring the effectiveness of arrangements to promote equality for all Londoners	page 80
Progress in Equality Impact Assessments	
Budget and equalities	
Appendix 1 – The annual equality cycle	page 101
Appendix 2 – Equality Impact Assessments under way in 2006/07	page 102
Appendix 3 – Accessible communications	page 103

Other formats and languages

For a large print, Braille, disc, sign language video clip or audio-tape version of this document, please contact us at the address below:

Public Liaison Unit

Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

Telephone **020 7983 4100**
Minicom **020 7983 4458**
www.london.gov.uk

You will need to supply your name, your postal address and state the format and title of the publication you require.

If you would like a summary of this document in your language, please phone the number or contact us at the address above.

Chinese

如果需要您母語版本的此文件，
請致電以下號碼或與下列地址聯絡

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 ਪੁਰਾਣੀ ਅਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਸ਼ਤਾ 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 নথির 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 دیے گئے نمبر پر فون کریں یا دینے 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 સાથો.

Foreword by the Mayor



In 2007, the bicentenary of the Abolition of the Transatlantic Slave Trade and the European Year of Equality of Opportunity for All, I am determined that London will continue to be a beacon of multiculturalism, showing how we respect difference, celebrate diversity and fight discrimination and disadvantage wherever it occurs.

My seventh Annual Equalities report, *The Language of Equality*, charts the progress the Greater London Authority has made in delivering my equality programme for the city. At its core is the understanding that promoting equality and tackling discrimination strengthens all our work whether addressing climate change, improving social mobility through transport, or building safer and cohesive neighbourhoods. As you read the report you will see how every part of the GLA group is contributing to being an exemplary equalities organisation and finding innovative approaches like sustainable procurement and London's Living Wage to address the complex London equality landscape.

Looking ahead to the Single Equality Act and the creation of the new Commission for Equality and Human Rights we expect to be leading the equality agenda – a role that is fitting for a regional authority of a 21st century world city.

A handwritten signature in black ink that reads "Ken Livingstone". The signature is written in a cursive, flowing style.

Ken Livingstone
Mayor of London

Foreword by Director of Equality and Policing



The Mayor of London's vision addresses the complex, changing equalities landscape of a 21st century world city and the GLA has risen to the challenge of providing strategic and regional direction in delivering that vision.

London's diversity is beyond comparison and this unique position calls for the capital's public and private bodies to have world-class equality policies, which go beyond responding to the usual predictable and frequently negative headlines.

Our role is to lead by example. We aim to be an exemplary equalities organisation – one which develops models of best practice, which are informed by a robust research and evidence base as well as comprehensive stakeholder engagement. There have been many opportunities this year to make a real difference in the equalities landscape. This report captures the breadth of this work. This includes:

- integrating equality and diversity into the Olympic and Paralympic Games programme
- engaging in the Equalities Review and Discrimination Law Review
- helping to shape the new Commission for Equality and Human Rights
- engaging in the debate to critically challenge concepts of community cohesion, integration and promoting multiculturalism.

As you read this report you will see how the Greater London Authority is mainstreaming equality, the theme that we are promoting throughout the European Year of Equality of Opportunity for All. This year we are able to demonstrate that having a robust performance management framework allows real equality outcomes that are making a difference to all Londoners.

- As an employer the GLA continues to exceed its target for women staff (51 per cent) with the figure remaining at or above 56 per cent through the year.
- At a corporate level, working across the GLA group to provide effective regional government – a model for regional arrangements for CEHR.
- Every Mayoral strategy, through equality impacts, considers the needs of London's diverse communities and groups that put forward solutions for change.

2007 also marks the bicentenary of the passage of the Abolition Act 1807 into UK law. Given London's role in the Transatlantic Slave Trade and the economic and other gains that accrued from it, it is a matter of some importance that London marks the bicentenary with honesty, integrity and in a manner that allows an atmosphere of community healing to be established. Last year was spent developing the GLA's Bicentenary Programme so that it raises awareness for all Londoners in understanding the roots of racism, looking back at the significance and impact of the transatlantic slave trade as it affected London and looking forward to understand how the economic, social, political and cultural legacies of this era impact on London today.

Over the last seven years we have been leading the equality agenda and this year is no exception with the launch of our Sexual Orientation Equality Scheme, the first in the country. Our second Gender Equality Scheme was launched in March; our first scheme influenced the template for the new gender public duty that came into force in April 2007.

Our research reports, seminars and conferences are setting the policy agenda. These include: Muslims in London, Regeneration in Black Communities, Women in London's Economy, the State of Equality in London, Women and the Olympics, DLR consultation and Disability Capital.

The difference this year is the official recognition of successfully delivering the Mayor's equality and diversity vision. We have been awarded the Guardian Public Services Award for Equality and Diversity for our Challenging Disablism project. The GLA was in third place in the top 100 of the Stonewall Workplace Equality Index, and has been awarded the Equality Mark in recognition of being one of the first public bodies to reach Level 5 of the Equality Standard for Local Government.

A handwritten signature in black ink, reading 'Lee Jasper'.

Lee Jasper
Director of Equality and Policing

Introduction

London is one of the largest and most culturally diverse cities in Europe. Without doubt London is a prosperous and thriving place, a key driver in the UK economy and a great 'world city'. As one of the few global centres for international business and trade, it attracts high levels of foreign investment. Its rich and varied cultural attractions bring in large numbers of international tourists.

London's population is the most ethnically diverse in Europe, communicating in over 300 languages, including many different sign languages, representing over 1,500 countries and practising 14 faiths. The diversity of the people who live and work in, or visit, London in terms of age, disability, gender, faith, race and sexual orientation, makes this capital city one of the most vibrant in the world. The unique and rich diversity of communities is vital in helping London reach its full potential. Communities live and work together in a way that embraces the contributions of all, putting London in the best position possible to enhance its future economic, social and environmental prospects.

However, London is still far from being a place where equality of opportunity is a reality for each and every Londoner regardless of their age, disability, gender, faith, race or sexual orientation. In key areas of life, the levels of inequality and disadvantage experienced by many Londoners undermine the ability of us all to make the best of what this city has to offer.

In 2007 – the Bicentennial Year of the Abolition of Slavery and the European Year of Equal Opportunity – the Mayor will continue to work towards reducing inequality so all Londoners can benefit from and participate fully in the city's economic success. The Mayor's vision is to develop London as an exemplary, sustainable world city, engaging with and actively involving its communities.

This seventh annual equalities report celebrates the strength of London's diversity by focusing on the language of equality through the power and beauty of poetry in translation and by mapping what makes London a world city and a world in a city.

Hotel Gordon

An Irishman with holes in his boots,
fresh from the soup kitchen and Victoria station,
a South African, sleeping in night buses,

visitors, not even speaking the language
of the country, let alone the sense of sanity,
women with histories of sad adoptions,

a man from Eton, addicted to drink and crack,
a black man, knifed, and abused as a child,
yet gentle as the father he became at sixteen,

an Italian who lost her mother aged four:
all these I mean, people lost in the in between
of life, as some make good and others fall back.

Sarah Wardle

Hotel Gordon

An Eirishman wi holes in his buits,
fresh fae the soup kitchen and Victoria station,
a Sooth African, sleepin in nicht buses,

veisitors, no even speakin the language
o the countra, forby the sense o wit,
weimen wi histories o doolfu adoptions,

a man fae Eton, addictit tae the drink an crack,
a black man, chibbit, an abusit as a bairn,
yit douce as the faither he becam at saxteen,

an Italian that tint her mither fower year auld:
aa thir I'm meanin, fowk that's tint in the in
atween
o life, as a wheen win throu and ithers faa back.

Translated into Scots by Andrew Philip.
'Hotel Gordon' refers to the
Gordon psychiatric hospital in Pimlico.
Printed by permission.



Sarah Wardle, English into Scottish.

Sarah Wardle has had two books of poetry published, *Fields Away* (2003) and *SCORE!* (2005), both by Bloodaxe. She teaches creative writing at Middlesex University. She recently spent some time as a psychiatric patient in the Gordon Hospital in Pimlico, run by the CNWL Mental Health NHS Trust. The poem published here is one of a series she wrote about that experience. Andrew Philip's translation into Scots was produced especially for this report.

Influencing the national equalities agenda

This section describes the Mayor's contributions to consultations on important equality issues and initiatives. The Mayor's commitment to promoting equality and diversity, and challenging and eradicating discrimination is reflected in the responses to the government's equalities policy and legislation consultations during the past year. In each of these, the Mayor strongly defends the principle of multiculturalism that underpins the development of his policies for London.

Following on from the engagement around the Equality Bill and the creation of the Commission for Equality and Human Rights (CEHR), the Greater London Authority (GLA) has:

- developed a clear policy and core set of objectives
- stimulated public consultation through a series of seminars with a wide range of stakeholders
- developed a research and evidence base
- produced and circulated a range of informative papers.

The Mayor has made submissions to the consultation on the Interim Report of the Equalities Review and the Discrimination Law Review. This process has developed an impressive body of research and policy and placed the Mayor at the centre of public discussion about the future of equality policy and law.

Equalities Review

The Equalities Review was established by the government to carry out an investigation into the causes of persistent discrimination and inequality in British society. The Mayor believes that this increased focus on understanding and challenging inequality is a unique opportunity to move towards an equal society in which all can participate and realise their potential. In this context, the Mayor raised serious concerns about the Interim Report published in March 2006.

Discrimination Law Review

The Mayor and the GLA have taken part in the consultation process about the introduction of a Single Equality Bill. The Mayor hosted a series of seminars with stakeholders with the objective of influencing the draft legislation and the final

content of the Act. Further engagement with stakeholders will take place following the publication of the Green Paper, expected in summer 2007.

Commission for Equality and Human Rights (CEHR)

Following the government's decision to base the CEHR in Manchester, the Mayor took part in the consultation process to determine regional arrangements. The Mayor and the GLA have been consistent in their views and expectations of how the CEHR can best serve London's equalities agenda and develop arrangements that fit the unique London equalities landscape.

The GLA's position of having a positive legal duty to 'promote equal opportunities for all persons irrespective of race, sex, disability, sexual orientation or religion, to eliminate unlawful discrimination and to promote good relations between persons of different racial groups, religious beliefs and sexual orientation' means that the Mayor is ideally placed to ensure strategic direction at regional level.

Commission on Integration and Cohesion

Multiculturalism is the acceptance of many different cultures, races, creeds and ideas. The Mayor believes that a policy of helping people understand the cultures of London's diverse communities and celebrating their contribution to our city has boosted London's economic success. The Mayor, therefore, welcomed the opportunity of responding to the Commission on Integration and Cohesion's consultation document. In light of the key questions posed, the Mayor made the following comments:

- 'Cohesion' means celebrating diversity, promoting equality and tackling disadvantage and exclusion. It involves actively encouraging interaction between communities and enabling all communities to take part in public life.
- 'Integration' is not about adapting to a given norm but about respect for individuals, enabling them to be themselves with freedom under the law. The work on integration of refugees and asylum seekers illustrates how tackling their exclusion and helping them to integrate into the capital's life are key steps in the Mayor's work to make London a fairer, safer and more prosperous city. The lengthy process of integration extends across all aspects of economic, social, cultural, civic and political life, and must be two-way, involving both host and refugee communities.

- There is a need to understand the causes and complexities of tension and conflict in different localities.
- There is a need for appropriately resourced, ongoing and meaningful dialogue with different communities. For example, the Mayor supports a range of events that celebrate London's diverse communities and publishes a number of guides to different aspects of London, including Asian London, Jewish London and LGBT London. The Mayor's London Plan makes it clear that planning decisions should take the needs of London's diverse population into account.
- The media play a crucial role in developing communities, and the coverage of some minority communities is often divisive and not always responsible. The Mayor has challenged incorrect and misleading coverage of minority communities and believes that a more representative workforce within the industry would lead to an attitudinal shift in the quality of reporting where different communities are concerned.

Getting equal: proposals to outlaw sexual orientation discrimination in the provision of goods and services

The Mayor believes that discrimination against lesbian, gay and bisexual citizens is unacceptable and that the proposed Sexual Orientation Regulations (SORs) should apply to goods, facilities and services in the same way as other equalities legislation.

In the response to the consultation document, the Mayor also said that:

- the only exemption should be where goods, facilities or services have been developed to meet a specific and justified need for lesbian, gay and bisexual people, for example support groups, care services or housing
- the buying and letting of premises should be covered by the regulations, as should private members' clubs
- the regulations should apply to public functions
- without exception, schools should be covered by the regulations, as students should be protected from bullying – including homophobic bullying
- very specific exemptions could be applied to activities that are primarily doctrinal, for example training for religious orders

- the regulations should include direct discrimination, indirect discrimination, discriminatory practices and victimisation
- enforcement provisions for the SORs should be the same as for other equality legislation, and this should be addressed in the Single Equality Act.

The Mayor has also engaged in the consultation process on a wide range of issues. A list of these is included in the appendices of this report.

Fair Employment and the London Living Wage

The purpose of the Fair Employment initiative is to ensure that employees of contractors engaged to work on GLA contracts are treated fairly and are employed under terms and conditions of service, which – when considered as a whole – represent reasonable minimum standards for their industry and which provide for family-friendly, flexible and diverse working environments.

Underpinning this is the view that good quality services depend on appropriately skilled and motivated workforces. The initiative is therefore intended to ensure that the award of public contracts through competition does not lead to contractors driving down costs, at the expense of their employees, in order to win contracts. The GLA has successfully piloted Fair Employment in a number of its contracts.

Two main approaches to calculate a living wage are considered. One approach, developed by the Family Budget Unit, estimates the costs of a ‘Low Cost but Acceptable’ (LCA) budget for a selection of typical or model families and calculates the wage required to meet those costs. This is termed the Basic Living Costs approach. The other is based on the distribution of income and will therefore be termed the Income Distribution approach.

A Living Wage in London has been calculated in two stages. First a ‘poverty threshold wage’ has been calculated. This has been done by two methods. The Basic Living Costs approach yields a figure of £6.15 per hour for London. The level defined by the Income Distribution approach takes 60 per cent of median income as defining a poverty level wage – for London this yields a figure of £6.35. The poverty threshold wage used in this report is the average of the two figures, £6.25.

The £6.25 figure however is a poverty threshold wage. A Living Wage must yield a secure margin ensuring that the person involved does not fall to the level of poverty wages. To achieve this a figure of 15 per cent has been added to the poverty level wage. This yields a figure, when rounded to the nearest five pence, of £7.20 per hour as a Living Wage for London. If means-tested benefits were not taken into account (that is, not including tax credits, housing benefits or council tax benefits) the equivalent Living Wage figure would be approximately £9.15 per hour. However, benefits and tax credits must be taken into account, as part of the aim of the tax and benefit system is to redistribute income to the least well-off sections of society while not providing disincentives to securing employment. The figure put forward for a Living Wage in London is therefore £7.20 per hour. This figure will be implemented in the GLA Group as contracts allow from the start of the 2007/08 financial year in April 2007.

Equalities and supplier diversity in GLA procurement

During 2006 the GLA led the development of a GLA group Sustainable Procurement Policy, which was launched by the Mayor in December 2006. The policy contains seven strands of sustainable procurement which the GLA is seeking to deliver:

- encouraging a diverse base of suppliers
- promoting fair employment practices
- promoting workforce welfare
- meeting strategic labour needs and enabling training opportunities
- community benefits
- ethical sourcing practices
- promoting greater environmental sustainability.

This policy provides an overarching policy framework for GLA procurement and has equality and diversity embedded across all strands.

The GLA has continued to implement its supplier diversity initiative, and established a process of obtaining feedback from bidders for key contracts to assess the supply-side perspective on its procurement processes. This information will be used to inform the future development of procurement processes to ensure unnecessary burdens are not placed upon companies, and small and diverse organisations in particular, looking to bid for GLA contracts.

The GLA has also continued to implement London Living Wage provisions in appropriate contracts, and uplifted City Hall cleaners to a rate of £7.05 per hour, which was the London Living Wage figure announced in May 2006. Many of the industries where workers are paid below the London Living Wage employ significant numbers of women and people from minority groups (eg cleaning, catering, security) and the implementation of LLW can have a positive impact in these diversity areas.

Over the course of 2006 the GLA undertook significant engagement with the Discrimination Law Review/Equalities Review, and made a number of recommendations regarding how the reviews should encourage public authorities to leverage their procurement operations to eliminate discriminatory behaviour. It is the GLA's view that a new statutory obligation placing anti-discrimination measures at the heart of the function of public sector procurement is essential to making progress across the public sector in this area.

During 2007/08 GLA will be:

- introducing a procurement training programme which will include guidance on equalities and supplier diversity in procurement
- responding to the Equal Opportunity Commission's consultation on Gender Equality in Public Procurement
- reviewing its Contracts Code to ensure its governance arrangements around procurement support supplier diversity
- further developing its reporting arrangements for supplier diversity information.

London Olympic Games and Paralympic Games 2012

London is a beacon for multiculturalism. This was instrumental in winning the licence to host the 2012 Olympic and Paralympic Games. The GLA has been continuing to work to ensure that equality is integrated into the work of the bodies supporting the delivery of the Olympic and Paralympic Games; ensuring equality is integral to all the Olympic delivery plans which the Mayor and the government are responsible for. It has also contributed to the drafting of the Olympic Board's delivery statement, the Olympic Delivery Authority's Equality and Diversity Strategy, Gender Equality Scheme, and its procurement policy.

The GLA provides the Secretariat to the London Equalities Commission (LEC) and has been supporting them, in developing the Commission to take on the role of scrutinising the extent to which equality and diversity is being incorporated into the delivery and legacy of the Games. Last summer the LEC worked up a series of indicators and metrics for measuring the equality and diversity impact of the Games as part of the London Organising Committee of the Games (LOCOG) monitoring and assessment framework.

The GLA has been working to ensure that gender equality is integrated into the work of the bodies supporting the delivery of the 2012 Olympic and Paralympic Games. In October it held a seminar to consider how the Games can provide opportunities for women to obtain work in occupations usually done by men and which also provide better rates of pay compared with the work women often do.

The European Year of Equal Opportunities for All

The European Commission agreed with the European Parliament to designate 2007 as the European Year of Equal Opportunities for All. It seeks to make people in the EU more aware of their rights to enjoy equal treatment and a life free from discrimination. These are two of the basic principles underpinning the Union. The Year will also launch a major debate on the benefits of diversity for European societies. The activities undertaken during the Year will focus on the discrimination some individuals suffer owing to their race or ethnic origin, religion or belief, age, gender, sexual orientation or disability, all of which are grounds for discrimination that may be addressed at a European level.

The Mayor's programme of events for the European Year of Equal Opportunities for All offers a range of initiatives based on the Year's key themes: Rights, Representation, Recognition, Respect and Tolerance. The Mayor's involvement in marking the occasion is an opportunity to map the diversity of London; to showcase best practice when mainstreaming equality and diversity; and to recognise the social, cultural, and economic contribution that each equality strand has made to the fabric of the city. In addition, these events will clearly demonstrate the business case for promoting equality and diversity.

This was demonstrated at the launch of the Mayor's programme where the Sexual Orientation Equality Scheme, the first in the country, and the State of Equality in London Report were launched. The steps that have to be taken to tackle the intricate patterns of inequality experienced by certain groups and communities in Europe, the UK, and London have been highlighted in these reports, which also examine the roots of these problems.

My God

Like green ears of wheat
my God rises from the soil
to eradicate
all hunger from the earth.

Like a great tree of the forest
my God puts forth his shadow
to protect a column of ants in Summer
as they march to their nest.

And he protects the new-born pigeons
resting under the raspberry bushes
so no cat may claw them
from their sanctuary.

Like clear water
my God runs forth
from cracks in the rock
to quench the thirsty.

He sings a song
like a mother's lullaby.
He beats like a great heart
through the body of day and night.

My God
wears garments vast as oceans
soaked with children's tears.
He has a name no book can contain.

He is scattered everywhere
like the scent of springtime.

My God is an eye
anxiously watching over the earth.
And after every explosion
he lays his head on a pillow of clouds
and his sobs and cries
fill the skies.

My God. If He is there.

خدای من

خدای من از خاک می روید
مثل خوشه های سبز گندم
تا ریشه های گرسنگی را
بخشکاند بر زمین

خدای من مثل آن درخت تنومند جنگل
سایه می دهد به کاروان مورچه ها
در تابستان

وقتی به سوی لانه می روند
و پناه می دهد
به جوجه های کیوترها
زیر بوته های تمشک
تا جنگال هیچ گربه ای
به آشپان بلندشان نرسد.

خدای من می جوشد از خلال صخره ها
چون آبی زلال
تا تشنگان را سیراب کند
می خواند
چون لالایی مادر
می تپد چون قلبی بزرگ
در اندام روز و شب.

خدای من
دامنی به پهنای اقیانوس دارد
خیس از اشک کودکان
و نامی
که در هیچ کتابی نمی گنجد.
او مثل بوی بهار پراکنده است
خدای من چشمی است نگران زمین
و پس از هر انفجار
سر بر بالش ابر
به پهنای آسمان
زار زار می گرید

خدای من
اگر باشد.

شاداب وجدی

Shadab Vajdi

Translated from Persian by Lotfali Khonji.
Printed by permission.



Shadab Vajdi, Persian into English.

Shadab Vajdi has written poetry all her adult life and has several published collections to her name. Her poems, in Persian, have been translated into English, German and Swedish. She was born in Iran and has lived in London since the 1970s. She worked for years as a lecturer at the University of London, School of Oriental and African Studies and, prior to that, as a producer with the BBC World Service where she was a colleague of her husband Lotfali Khonji, who has translated some of her poems into English.

Arrangements to promote equality

The GLA Act sets out the statutory powers and duties of the Mayor and the GLA. The Mayor's responsibilities are wide-ranging, embracing the police, transport, fire and emergency planning, regeneration, sustainability, planning, environmental issues, cultural affairs, health concerns and equality issues, as well as the general promotion of London.

Statutorily, all policies must contribute to the health of Londoners, promote equality of opportunity and be sustainable. While the GLA does not provide services directly to the public in these areas, it works closely with the four GLA group organisations and other public bodies in London, which have responsibility for front line services.

The equalities agenda lies at the heart of all the GLA's work. The Mayor's equality and diversity vision is that the GLA will be an equalities champion and leader in:

- promoting equality and diversity
- challenging and eradicating discrimination
- providing responsive and accessible services for Londoners
- ensuring the GLA's workforce reflects the diverse population of London.

This section describes the purpose of each of the GLA's equality schemes, provides a report on progress and outlines the key achievements over the past year. It also describes the progress made in different parts of the GLA group and demonstrates the Mayor's commitment to developing and maintaining a diverse workforce across the functional bodies.

Age equality

London is often seen as a city of young people, but almost 16 per cent of the city's population – nearly 1.2 million people – are aged 60 or over, and almost a quarter of a million Londoners are aged over 80. London's older people make a huge contribution to life in the capital: they provide £500 million worth of free care for their grandchildren, 11 per cent are still in employment, and over 200,000 aged over 60 do voluntary work in the wider community.

Legislation was introduced in 2006 making it unlawful for employers to discriminate on the grounds of age. However, age discrimination remains widespread and varies according to life stage and different services and activities. The GLA has researched and identified discrimination affecting children and young people as well as older people. After wide consultation, the Mayor published an Older People Strategy for London in September 2006.

Older People Strategy

The strategy aims to promote stronger, more sustainable communities and recognises the role that older people can play in promoting the health and wellbeing of London. It also addresses the needs of older people, who may face discrimination on multiple grounds such as gender, ethnicity, age, disability, sexuality, income, family, social networks, beliefs, material circumstances, nature of migration, area of living, and type and level of care needed.

The Mayor will lead the GLA and work with and support the boroughs, the health sector, the voluntary sector, business and employers and of course older people themselves to deliver the strategy.

Four priority areas have been identified as having the potential to make a significant contribution to the quality of life for older Londoners. The strategy sets out a number of policy statements and actions that will be taken to address these issues and an action plan has been developed. Progress will be reported upon annually.

These priority areas are outlined below.

Challenging perceptions and promoting the contribution of older people

This will include:

- demonstrating the positive contribution that older people make to London's wellbeing, for example through staging an exhibition at City Hall in August 2007 to showcase the contribution of London's older people to the diversity and success of London as a vibrant world city

- continuing to support cultural events for older people as a means of recognising and celebrating the achievements and contribution of older people to London, and challenging negative views
- promoting work that aims to transmit experiences across generations, such as the innovative work undertaken by Museum, Libraries and Archives London (MLA), which records older people's memories and stories of their lives
- hosting a conference on intergenerational relations that will explore what the Mayor can do to further strengthen communities and promote understanding between different generations.

Supporting improvements to pensions and income

This will include:

- working to remove barriers to employment
- the London Development Agency (LDA) encouraging businesses to tackle discrimination through the Mayor's Diversity Works for London campaign and promoting the employment of all Londoners regardless of age
- the LDA putting some of its investment from the European Social Fund (ESF) into work with the over-50s in a Londonwide project
- the Mayor and GLA leading by example in promoting equalities and inclusion in their capacity as both employer and strategic authority.

Supporting community services

This will include:

- supporting initiatives to increase volunteering by older people in general and from under-represented groups in particular
- promoting the role of older people as volunteers in the 2012 Olympic and Paralympic Games
- working with partners to ensure that local and community services include older people
- ensuring that the needs and aspirations of London's older population are fully considered as the Mayor's Culture Strategy is taken forward
- improving the accessibility of public transport for older people.

One in three older people and 43 per cent of children in Greater London are estimated to be living below the UK poverty line.



43%

Promoting good quality health and social care

This will include:

- the Mayor using his powers and working with partners to secure improvements in the quality and availability of social care and health services for older Londoners
- the Mayor supporting carers by promoting their involvement in service development, campaigning to increase their income and promoting free services for them
- the Mayor using his planning and investment powers to help create sheltered housing appropriate to the needs of older Londoners
- developing a London Accessible Housing Register to improve access to and information about available accessible and adapted properties across London.

Children and Young People's Strategy

The Mayor's Children and Young People's Unit (CYPU) at the GLA is responsible for developing, implementing and monitoring the Children and Young People's Strategy. It has continued to champion London's children's interests at a national and local level and worked with parents and local communities, service providers and children and young people themselves to move its vision of a more child-friendly London closer to reality.

Age equality achievements 2006/07

The GLA is developing an Age Equality Scheme that will be the first of its kind and will follow the model of other GLA schemes. It will explain how the GLA promotes age equality, sets priorities for action and challenges discrimination experienced by people because of their age.

Draft Supplementary Planning Guidance has been produced identifying the needs of younger and older people. It sets out principles that should guide key planning issues ranging from developing safe, inclusive and accessible environments to providing community and leisure facilities.

The Peacock in Walpole Park, Ealing

The heart sinks when the peacock screams
The night bleeds pierced with its cries
The heart sinks when the peacock screams
The colour laughs and then wails
The heart sinks when the peacock screams
The body shivers and the world rejoices
The heart sinks when the peacock screams
It yearns for mango flowers lost long ago
The heart sinks when the peacock screams
It rains incessantly, it never stops
The heart sinks when the peacock screams
Trying to slake the thirst burning in its chest
The heart sinks when the peacock screams
Weighing its wings in the sweet prison
Everybody saw it in its cage
Moaning and dancing

Amarjit Chandan

ਈਲਿੰਗ ਪਾਰਕ ਦਾ ਮੋਰ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਕੂਕਾ ਵਿੰਨ੍ਹ ਛੱਡੀ ਰਾਤ, ਲਹੂ ਸਿਮਦਾ ਰਿਹਾ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਰੰਗ ਹੱਸਦਾ ਰਿਹਾ, ਰੰਗ ਰੋਂਦਾ ਰਿਹਾ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਪਿੰਡੇ ਕੰਬਣੀ ਛਿੱਤੇ, ਜੰਗ ਹੱਸਦਾ ਰਿਹਾ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਕਿਥੇ ਅੰਬਾਂ ਦਾ ਹੈ ਬੂਰ, ਇਹੋ ਲਭਦਾ ਰਿਹਾ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਪਿਆਸ ਮਚਦੀ ਨੂੰ ਸੀਨੇ ਵਿਚ ਦੱਬਦਾ ਰਿਹਾ

ਬਾਗੀ ਮੋਰ ਬੋਲੇ ਦਿਲ ਖੁੱਸਦਾ ਪਿਆ
ਮਿੱਠੀ ਕੈਦ ਵਿਚ ਬੰਦ, ਪੱਰ ਤੋਲਦਾ ਰਿਹਾ

ਜੰਗਲੇ ਚ ਪੈਲ ਪਾਈ ਸਾਰਿਆਂ ਨੇ ਦੇਖੀ
ਨਾਲੇ ਝੁਰਦਾ ਰਿਹਾ, ਨਾਲੇ ਨੱਚਦਾ ਰਿਹਾ

ਅਮਰਜੀਤ ਚੰਦਨ

Translated from Punjabi by the author, with Amin Mughal.
From 'Mother Tongues', ed. Daniel Weissbort and
Stephen Watts, publ. King's College London 2001.
Reprinted by permission.



Amarjit Chandan, Punjabi into English

Amarjit Chandan has lived in Ealing for years and is now retired from his job in local government. His poetry is celebrated and in circulation in both Punjabi and UK circles. The poem here would have a special significance for readers of Punjabi, as the peacock is India's national bird. Amarjit chose to be photographed at the Tate Modern as he often visits the South Bank – either the Tate Modern or the Royal Festival Hall – as this is his favourite rendezvous and source of inspiration.

Engaging with the community

The London Older People's Strategies Group (LOPSG) is the main way in which the Mayor engages with older people. This group played a key role in the consultation exercise that led to the Older People Strategy and to the Capital Age Festival held in 2006.

The fourth Older People's Assembly took place in July. This annual event provides a forum for older Londoners to discuss how they find life in the capital and related issues of concern. The event focused on quality of life and topics included lifelong learning, the arts, culture and active health, the role of neighbourhood centres, and access to leisure and sport.

The Young Londoners' Network (YLN) publicises and coordinates opportunities for young Londoners to speak their mind about their city and to become more involved in London life. There are plans to develop a dedicated website. In 2006, a sub-group of young disabled and Deaf people was set up.

Research into children and young people's views on the *London Plan* showed that they care deeply about climate change. They suggested actions such as saving energy, cutting water usage, reducing and recycling waste and growing produce locally. These views influenced the revised *London Plan*, which London's children and young people believed should be a model followed elsewhere. The full report is available at: www.london.gov.uk/young-london/docs/cyp-climate-change-ad.pdf

Faith equality

Since the launch of the GLA Faith Equality Scheme in 2005 (which is the first of its kind in the country), a significant amount has been done with respect to mainstreaming faith equality within the GLA. This activity continues to demonstrate the organisation's commitment towards faith groups, and more importantly, to make sure that the profile of faith equality is heightened throughout the organisation.

Fifty-eight per cent of all Jewish people living in England and Wales live in London. Equivalent figures for other faith communities are: 53 per cent for Hindus, 39 per cent for Muslims, 38 per cent for Buddhists and 32 per cent for Sikhs.



58%

There is no legal requirement to produce a Faith Equality Scheme but the Mayor places faith equality on an equal platform with age, gender, disability, race and sexual orientation, which all will have schemes. The Faith Equality Scheme (FES) sets out the Mayor's strategy on faith equality. It has an action plan for mainstreaming faith equality and engaging more effectively with faith groups. A faith equality policy forms part of the scheme.

The scheme helps the GLA:

- to consider and reflect the needs of faith groups, in all strategies and policies, and treat all employees fairly irrespective of their faith
- review and monitor its services to make sure they do not discriminate against faith groups, and also to identify barriers and establish ways of removing them
- ensure that faith groups are included, consulted and encouraged to participate, where appropriate or necessary. This could be in policy decision-making, in partnerships or in the development and implementation of strategies
- provide culturally appropriate, accessible, effective services, facilities and information to staff and faith communities, without prejudice or bias
- celebrate the variety of lifestyles and value the diverse cultures, religions and communities within the Authority and London
- develop systems for monitoring faith activities including data collation and analysis.

Recruitment and selection

As part of its equality monitoring process, the GLA continues to monitor faith as a category in relation to employment practices. This year arrangements have also been made for this to be reported upon in the same way as all the other equalities target groups. A staff survey also will provide the organisation with a more accurate indication of the faith composition of its staff, thus informing future planning in order to respond better to issues relating to faith.

As an example of exemplary practice the GLA continues to provide a multi-faith prayer room for use by all faiths. In addition, faith equality has now been included in the GLA's corporate training programme and the GLA's Flexible Working Scheme; it is also specifically referred to in the GLA's Dignity at Work Policy.

Stakeholder engagement

The London Stakeholders Team has continued to engage extensively with London's faith communities. Major events supported by the Mayor have included Trafalgar Square celebrations for Vaisakhi (Sikh); Diwali (Hindu, Jain); Eid (Islam) and Simcha On The Square as part of London's contribution to mark the 350th anniversary of the reintroduction of the Jewish community to the UK. An event was also held at City Hall to celebrate the Jewish festival of Hanukkah.

Faith community organisations were invited to make submissions on a range of consultations, including the Mayor's draft Housing Strategy and Supplementary Planning Guidance, and meetings were held throughout the year with a range of faith representatives. A special multi-faith roundtable meeting was also held in November 2006 on the 2012 Olympic and Paralympic Games, with representatives present from the nine major faiths in London and a range of denominations, who were invited to hear presentations from London 2012 officials.

The Mayor continued to show support to faith communities by sending a number of messages of support to faith organisations, including messages placed in appropriate media publications to mark key festivals and events.

Gender equality

The Gender Equality Scheme (GES) explains how the GLA promotes equality between women and men, challenges discrimination on the basis of sex and sets priorities for action. The second scheme, launched at the capitalwoman conference in March 2007, details the requirements under the new Equality Act General Duty.

There are over three million women in London, 52 per cent of the population. By 2016 there will be 13 per cent more women in the capital.



52%

GLA Gender Equality Scheme 2007-2010

The GLA is committed to mainstreaming gender equality and has a number of processes in place to achieve this. The new GES was produced following a consultation involving external organisations and stakeholders, and internal GLA staff. It builds on the achievements and knowledge built by the first scheme.

The gender equalities objectives and actions identified by the GLA include:

- improving the quality, accessibility, affordability and safety of travelling
- addressing violence against women and girls and improving safety
- improving the health of women and girls in London
- increasing women's and girls' access to and participation in cultural activities
- improving women's economic position and reducing the poverty of women and girls
- working in partnership with organisations to ensure that women are employed in all occupations and at all grades, in numbers that reflect the population of women in London
- addressing barriers to training and work, and career and skills development, especially for carers
- working in partnership to support the establishment of women's businesses and encouraging the adoption of procurement policies and practices that include the use of women's businesses
- working in partnership with organisations to ensure that girls and women benefit from the changes and opportunities brought by the London Olympic and Paralympic Games and its legacy
- increasing the representation of women in all areas of public life
- improving the lives of women and girls through implementation of the Mayor's strategies
- increasing the availability and range of affordable housing, reducing homelessness, and meeting the needs of homeless women and households
- increasing the social inclusion of women experiencing multiple disadvantage

Near Hammersmith

*‘Sweet Thames, run softly till I end my song’
Edmund Spenser (?1552-1599)*

High tide
this misty
February afternoon.

A small duck
shoulders hunched
indefinite
at river’s bend

permits
the great currents
to pour
between its feet.

May I
not waver

as my sweet song
rushes
to its end.

Rogan Wolf

LE HAMMERSMITH XA

*‘Eto Thames Văvă, si, blewuu, vase de esime
nye hadzidzia. Na wunu’
Edmund Spenser (?1552-1599)*

Etɔ dze aglã
Afu dódó
Le fe yleti Dzódzé fe nyidɔ mela.

Akpakpaxe suade
Le blanui mavɔ
Le etɔ sisia fe xaxeme
Hena be etɔsisi dze aglã la

Si, hetó
Efe afɔ bide wó dome.

Nye maa trɔ
nye susu gbede gbedeo

Esi me, nye hadzidzi vivi la
Le gódóm le nunye
Vase de efe nuwuwu

Translated into Ewe by
Grace Kokui Tamakloe.
(Ewe is a language spoken in Ghana and Togo, Africa.)
Printed by permission.

Rogan Wolf, English into Ewe.

Rogan Wolf has worked in London for years as a social worker, Hammersmith and Westminster being the areas he knows best. He founded and runs the charity Hyphen-21. The photograph is taken near where his poem was written. Grace Kokui Tamakloe, who translated the poem into Ewe, teaches in north London. Her translation was produced specially for this report. Baffour Ababio, her son, put us in touch with her. Baffour works in London as a psychotherapist and mental health social worker. Ewe is pronounced with both 'é's' short and equally emphasised. It is one of the languages spoken in Ghana and Togo.



- ensuring the effective engagement of girls and women in London's regeneration and ensuring that it meets their needs
- ensuring that gender equality considerations are incorporated in environmental initiatives as appropriate
- engaging and consulting with a wide range of women stakeholders regarding their needs and aspirations, feeding their responses into all strategic GLA/GLA group work
- researching, analysing and campaigning about the inequalities faced by girls and women in London
- keeping London's women and girls informed of the GLA's work to address gender equality
- ensuring that gender equality is integrated into the GLA's governance structures, including the development of the Mayor's new powers
- providing support to the mainstreaming of gender equality
- the London Assembly has identified actions for integrating gender equality into its work.

Gender equality achievements 2006/07

In relation to the gender equality priorities identified in its first GES, the GLA has:

- increased the visible presence of police on the streets of London
- improved services for women and children experiencing domestic violence
- improved education and awareness about domestic violence
- improved services for women who have been raped, by developing specialised, separate facilities (rape havens) and improved monitoring of rape crimes
- improved security on buses, taxis, Docklands Light Railway and in minicabs
- created more accessible bus services
- ensured affordable bus fares are available, which are particularly beneficial to women who are primary child carers or experiencing economic disadvantage

- increased the number of women employees at all grades in the GLA and GLA group
- provided more accessible and better-quality childcare facilities in London
- improved civil rights for same-sex and unmarried heterosexual couples
- improved economic regeneration opportunities for women through partnership work with the LDA
- continued its programme of engaging with London's women, including holding a women's conference – capitalwoman – to enable women to influence its strategic work
- promoted and developed audits into improved conditions of service and equality pay by employers in London
- encouraged the increase in affordable housing
- improved services for homeless women and monitoring of standards in temporary housing
- raised awareness of women's poverty, low earnings and economic position via targeted research and campaigns.

Over 2,000 people attended the capitalwoman conference on 3 March 2007, taking advantage of:

- workshops on topics from safer cycling and self-defence to preparing meals with Spice Magic
- an on-site enterprise centre providing practical business and career advice
- listening to a wide range of inspiring speakers
- organised group cycle rides to the event plus hands-on experience of basic bike repairs
- entertainment – including Funny Women Stand Up, film screenings and live music
- ethical shopping and exhibitions from fashion designers and Kulture2Couture
- drop-in surgeries offering one-to-one guidance and information on domestic violence, money management, business and careers.

The Women in London 2007 report, which gives up-to-date factual information on the position of London's women, was launched at the conference. It can be downloaded from the capitalwoman website at www.london.gov.uk/capitalwoman

International Gender Equality Workshop for National and Local Governments 2006

The Head of Diversity Performance and the Policy and Performance Manager for Gender Equality represented London at the International Gender Equality for National and Local Governments 2006 Workshop in Atlanta in November. The participants were mostly gender equality experts from the world's major cities. The workshop delegates worked on a single framework that government officials could implement to measure and achieve gender equality in their cities and states, based on the vast array of international best practice in gender equality. The delegates were particularly excited by the GLA's budget and equalities process.

Race equality

Race Equality Scheme

The Race Relations (Amendment) Act 2000 requires that all public authorities publish a Race Equality Scheme (RES). The GLA's Race Equality Scheme shows how the Mayor plans to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

All Mayoral strategies undergo equalities impact assessments to ensure that they do not have an adverse impact on any racial groups. A race equality impact assessment is an integral part of this process. Mayoral strategies also address race issues. A few examples of Mayoral strategies that underwent the equality impact assessment process are The London Plan, Culture Strategy, Ambient Noise Strategy and the Economic Development Strategy.

The actions of the current RES 2005-2008 are being closely reviewed through the GLA's Operational Equality Action Planning process. There is a system in place to ensure that the RES targets remain on schedule. The results of this review will inform future race initiatives and the work of the Race Equality Working Group.

London is home to 46 per cent of England and Wales' BAME population, while less than 14 per cent of the total population of England and Wales lived in the capital.



46%

Community cohesion

The GLA's cultural strategy ensures London's communities are positively valued through an extensive programme of vibrant events and publications. The GLA is working closely with the Department for Communities and Local Government's Race Equality Unit to develop better understanding of the government's community cohesion agenda, and how it fits with the multicultural make-up of London.

The London Development Agency has developed a community cohesion assessment process in an attempt to integrate the concept into economic development.

Stakeholder engagement and participation

The Mayor's Stakeholder Engagement Programme has ensured that the Mayoral and GLA policies continue to be informed by London's ethnic minority communities. The Mayor also engages with London's ethnic minority communities through the funding of the Black Londoners' Forum. The Forum plays a lead role in representing the views of Black Londoners to the Mayor and GLA and continues to advocate improved London governance and public services for Black Londoners.

Over recent years the GLA has successfully delivered an engagement and participation programme for ethnic minority Londoners to contribute to improved services and better policy. Events that have taken place this year are outlined below:

- **Vaisakhi on the Square** took place in April to mark the main Sikh festival of the year. The festival celebrations were organised in partnership with the Vaisakhi in London Committee. The festival highlights the core Sikh values of equality, diversity and tolerance for all – values that are vital for a great world city. The economic, social and cultural life of London is greatly enriched by the Sikh community.
- **A Hanukkah Reception** commemorated the Jewish struggle for religious freedom. Jewish people have made very important contributions to freedom of religion and cultural expression in London over many centuries. In recognition of this, the Mayor is making the Hanukkah Reception an annual event.

from Central London

The bus or train is packed, no place to sit,
You have an appointment, or work: part time
or full,
A tight squeeze now, but you must venture on.
Exhausted from it all you want to leave,
The train swings to one side, you're flung
together,
You miss the handle, grasp another's thigh,
In broken English 'Please,' you say 'I'm sorry'
But most just don't return the smallest word.
You look at them and everyone is busy
Their heads are buried in the latest paper and
books,
Like spies they steal a look at one another,
From under eyelids glances reach across.
Then two of my own enter: all is noise
And talk; you'd think it was a hundred people.

Cabdullaahi Bootaan Xasan

ka Farasmagaalaha Landhan.

Baas iyo tareen buuxa oo, boosna laga
waayey
Ballan iyo shaqana aad lahayd, baarti iyo
fuulleh
Haddaad baal ciriiriyoon, gashiyo is biir
qoolid
Adigoo bestaa jooga oo, bixiso doonaaya
Is buurbuurad goortuu dhacee, yaraha
baalleeyo
Barxagsiga kolkaad weydo yaad, bowdo
togataaye
'Biliis' 'Soori' baad kuba tiraa, weedh
barookan ahe
Butullina inaan cidi ku odhan, yay u
badataaye.
Dadku biisi yuu wada yahoo, badi markaad
eegto
Buug bay ku wada fooraraan, baybar soo
baxaye
Misana way is beekhaakhayaan, sida
basaaskiiye
Oo baasha hoos iyo ishay, balac ka siiyaane
Kolkase laba bahdaydaa timaad, buuq uu
maqashaaye
Oo bulaankii isku baxay yaa kolkaas, boqol la
moodaaye

Translated from the Somali by Martin Orwin.
Printed by permission.



**Abdullah Bootaan Hasan,
Somali into English.**

Abdullah Bootaan Hasan began writing poetry quite recently, though has quickly won recognition for his work. This picture is taken in the small café he runs in the King's Cross area, which attracts and caters for Somalis living around there. Doctor Martin Orwin, his translator, lectures at the nearby School of Oriental and African Studies, specialising in Somali and Amharic. Martin often goes to the café for his lunch.

- The GLA supported **Festival del Pueblo**, the largest Latin American festival in the UK, which was attended by over 60,000 people. It involved every significant Latin and Central American community in London.
- The **St Patrick's Day** parade, festival and celebrations offered a day out for all the family and marked the enormous contribution Irish communities have made to the capital. The Irish community is the largest minority group in London, with approximately 400,000 people of Irish descent.
- As part of the **Notting Hill Carnival** celebrations, the Mayor hosted a **Caribbean showcase** in Hyde Park which attracted an estimated 15,000 people.
- The 2006 **London Mela** attracted 75,000 visitors. It celebrated the richness of South Asian culture and creativity from London, the UK and overseas. It provided a platform for emerging British artists, and brought traditional and classical art forms to a wider audience.
- An estimated 25,000 people attended **Simcha on the Square** on 17 September, which marked the 350th anniversary of Cromwell's invitation to the Jewish Community to return to Britain and celebrated Jewish culture and history in London.
- The **State of Race Equality in London Conference 2006** debated and examined race equality across London's public services. The event highlighted the need to close the gap between rhetoric and delivery in order to improve London's public services, and the need to employ Black, Asian and minority ethnic (BAME) workers and develop anti-discrimination practices in the workplace.

Racist attacks in London

On 9 May the Mayor announced figures from the previous year (April 2005 – March 2006) that showed racist offences in London had fallen for the sixth year running, and were now at a record low of 11,322 in the year to March 2006.

It is a precondition of reducing racist attacks in the capital that London's main institutions lead from the front by opposing racism and discrimination, and this is what has happened over the last six years. The GLA will continue to take a strong anti-racist approach in all aspects of its work.

New research launched on World Refugee Day, 20 June, has found that London's press demonstrates overall good practice when reporting on asylum. The Mayor commissioned the report, *Reflecting Asylum in London's Communities*, in order to get a better understanding of the nature of reporting in London's newspapers on issues concerning asylum and refugees and the potential influence it may have on readers living in London's communities.

The report found that the sample of London's press, covering local, regional, faith and BAME papers, presented stories on asylum seekers in a balanced, accurate, wide-ranging way, which is likely to promote an informed debate about the people and issues involved. This is in marked contrast to the overall results of the analysis of national papers featured in a previous report, *Media Image, Community Impact*, published in 2004, which concluded that 'unbalanced and inaccurate media images of refugees and asylum seekers are frequent and powerful, with the potential to increase tension within communities across London'.

Reflecting Asylum in London's Communities also outlines a good practice model to encourage balanced and accurate coverage of asylum seekers and refugees in the press.

London against Racism

Rise was the seventh anti-racist music and multicultural festival, the largest of its kind in Europe. The 'African Village' initiative featured in the festival was hugely successful in bringing together the descendants of African communities.

Crime and policing

The Metropolitan Police Service's Black and Minority Ethnic Crime Cracking Partnership Board has continued to work in partnership with local communities. Its aims are to develop ethnic minority sector involvement in crime prevention and reduction programmes in London; and to identify the issues affecting ethnic minority and refugee young people in relation to crime.

The GLA's Race Hate Crime Forum is working to improve the coordination between key agencies responsible for dealing with victims of race hate crime; and the effectiveness with which perpetrators of race hate crimes are brought to justice.

Board of Refugee Integration in London

The first meeting of the newly established Board of Refugee Integration in London took place at City Hall on 26 July, following an agreement with the Home Office. The Mayor heads the Board, which is to play a lead role in the integration of refugees into mainstream London life.

The Mayor will also lead on taking forward the Home Office's plans for integrating refugees, which were announced in 2004. No official figures are available for the number of refugees living in London, but it is estimated that the majority of those living in the UK – possibly as many as 250,000 – are in the capital.

Refugees experience some of the city's worst deprivation and social exclusion. For example, government research found that only 29 per cent of refugees in the UK are likely to be in employment. Even if they have professional qualifications in their country of origin, refugees are likely to be employed in lower grade jobs in the UK – 20 per cent of north London Somalis with jobs had been in professional work before fleeing to the UK, but only four per cent were now in such jobs, according to a 2002 report. Helping refugee professionals to convert their qualifications to UK standards has been shown to be more cost effective than training them from scratch, and means they are able to contribute and participate in the wider community.

The first task of the Board for Refugee Integration will be to develop a citywide strategy setting out agreed citywide goals and showing how agencies and communities can work together to achieve them. It will focus on six key areas: employment, training and enterprise; housing; health; community safety; children and young people (including education), and is due to be published in late 2007.

London Schools and the Black Child Conference

The Mayor addressed the London Schools and the Black Child conference on 9 September alongside other keynote speakers including event founder Diane Abbott MP, London Schools Minister Lord Adonis, the 2005 winner of BBC's 'The Apprentice' Tim Campbell, and DJ Trevor Nelson.

Forty-two per cent of the UK migrant population lives in London. London attracts migrants from all over the world; the largest single migrant groups are from India, Ireland, Bangladesh, Jamaica, Nigeria, Pakistan and Kenya.



42%

A new report was launched at the conference, which found that black teachers are still underrepresented in London schools. In 2005 the number of new black teachers increased by just 0.3 per cent. The report shows that the highest proportion of black teachers can be found in the boroughs of Hackney, Lambeth and Southwark (16 to 18 per cent). By contrast, in Lambeth and Southwark almost 50 per cent of the pupils are black.

Black teachers, according to the report, endure racism on a daily basis. The report advises that racism experienced in schools by both teachers and pupils needs to be forcefully challenged – particularly as children are developing personal value systems.

Respondents were concerned about lack of support and career progression for many black staff. Poor staff development and promotion were seen as major reasons for black teachers leaving the profession. Many felt that an independent support network offering advice, guidance on professional development opportunities and social interaction for black teachers, would be hugely beneficial.

Black History Season

The Mayor launched an extensive programme of arts, culture and educational events in celebration of London's Black History Season. Events took place across the capital beginning in October 2006, and culminating in a Black History Scholar Day in March 2007. Black History Season emphasises the importance of education and the need to be inspired and learn from others. The events promote the historical role and the huge contribution of London's African and Caribbean communities to the capital. Black History Season continues to be an important period of reflection, development and learning for Londoners.

Season highlights included Kulture2Couture, a weekend of fashion showcasing the talents of London's African and Caribbean fashion designers at the V&A Museum; the second Black History Scholars' competition; and two new exhibitions on Black Dance in Britain at City Hall.

Bicentennial Year of the Abolition of the Transatlantic Slave Trade Act

Over the last year, the GLA has been preparing its programme to commemorate the bicentennial year. The programme will form a major part of the race equality agenda for 2007 as it will highlight some of the origins of contemporary racism.

Asian Business Conference

The Asian Business Conference on 14 June highlighted the significant contribution to London's economy and urged all London businesses to focus on opportunities from emerging markets like India and China. The Conference built on a 2005 report into the contribution of Asian-owned businesses to London's economy. The report showed that in 2003/04 London's 39,000 Asian-owned businesses had a turnover of £60 billion and provided around 300,000 of the capital's jobs.

Over 250 delegates attending the conference looked at the challenges and opportunities faced by Asian businesses and entrepreneurs in London, focusing on three key themes from the 2005 report: Asian entrepreneurship and enterprise in London's economy; Asian women in London's economy; and the importance of information and communications technology to London's Asian-owned businesses as well as in the global marketplace.

Procurement Development Programme

The Procurement Development Programme (PDP) is an initiative being led by the LDA, which seeks to create greater opportunities for small and medium enterprises (SMEs) to enable them to compete effectively for the contracts offered by major public sector and statutory bodies within London. Specifically, the programme seeks to establish greater accessibility for SMEs within the procurement practices of the GLA group.

To achieve this, the PDP deploys a mixture of research, engagement, training and business development support over a three-year period. It will establish a legacy of influence within the procurement strategies and operational activities

of the GLA group; and will provide a bespoke programme of business diagnostics, mentoring, one-to-one consultancy and training for London's SMEs to improve their competitiveness and ability to tender to win.

Whilst PDP is accessible to and of benefit to all London's SMEs, it is by design a targeted initiative which focuses on the needs of small and medium-sized businesses led by people from BAME backgrounds and other disadvantaged groups (including women, refugees, disabled people and young entrepreneurs) with specific programme beneficiary targets for each respective group.

Research – The GLA has undertaken extensive research into equalities and diversity encompassing London's changing demography and the impact on social and economic development. A full list can be found on the GLA's website, www.london.gov.uk

The **Jewish London Guide** was published in collaboration with Jewish Culture UK, and provided details of cultural activities and activities for children. It recognises that Jewish Londoners have been part of the capital's history for longer than almost any other minority community, and have made remarkable contributions to the city.

The **Asian Guide to London** provided information about events and activities across the capital throughout the summer and the autumn.

Road safety work

A recent study by the London School of Hygiene and Tropical Medicine (LSHTM) investigated the links between deprivation and road safety in London. This work found significant inequalities in road traffic injuries for different types of road users in London. Moreover, the findings indicate that despite good overall casualty reductions and increased road safety activities in the London boroughs and across London over recent years, these inequalities persist. The research suggests that these socio-economic differentials are in part associated with minority ethnic status. Another study found that Black Londoners are more at risk of being injured on the road compared to White Londoners.

To overcome the challenges identified in the LSHTM study, LRSU is commissioning research which builds on current evidence and good practice in road safety and related fields. The study will provide London practitioners with practical guidelines and support on how to improve road safety for groups and communities who may be most at risk of being injured, and who may benefit from tailored road safety interventions.

Regeneration

In 2005, the GLA commissioned research to investigate the extent to which public expenditure for regeneration and renewal programmes systematically targets BAME communities in London. The Report *Regeneration in London's Black and Minority Ethnic Communities*, compiled by the Centre for Economic and Social Inclusion and the Black Training and Enterprise Group, was launched in December 2006. The research was undertaken because so many black and Asian communities have felt excluded from the regeneration process. The report makes an important contribution to the debate on how to ensure that regeneration outcomes are equitable. A more detailed report on progress will be included in the next Annual Equalities Report.

Muslims in London report

On 24 October, ahead of the first ever Eid festival in Trafalgar Square, the *Muslims in London* report was launched. The report draws on a range of data to illustrate the diversity of London's Muslim communities and the barriers faced by Muslims in everyday life.

London's future success and prosperity as a global city depends on our ability to welcome and respect people from all over the world. One in twelve Londoners is Muslim and London's Muslim communities, in all their diversity, must play an essential part in the life of our city. However, Muslims in London face serious discrimination and prejudice. London's Muslims have the lowest rates of employment of all the faith groups. Muslims are disproportionately victims of religiously aggravated crime, more so than any other faith.

The report makes a number of recommendations for work by the Mayor and the GLA, the government, boroughs, and public bodies such as the Metropolitan Police Service (MPS) and LDA, including:

Muslim experience of discrimination ranges from hostile behaviour to abuse, harassment, assault and alienation. Eighty per cent of respondents to a survey reported that they have experienced discrimination because they were Muslim.



80%

- improving monitoring and research
- investigating direct and indirect discrimination and improving the representation of Muslims in local, regional and national government.

A World Civilisation or a Clash of Civilisations

On 20 January, the 'A World Civilisation or a Clash of Civilisations' conference took place at the Queen Elizabeth II Conference Centre. Gavin Esler chaired the opening debate between the Mayor and Daniel Pipes, the Director of the Middle East Forum – an American think tank that advises US policymakers on the Middle East – who has argued that 'there is not so much a clash of civilisations as a clash of civilisation versus barbarism'. The conference was organised by the GLA in order that Londoners from different communities, faiths and political persuasions could come together to debate these views. Speakers included writers, academics, religious figures and campaigners. Over 2000 people attended the conference, reflecting the importance of these issues to Londoners.

The conference considered whether the much greater interaction of different backgrounds will create more common shared values in an increasingly global civilisation, or whether the alternative thesis is correct and a dynamic towards conflict and war is inevitable, created by the 'clash of civilisations'. It also considered how these issues relate to London as a diverse and multicultural city.

Disability and Deaf equality

Over the last three years the Mayor has developed an ambitious programme to move London to the forefront of inclusion, accessibility and involvement for disabled and Deaf people. It has been an innovative and challenging process emphasising:

- championing disability and Deaf equality in the GLA and across the GLA group, and publicly involving disabled and Deaf people in senior positions
- influencing the development of the Public Sector Duty through the development and delivery of the country's first public sector disability equality scheme

Half Personal Poetry

Sean Timon

I am half rich...	...and half poor
I'm always half happy in the morning...	...and half sad in the afternoon
I always go on the half safe bus...	...and half non-safe bus
I am half fast running...	...and half slow walking
Sometimes I'm half active...	...and sometimes half lazy
And I'm really half neat...	...and half messy
I'm usually half playful...	...and half serious
Maybe I'm going to be half nice...	...and half mean
I'm half child...	...and half adult
My age is half of 28 yrs old...	...and double of 7 yrs old
I have half close friends...	...and half stranger friends
And I have half good friends...	...and half bad friends
I'm half Irish...	...and half Caribbean
I am half colours, half white...	...and half black
Until I die I will be half Deaf...	...and half hearing
Also half signing...	...and half speaking
I want to belong half in the Deaf world...	...and half in the hearing world

I don't want to half belong in a whole world

Some pupils from Thomas Tallis School in Greenwich working on the project Life and Deaf. They have all created their own poems in British Sign Language (BSL) and on the montage they are signing 'life' and 'Deaf'. The poem was part of the project, and the original BSL version is included as a videoclip on the CD-Rom of the alternative formats for this report – see page 2.



Photos © Tim Sutton.



**Sean Timon,
British Sign Language into English.**

It is estimated that over 200,000 Deaf and hearing people regularly use British Sign Language (BSL) and Irish Sign Language (ISL), the UK's indigenous sign languages, many of them as a first language. As with English, BSL has its own London regional dialect.

BSL is a language of space and movement using the hands, body and head. It is a complex language with its own grammar and structure. BSL is a real, full and living language that is part of a rich cultural heritage and has evolved in the UK's Deaf community over hundreds of years. The capital 'D' in Deaf is indicative of the Deaf community's identity as a linguistic minority.

In this report BSL represents the many different sign languages used by Deaf Londoners from all over the world. For example, one of the poets in the Thomas Tallis School project is also using Lithuanian Sign Language.

Sean chose to have his photo taken at Thomas Tallis secondary school in Kidbrook, south London. Thomas Tallis is a highly inclusive school where Sean is educated in the Deaf Support Centre. BSL is taught on the curriculum, all assemblies are signed and Deaf children work alongside hearing children in mainstream classes. Sean recalls many positive experiences there and the colourful graffiti wall reflects the diversity embraced by the school community.

- effectively linking disability and Deaf equality to other equalities work and ensuring equality of priority
- moving beyond consultation and actively and effectively involving and engaging with disabled and Deaf people through innovatory independent advisory group structures, the Disability Capital Conference, and Liberty – the Mayor’s annual disability rights festival
- the need to make real and sustainable changes in the lives of disabled and Deaf Londoners through a revolution in public transport and housing.

The GLA’s Disability Equality Scheme has, over a short period of time, delivered a range of practical and lasting improvements to the lives of disabled and Deaf people across London, including:

- providing the world’s largest wheelchair accessible bus fleet
- investing in a targeted and pragmatic programme of access improvements in the Underground
- embedding inclusive design and specifically measurable improvement in housing accessibility through the London Plan, and developing an accessible housing register for London in partnership with disabled and Deaf people and housing providers
- establishing priorities for action through research and consultation with disabled and Deaf Londoners
- celebrating the contribution of disabled and Deaf Londoners through the Mayor’s disability rights festival *Liberty* – now in its fourth year
- leading public authorities in promoting disability and Deaf equality through a range of high profile events under the Disability Capital brand
- delivering specific improvements to access at City Hall including better taxi access, facilities for Deaf, blind and visually impaired people, and developing new standards for accessible toilet provision
- actively ensuring the leadership of disabled people in senior positions by appointing a Senior Disability and Deaf Equalities Policy Adviser to the Mayor
- taking practical action to improve disabled and Deaf people’s experience of policing: the Metropolitan Police have implemented a range of recommendations from the report *Disabled people and the police – a new relationship?*

Forty-nine per cent of all respondents to the Disability Capital survey said they had experienced abuse or bullying because they were a disabled and Deaf person.



49%

- establishing a strategy across the GLA group for increasing the numbers of disabled and Deaf people in employment and creating a disabled staff network to inform the process of change
- working through GLA procurement procedures to ensure disabled and Deaf people are involved in delivering services for Londoners. Examples of this include: catering provision at the *Liberty* festival controlled by people with learning difficulties; communication support for most equalities events being provided by a Deaf-led company; using a Deaf-led production company for BSL translations of documents and supporting people using mental health services in marketing and photographic production.

Involving and engaging with disabled and Deaf Londoners

The Mayor and GLA continue to lead in actively involving and engaging with disabled and Deaf Londoners through a range of specific initiatives targeting the priority areas identified in the Disability Equality Scheme. Specific achievements in this area have included:

- expanding the quarterly meeting of key stakeholder representatives of disabled and Deaf people
- continuing to support the self-advocacy network of people with learning difficulties delivered by People First
- organising the largest gathering of the Deaf community at City Hall in partnership with the British Deaf Association (BDA) to celebrate British Sign Language (BSL) Recognition Day on 19 March and producing a BSL video to raise awareness of the language, its recognition as a language in its own right, and highlighting the continued lack of legal status of BSL and Irish Sign Language (ISL)
- organising the 'Nothing about us without us' forum focusing on developing the capacity of organisations controlled by disabled and Deaf people and publishing the results of an online survey on the main problems facing such London organisations
- holding the conference 'Control, choice and independence for disabled and older Londoners' in partnership with the National Centre for Independent Living

- hosting the 'We don't want any freaks in our show' event to highlight issues relating to the representation and involvement of disabled people in the media and performing arts, in partnership with Diverse City and London Metropolitan University
- initiating the Liberty festival reception and holding an exhibition celebrating 20 years of disability arts in partnership with the London Disability Arts Forum and Shape.

Sexual orientation equality

The GLA's first Sexual Orientation Equality Scheme (SOES) and action plan was published in December 2006. The purpose of the scheme is to outline in one document the methods the GLA uses to ensure it promotes lesbian, gay, and bisexual (LGB) equality and the ways the GLA will continue to challenge discrimination and prejudice on the basis of homophobia.

The scheme lays out priorities for action to promote sexual orientation equality over the next two years, as well as outlining completed work and successful outcomes. It has been widely distributed to stakeholders, and priority areas include:

- working with the police to encourage the LGB community to report homophobic crime and increase levels of confidence in the criminal justice system
- working with Transport for London (TfL) to improve the safety of LGB passengers using public transport
- ensuring that LGB equalities issues are addressed in the workplace
- working with GLA partners to promote LGB health equality in the development and delivery of specific health interventions
- working with key LGB agencies, such as 'Out to Sport UK' to promote the 2012 Olympic and Paralympic Games and sport generally
- continuing to support ways of raising awareness of and combating homophobic bullying in London's schools
- developing a programme of profile-raising events to promote awareness of LGB communities' contribution to the cultural fabric of London

Seventy per cent of mental health service users have experienced discrimination in response to their own mental distress or in response to that of a relative or friend, according to a report on stigma.



70%

- supporting positive legislative change including improving legal protection for LGB people in the provision of goods, facilities and services
- working with the LDA to ensure that businesses understand and deliver services on the basis of sexual orientation equality
- using the GLA's procurement process to improve sexual orientation equality
- engaging with LGB organisations to understand better the homelessness issues facing LGB communities and develop more responsive housing services.

Full details of the scheme can be found at
www.london.gov.uk/mayor/equalities/soes/index.jsp

Sexual orientation equality achievements 2006/07:

Stonewall Workplace Equality Index ranking 2006

The GLA has been awarded third place in Stonewall's annual Workplace Equality Index, which lists the UK's top 100 most lesbian- and gay-positive employers. Workplaces were ranked according to a wide range of policies including effective equality policy, treatment of lesbian, gay and bisexual (LGB) staff plus assessment of recruitment and mentoring activity.

The Mayor has made it a priority to actively promote lesbian, gay, bisexual and transgender (LGBT) equality through work that includes establishing Britain's first partnership register and teaming up with Stonewall to raise awareness of homophobic bullying in schools. The GLA's high rating reflects its commitment to mainstream sexual orientation equality in its policies.

Annual London Survey

The latest Annual London Survey revealed that three out of four Londoners believe that London is a gay-friendly city. The survey tracks changes in public attitudes by including the same core questions every year. Seventy-four per cent of respondents agreed that the capital is tolerant of gay and lesbian people; a rise of 12 per cent since 2003.

Combating homophobic crime

In April 2006 the Mayor hosted a Metropolitan Police Service (MPS) national conference for LGBT police liaison officers. The conference, attended by national police forces, displayed best working practices applied in London to encourage positive communication and increase trust between the LGBT community and the police.

This event contributed to the delivery of the Mayor's manifesto commitment to increase the confidence of LGBT Londoners to report homophobic and transphobic crime to the police. This event also meets the business plan's objective of making London a fair city, providing equality and social inclusion for all.

Supporting employees, promoting equality

The GLA LGB Employee Network aims to put LGB people at the heart of the organisation. It is self-organised and champions LGB members of staff so that they are valued, included and given the opportunity to fully develop their potential. The network aims to ensure that LGB staff can expect respect, equality and fairness while working for the organisation. It meets quarterly to address business issues and offers a networking opportunity via social events throughout the year. The network entered a staff float into the EuroPride Parade and Community Rally.

Combating homophobic bullying in schools

The Mayor believes that pupils should not be bullied because of their actual or perceived sexual orientation. Harassment and exclusion of LGBT young people denies many of them the opportunity to achieve their academic potential.

In July 2006 the Mayor, in partnership with Stonewall's 'Education For All' campaign, launched an anti-homophobic bullying DVD resource. Over 3,000 copies of the 'Spell It Out' packs have since been distributed to all London's secondary schools and professionals working with young people. The DVD is an important step forward in raising awareness, challenging stereotypes and offering practical advice to school staff.

London is home to the largest lesbian and gay population in Europe. It is estimated that lesbians and gay men represent 10 per cent of London's population.



10%

Alongside work to tackle homophobic bullying, the Mayor is also supporting projects that explore and value LGBT young people's lives. The Mayor sponsored a project with the London Lesbian and Gay Film Festival to support young LGBT filmmakers. He also assists the London LGBT Youth Council and London LGBT Youth Work Forum.

Engagement with stakeholders

The GLA's extensive engagement work with the LGBT community is combined with high-profile cultural events and strategic policies that challenge discrimination and support LGBT staff. In addition to the LGBT staff network group there are two dedicated LGBT officers representing the internal and external faces of the GLA.

Every year the Mayor supports a diverse range of events with LGBT stakeholders. In the past year this included the first UK LGBT Health Summit in London, a short film project with the London Lesbian and Gay Film Festival, LGBT History Month, International Day Against Homophobia, a London LGBT Job Fair and a successful bid for an international LGBT choir festival in 2009.

EuroPride Parade and Community Rally 2006

The Pride parade has been running for over 30 years and, with the Mayor's support, has developed into a world-class international event and the main cultural event for London's LGBT community.

London hosts a Pride Parade and Community Rally annually and in 2006 the city won the right to welcome EuroPride, the European celebration of LGBT culture.

In June and July 2006 London lived up to its reputation as Europe's most gay-friendly city as it welcomed over half a million people for the EuroPride 2006 celebrations. The Mayor led the parade and was the first keynote speaker at the rally in Trafalgar Square.

To mark the occasion of London hosting EuroPride, the Mayor held his annual reception at City Hall in late June, which was attended by 400 people.

Haiku to electric avenue

In the market place
thought creates magic
tattooed on a bare breast bone
the eye of Horus.

In the market place
a first light marvel singing
an electric avenue
makes this body shine.

Dorothea Smartt

Haiku an 'Electric Avenue'

Auf dem Marktplatz schafft
Gedanke Magie
bloßes Brustbein tätowiert
des Horus' Auge.

Auf dem Marktplatz ein
erstes Licht herrlich Singen
"Electric Avenue" gibt
diesem Körper Glanz.

Translated into German by Ursula Hörmannsdorfer.



Dorothea Smartt

Dorothea Smartt was born and raised in London and is of Barbadian heritage. Dubbed 'Brit-born Bajan international' by Kamau Brathwaite, her work receives critical attention in Britain, Europe, the Caribbean, and the USA. She is acknowledged as tackling multi-layered cultural myths and the real life experiences of Black women with searing honesty. Described as 'accessible & dynamic', her work was recently selected to promote the best of contemporary writing in Europe today. She was Brixton Market's first Poet-in-Residence, and a former Attached Live Artist at London's Institute of Contemporary Arts, and most recently Guest writer at Florida International University and Oberlin College, U.S.A.

Her new collection, *Samboo's Grave*, was inspired by Sambo's Grave on Sunderland Point, Lancaster, where Samboo, a young African who died on his arrival in 1736, is buried. The poems pulsate with the moving voice of Samboo as he tells of his Atlantic crossing.

Equality in employment

The GLA aspires to be an 'exemplary' or 'model' employer. This section reports on how the Mayor's equalities vision is put into practice by the GLA's Human Resources (HR) group.

The Mayor and London Assembly agreed a new three-year human resources strategy for the GLA in January 2006. The new strategy focuses on six key themes. One of these key themes is promoting equalities. The aim of this theme is to develop new approaches to employment that reflect the expectations of London's communities.

Work programmes have been developed for each of the six key themes. The work programme for promoting equalities includes the following activities:

- conducting an annual review of equalities employment targets
- producing annual recruitment plans to address underrepresentation of Asian and disabled and Deaf staff
- improving liaison with the GLA's Equalities Team and Stakeholders Teams to improve employment from underrepresented groups
- providing 'job workshops' to support people from underrepresented groups applying for GLA jobs
- attending careers and job fairs to promote the GLA as an employer of choice
- conducting a new staff census to confirm current levels of representation
- producing annual recruitment plans to address underrepresentation at senior levels
- developing secondment, coaching and mentoring schemes to promote career development for staff in underrepresented groups
- establishing benchmarking clubs with relevant organisations to share good practice and challenge performance.

The human resources group was restructured in 2006 to implement the new strategy. Two new business partner teams have been set up, and each team works closely with its designated directorates on the following activities:

- reviewing directorate workforce profiles against corporate targets
- setting directorate targets to address any shortfalls
- identifying opportunities to target new vacancies towards underrepresented groups.

The GLA wants its workforce to reflect London's diversity. Since 2001, the GLA has had challenging employment targets for all levels and pay grades, including the top five per cent of earners. Performance is analysed by the submission of regular statistical reports to the Mayor's Equalities Policy Group. The Equalities Policy Group agree what actions need to be taken where the targets are not being met.

Ethnicity

In 2006 the proportion of staff from black, Asian and minority ethnic (BAME) groups was 27 per cent (target 29 per cent). During the course of the year, BAME staff represented 29 per cent of all staff being promoted. Of new staff joining the GLA during the year, 27 per cent were from BAME communities.

The proportion of Asian staff rose to nine per cent (target 12 per cent), with 11 per cent of all new joiners being Asians.

Thirty-four per cent of disabled and Deaf staff were from BAME communities. Thirty per cent of women staff were from BAME communities.

The Equalities Policy Group has agreed annual recruitment plans to support the employment of BAME staff:

- setting directorate recruitment targets
- reviewing the use of specialist press and websites to broaden job advertising to people from BAME groups
- using the student placement scheme to target BAME students
- attending recruitment fairs and public events to promote the GLA
- contacting business networks and professional societies to share ideas and information about recruitment strategies

Disabled and Deaf staff

The GLA's target for disabled and Deaf staff employment is 13 per cent. The statistics for 2006 show the GLA's disabled and Deaf workforce is five per cent.

The GLA has conducted a survey amongst disabled and Deaf staff to identify what further improvements can be made to the workplace both to attract disabled and Deaf people to apply for GLA jobs, and to improve the working environment for existing staff.

The GLA has already conducted a peer review of recruitment procedures to ensure that they meet Disability Discrimination Act (DDA) requirements, and has commissioned an external review of recruitment and selection procedures and methods.

The results from these two reviews, and the lessons learnt from the survey will be used to form the recruitment plan for next year.

Gender

The GLA continues to exceed its target for women staff (51 per cent) with the figure remaining at or above 56 per cent through the year. Women made up 60 per cent of the number of staff being promoted, and the percentage of women at the GLA now earning over £50,000 is 46 per cent.

Faith

The GLA's first comprehensive census covering faith was carried out in March 2007. The results from this census will enable more detailed information on faith to be provided to the Mayor's Equalities Policy Group.

Sexual orientation

The GLA's first comprehensive census covering sexual orientation was also carried out in March 2007.

The results from this census will be reported to the Mayor's Equalities Policy Group in order that any consequent employment actions can be identified.

Age

The GLA has removed the retirement age of staff in 2006, and has examining ways of attracting younger people into the GLA through additional training schemes.

Five per cent of the workforce is under 25, and three per cent over 60.

In the Mountains

another road winds up and down this green leaf
a pine cone split open
is the small round heart of the woods
pine scent opens its casket
a bee
inside another smaller casket still
a buzz
and the blue of sky

Yang Lian

山中

有另一条路抵达这片绿叶
松果裂开
树林的十_二圆心
松香打开盒子
一只蜜蜂
在更十的盒子里
一叫
天就蓝了

松

Translated from the Mandarin Chinese by John Cayley.
The Mandarin text is in the author's handwriting.
Reprinted by permission.



**Yang Lian, Mandarin Chinese
into English**

Yang Lian settled in London a few years ago, having left China after the Tiananmen Square massacre and lived for some years wandering from country to country. He lives on the edge of Lea Valley and has become fascinated with its history and specific local detail. His long poem about the Lea Valley has recently been published. He chose to be photographed in Springfield Park, near Stoke Newington, because it overlooks the valley.

GLA group HR data

GLA group overall ethnicity analysis

	BAME Men	BAME Women	Total BAME	Total employees	31.12.06 Overall	31.3.06 Overall
GLA	64	109	173	667	26%	27%
LDA	91	84	175	514	34%	29%
LFEPA (see below for analysis)	644	206	850	6,995	12%	12%
MPA	18	18	36	102	35%	37%
MPS (see below for analysis)	3,673	2,946	6,619	48,194	14%	13%
TfL	4,013	1,346	5,359	18,135	29.5%	30%
Total	8,503	4,709	13,212	74,607	18%	17%

The more detailed analysis for police and fire services, separating out uniformed and operational officers from other staff is as follows:

MPS	BAME Men	BAME Women	Total BAME	Total employees	Overall
Police officers	1,833	542	2,375	30,829	7.7%
Police staff	1,043	2,118	3,161	13,926	23%
Traffic wardens	39	31	70	359	20%
PCSOs	758	255	1,013	3,080	33%
Total MPS	3,673	2,946	6,619	48,194	14%
LFEPA	BAME Men	BAME Women	Total BAME	Total employees	Overall
Firefighters	544	22	566	5,913	10%
Control	3	7	10	120	8%
Other	97	177	274	962	28%
Total LFEPA	644	206	850	6,995	12%

GLA group – gender analysis

The analysis of the current position of women employed in the GLA group workforce is summarised as follows:

	White Women	BAME Women	Total Women	Total employees	31.12.06 Overall	31.3.06 Overall
GLA	267	109	376	667	56%	57%
LDA	176	84	260	514	51%	53%
LFEPA (see below for analysis)	548	206	754	6,995	11%	11%
MPA	31	18	49	102	48%	50%
MPS (see below for analysis)	12,727	2,946	15,673	48,193	33%	32%
TfL	2,687	1,346	4,033	18,135	22%	22%
Total	16,436	4,709	21,145	74,606	28%	28%

A more detailed analysis for police and fire services, separating out uniformed and operational officers from other staff, is as follows:

MPS	White Women	BAME Women	Total Women	Total employees	31.12.06	31.3.06
Police officers	5,729	542	6,271	30,829	20%	20%
Police staff	6,047	2,118	8,165	13,925	59%	59%
Traffic wardens	166	31	197	359	55%	54%
PCSOs	785	255	1,040	3,080	34%	33%
Total MPS	12,727	2,946	15,673	48,193	33%	32%

MPS	White Women	BAME Women	Total Women	Total employees	31.12.06	31.3.06
Firefighters	164	22	186	5,913	3%	3%
Control	77	7	84	120	70%	71%
Other	307	177	484	962	50%	49%
Total LFEPA	548	206	754	6,995	11%	11%

Disability

Disability statistics are difficult to collect accurately because of the pressure felt by some employees not to declare their disability. In addition the police and fire services have only recently come under the Disability Discrimination Act. However both the MPS and TfL have surveyed their staff in the last year with the result that a much higher number of employees self-defined themselves as disabled.

The figures at 31 December 2006 are as follows:

	Target 2006/07	At 31.12.06 per cent	At 31.12.06 number	At 31.3.06 number
GLA	10%	4.8	32	31
LDA	10%	5.2	27	12
LFEPa – Firefighters	No target	0.5	29	32
LFEPa – Other	5.3%	5.0	54	59
MPA	10%	10	10	11
MPS – Police	No target	0.2	75	151
MPS – Other	No target	1.4	230	281
TfL	7.7%	4.0	719	726

Progress across the GLA group

London Development Agency (LDA)

The LDA is committed to making sure that its staff and its programme users reflect the diversity of London. Mainstreaming and embedding equalities into all its investments and activities has begun to have a positive impact on the Agency's performance. It is supporting and developing business development, skills and employment initiatives, including those arising from the successful bid for the Olympic and Paralympic Games in 2012.

LDA Achievements in 2006/07

- Developing an Electronic Brokerage Service as a means of encouraging and supporting a diverse supplier base for the 2012 Olympic and Paralympic Games and requiring all contractors to use the LDA-led Diversity Works for London diagnostic tools to broaden access to contract opportunities.
- Ensuring that the principles of inclusive design, and equality impact assessments are embedded within the Olympic and Paralympic Games venue planning processes, which have now been incorporated into the ODA Equality and Diversity Strategy.
- Completing an Equality Impact Assessment of each LDA-led Olympic delivery plan and the Lower Lea Valley programme and regeneration strategy and developing an action plan that will include the development of clear policies to ensure that equalities best practice is built into funding agreements.
- Developing a Religion and Belief Engagement Strategy and setting up a pan-London Faith Forum to allow for better engagement with faith communities on issues related to the work of the LDA.
- Publishing a Disability Equality Scheme, which is being embedded into the Agency work with the support of an Independent Disability Equality Group and a newly appointed Board Sponsor.
- Appointing a specialist in gender equality and developing the LDA's first Gender Equality Scheme.
- Achieving the highest level, 5, of the Local Government Equality Standard.
- Implementing the Mayor's Sustainable Procurement Code and building supplier diversity and the promotion of equality into its commissioning and procurement processes whenever possible.

- Continuing to support the Childcare Affordability Programme designed to specifically address the childcare affordability issue.
- Supporting major capital projects (including the Olympic and Paralympic Games, Thames Gateway, King's Cross, Stratford City, Wembley and South Central) to increase opportunities for employment and businesses.
- Launching the new City Strategy Pilots across west London and the five Olympic Boroughs in east London to increase employment rates among those communities who face complex and often numerous barriers to employment to 80 per cent, and to reduce child poverty in London by 50 per cent by 2010 and 100 per cent by 2020.
- Supporting the Stephen Lawrence Centre to develop training and employment programmes for young people and adults in urban design and the built environment.
- Continuing to support the Rich Mix Centre, a multi-space arts and education centre in Bethnal Green, which will provide workspaces and business units, cinema screens, art galleries, a café-bar, a digital archive of local cultural history and a performance space.
- Supporting the flagship Bernie Grant Centre in Tottenham, north London, to provide dedicated arts, education, training and enterprise support. It aims to expand the participation of Black and culturally diverse communities in performing and production roles for the arts, media and broadcasting.
- Publishing the 'London Women's Enterprise Action Plan', which will be coordinated and monitored by the London Women's Enterprise Action Group.
- Working with Transport for London (TfL) and the GLA to help recruit and train BAME and women applicants to undertake and complete the Knowledge of London programme and enter employment as Licensed Taxi Drivers.
- Developing projects which can support, where appropriate, women-only taster days in partnership with the training providers, TFL and local bus garages to encourage more women to consider bus driving positions.

London Fire & Emergency Planning Authority (LFEPA)

Developing services in a way that is sensitive to the differing needs and aspirations of London's diverse communities and being an exemplary employer are key priorities for the LFEPA. It assesses its policies, strategies and procedures for equality impact across the six equality strands, and staff and service users are consulted regularly on the provision of services and employment practice.

LFEPA Achievements in 2006/07

- Developing specific programmes in all London boroughs with young and older people to increase awareness of the risks from fire and to help keep them and their families safer in the event that fire should break out.
- Providing home fire safety checks for older people with an increased target of 37,250 checks being delivered by London Fire Brigade (LFB) employees in 2007/8.
- Promoting a range of new initiatives on fire safety, arson reduction, and working with children and young people to deliver reductions in fires, deaths and injuries amongst vulnerable groups.
- Working with partners to develop a strategy aimed at reducing the number of road traffic accidents.
- Continuing work to attract and recruit staff who would previously have not been considered for operational posts due to disability.
- Working with the Department of Communities and Local Government and other fire rescue services on a National Procurement Strategy, which will help to provide safer systems of work, for example on the issue of breathing apparatus and facial hair, so that more people from London's diverse communities are able to apply for operational roles.
- Making adjustments to a course for young people who are Deaf or have a hearing or visual impairment. The course programmers are looking into adaptations that could be made for other disabled people.

Metropolitan Police Authority

In February 2007, the MPA considered the results of a major, year-long initiative it has undertaken to engage communities in the capital's counter-terrorist effort in *Counter Terrorism: The London Debate*. Over 1,000 Londoners were consulted as part of this programme through:

- a pan-London conference
- six pan-London hearings with identified sub-sections of London society, including young people, faith groups, women and Asian men
- thirty-one local consultations conducted through the MPA-funded Community Police Engagement Group in each London Borough
- three focus groups with students in London universities.

The report to the full Authority, based on this extensive process of consultation, contained a number of recommendations for the MPS, local, regional and central government, other statutory bodies and communities themselves. A clear focus of these recommendations, and one of the primary purposes of this report, is to advocate an approach to counter-terrorism efforts in the United Kingdom that involves all communities. The MPA will now closely monitor the implementation of these recommendations to ensure real change results.

Other achievements include:

- Reforming the Independent Custody Visitor (ICV) Scheme to ensure that local panels operate more consistently.
- Preparing for the MPA to provide direct support to panels enabling more effective, direct communication between ICVs and the MPA on a day-to-day basis. MPA staff will also be involved in all panel recruitment from April.
- Setting up the MPA Domestic Violence Board to monitor, scrutinise and support the MPS in its performance and response to domestic violence. It had its first meeting in April 2006 and meets three times a year. It will make recommendations for improvement that will lead to increased performance in sanction detection rates, victim and witness care, and community engagement by Borough Operational Command Units. The Board will also be scrutinising and monitoring MPS involvement in Project Umbra, commissioned by the London Criminal Justice Board and designed to improve London's multi-agency response to domestic violence.

- The MPA now has 25 completed Equality Impact Assessments that have been approved by the Senior Management Team. Seven of those Equality Impact Assessments are published on the MPA website and the other 18 are in the process of being published.

Independent Custody Visitors

Independent Custody Visitors (ICVs) are ordinary members of the local community appointed to make sure that the welfare of people detained in police stations is maintained. They call at police stations unannounced and write short reports about their visit. Their recommendations can require the police to make improvements for the welfare of detainees. IVCs play a valuable role in maintaining public confidence in this important area of policing. Working as part of a local panel, they help the MPA, which oversees custody visiting in London, to make sure that detainees are treated well. Significant progress has been made in the reform of the ICV Scheme over the last year. Policies are now in place to ensure that panels operate more consistently. From April 2007 the MPA will be providing direct support to panels enabling more effective, direct communication between ICVs and the MPA on a day-to-day basis. MPA staff will also be involved in all panel recruitment from April. Work has been underway for some time to ensure that handover from local panel administrators to MPA staff is as smooth as possible.

The MPA Domestic Violence Board

The MPA Domestic Violence Board has been set up to monitor, scrutinise and support the MPS in its performance and response to domestic violence. It had its first meeting in April 2006 and meets three times a year. The Board scrutinises and monitors the activities of central MPS directorates and Borough Operational Command Units (BOCUs) to prevent domestic violence. It will make a series of recommendations for improvement that will lead to increased performance in sanction detection rates, victim and witness care and community engagement by BOCUs. The Board will also be scrutinising and monitoring MPS involvement in Project Umbra, commissioned by the London Criminal Justice Board and designed to improve London's multi-agency response to domestic violence. A wider part of the remit of the Board is to liaise with community and voluntary groups and to make recommendations to government on improving women's and children's safety in relation to domestic violence nationwide.

MPA Equality Impact Assessments

The MPA now has 25 completed Equality Impact Assessments that have been approved by the Senior Management Team. Seven of those Equality Impact Assessments are published on the MPA website and the other 18 are in the process of being published. The policies for which the Equality Impact Assessments have been completed range from Human Resources policies, to those for the reformed Independent Custody Visitor service and the Information Technology – Blackberry Usage Policy.

As staff in the MPA gain knowledge of the Equality Impact Assessment process and the important part played by the process in meeting our equality objectives, the standard of assessments has improved and interventions by the Race & Diversity Unit decreased. Part of the knowledge-gaining process was facilitated by the provision of training on Equality Impact Assessments and why we do them to all involved with policy creation. From the outset, Equality Impact Assessments in the MPA have covered the impacts on all communities.

Metropolitan Police Service

Within the work on our Race Equality Scheme 2002/05, the MPS published a list of all corporate policies and impact assessed every one across all six strands of diversity. This list was reviewed and republished within the Race Equality Scheme 2005/08.

In the light of new legislation and learning, the development of the MPS Equalities Scheme has been once again consulted upon and prioritised. A diverse number of groups and individuals were involved in drawing up the criteria for a screening process, in consideration of the issues that have most relevance for diversity.

A group comprising representatives from MPS Staff Associations (including Trade Unions), Staff Support Associations, Independent Advisory Groups, the Equalities Scheme Project Team and the MPS Strategy Unit was formed. This group applied the resulting screening process criteria to identify and list policies which are relevant to each of the diversity strands, and highlighted which are a priority for impact assessment. Relevant policies will be fully impact assessed and potential changes addressed, within the timetable of the Scheme

Action Plan, while those identified as a priority will be impact assessed during the first year.

In terms of raising wider organisational awareness the Diversity & Citizen Focus Directorate commenced training 500 key managers and policy writers on Equality Impact Assessments (EqIAs) in February 2007. It is anticipated that this programme will run until June. In addition staff within the Diversity and Citizen Focus Directorate have been trained in EqIA and the Directorate has taken on a quality control role for the MPS, providing comment on policies prior to their formal signing off and publication and also involves providing support and guidance to staff reviewing/writing existing/new policies.

Transport For London (TfL)

TfL believes that transport is one of the most powerful mechanisms for tackling discrimination and exclusion. It is vital to sustaining London's place as a premier world city. TfL is striving to be the world's leading transport authority, delivering safe, reliable and integrated transport to all those who live in, work in, or visit London.

Progress and Achievements 2006/07

Service Delivery and Customers

- TfL was awarded the Goldstein Award for the Safer Travel at Night programme, an award for the most effective approach to reducing crime, by the US-based Centre for Problem Oriented Policing. TfL is the first non-police organisation to have received this award.
- Wembley Park station was awarded an 'Open Doors – Service Excellence' award by the Guide Dogs Organisation for service to blind and partially sighted customers.
- Working in partnership with the Corporation of London and the taxi trade, a late night marshalled taxi rank scheme has been introduced at Queen Victoria Street. For December 2006 the marshalled taxi rank in Kingston Town Centre was re-launched and the dates and times of the late night marshalled schemes in Beckenham, Bromley, Croydon, Liverpool Street, Cranbourn Street, Kingston and Queen Victoria Street were extended to cover the busy festive period. The 'Best Practice Guidelines' for late night venues were distributed to venues in the West End area.

- The 2006 Safer Travel at Night campaign included the creation of the CABWISE website (www.cabwise.com) and a new TV advert. Viral emails aimed at different audiences, including students, and promoting the text service and Safer Travel at Night were sent out in December 2006. Safer Travel at Night leaflets and z-cards were distributed across London.
- An independent Disability and Deaf Advisory Group was established in October 2006, with a membership of nine disabled and Deaf people engaged to support the delivery of TfL's accessibility policies, programmes and the monitoring of progress. The Group was formally launched in March 2007.
- Five disabled people were appointed to roles within the Dial-a-Ride call centre as the outcome of targeted recruitment.
- The Travel Assistance Scheme received a commendation at the UK Bus Awards in November for its contribution to improving the accessibility of transport in London. The scheme is encouraging more disabled people to use public transport services by providing disabled Londoners with the information and confidence they need to make more use of accessible public transport. A survey conducted during November 2006 found very high levels of satisfaction amongst people who had made use of the Scheme. Seventy-five per cent of those surveyed rated their satisfaction between 8 and 10 out of 10. Forty-five per cent gave the scheme a 10/10 rating.
- In October 2006, TfL's Journey planner became available in a further 14 languages, taking the total count to 19, extending accessibility of the service to non-English speakers in London as well as visitors to London.
- TfL has signed a contract with directenquiries.com to host up-to-date information regarding the accessibility of London Underground stations and trains, including journey planning, lifts being taken out of service or new facilities. Direct Enquiries is one of the UK's only national access registers and is supported by RADAR, the Employers' Forum on Disability and the Disability Rights Commission. Direct Enquiries has finished surveying every LU station and this data is being used to ensure the veracity of existing data.
- In October, TfL, together with the RNIB, launched a 12-month pilot project to provide tactile maps and information on tube stations at Earl's Court, Westminster and Old Street. The maps will be available through RNIB libraries, the LU Customer Service Centre, and for reference at the individual stations.

- London leads the rest of Britain and Europe in reducing road casualties and has met its road safety targets four years early. TfL's statistics show the overall number of all people killed or seriously injured on our roads has fallen by 45 per cent in the same period (July 2004) down from an average 6,684 a year to 3,650 in 2005.

Mainstreaming

- Level 4 of the Local Government Equality Standard was achieved in May 2006 (ratified by independent assessment).

Workforce

- TfL was awarded 8th position in the Stonewall workplace equality index in recognition of TfL's commitment to achieving equality for lesbian, bisexual and gay employees, a marked improvement from the 2005/06 position of 59th.
- TfL launched a mentoring scheme in April 2006, with diverse levels of participation: 46 per cent women, four per cent disabled people, 48 per cent BAME, nine per cent LGBT employees. Over 100 mentoring relationships have been established with positive feedback from both mentors and mentees.
- In December 2006, TfL introduced a childcare voucher scheme to assist staff in meeting the cost of nursery and other prescribed childcare arrangements.
- TfL Press Officers Internship Scheme has been launched to create a development and employment opportunity for BAME people, who are under-represented in this field. Currently two interns are engaged on activities to strengthen TfL links with BAME communication channels.
- Fair Cities Brent and London Buses started a partnership to recruit and develop women bus drivers. The initiative is being developed in conjunction with Metroline, who have agreed to interview those women who successfully complete the development programme. The programme started in December 2006 and the objective is to train 20 women over the next year. So far three women have successfully completed the training programme and have been taken on by Metroline.

- Road shows and activities took place throughout the year to encourage greater diversification of taxi drivers.
- TfL seconded a Knowledge of London Examiner (KoLE) to the *Fair Cities* Brent project until October 2007, who will train and mentor prospective taxi drivers through the early stages of learning the Knowledge.

The BAME proportion of new applicants for the Knowledge was up to 26.7 per cent in the year to date compared with 20.0 per cent in the same period last year.

- Dial-a-Ride's driver training course was approved as an official BTEC qualification. Participants completing the course are now awarded with a Level 2 BTEC Intermediate Award in delivering a Dial-a-Ride service in London. It is a unique qualification that has been developed by Dial-a-Ride's in-house driver training team following the success of TfL's BTEC for bus drivers.

Community Engagement and Leadership

- Equality Schemes on Gender, Disability, Faith and Age were published, setting out TfL's three-year action plans for promoting equality.
- The 50th Anniversary of London Transport's Direct Recruitment scheme in the Caribbean was marked by celebrating the contribution of a diverse workforce with the launch of an exhibition showing the shared experiences of existing and retired TfL employees, with an accompanying booklet.

Celebrating London's diversity

The Mayor continued to organise a number of high-profile cultural and stakeholder events to promote equality of opportunity and highlight issues relating to equality target groups. This section showcases some of the highlights of the year.

- 1. Eid in the Square
- 2. Chinese New Year
- 3. Summer in the Square
- 4. Indian Students' Reception
- 5. Big Dance
- 6. Liberty - Butterfly Workshop
- 7. St Patrick's Day
- 8. Launch of the Older People Strategy
- 9. Rise
- 10. Nothing About Us Without Us conference
- 11. Ethnic Media Reception
- 12. Caribbean Showcase
- 13. Capitalwoman
- 14. Holocaust Memorial Day
- 15. Liberty - Priscilla, Queen of the Deaf World
- 16. London Mela
- 17. Europride reception at City Hall
- 18. Hanukkah reception
- 19. Europride

1	2
	3
4	5
6	7

8	9	10	11
12	13	14	15
16	17	18	19







Monitoring the effectiveness of arrangements to promote equality for all Londoners

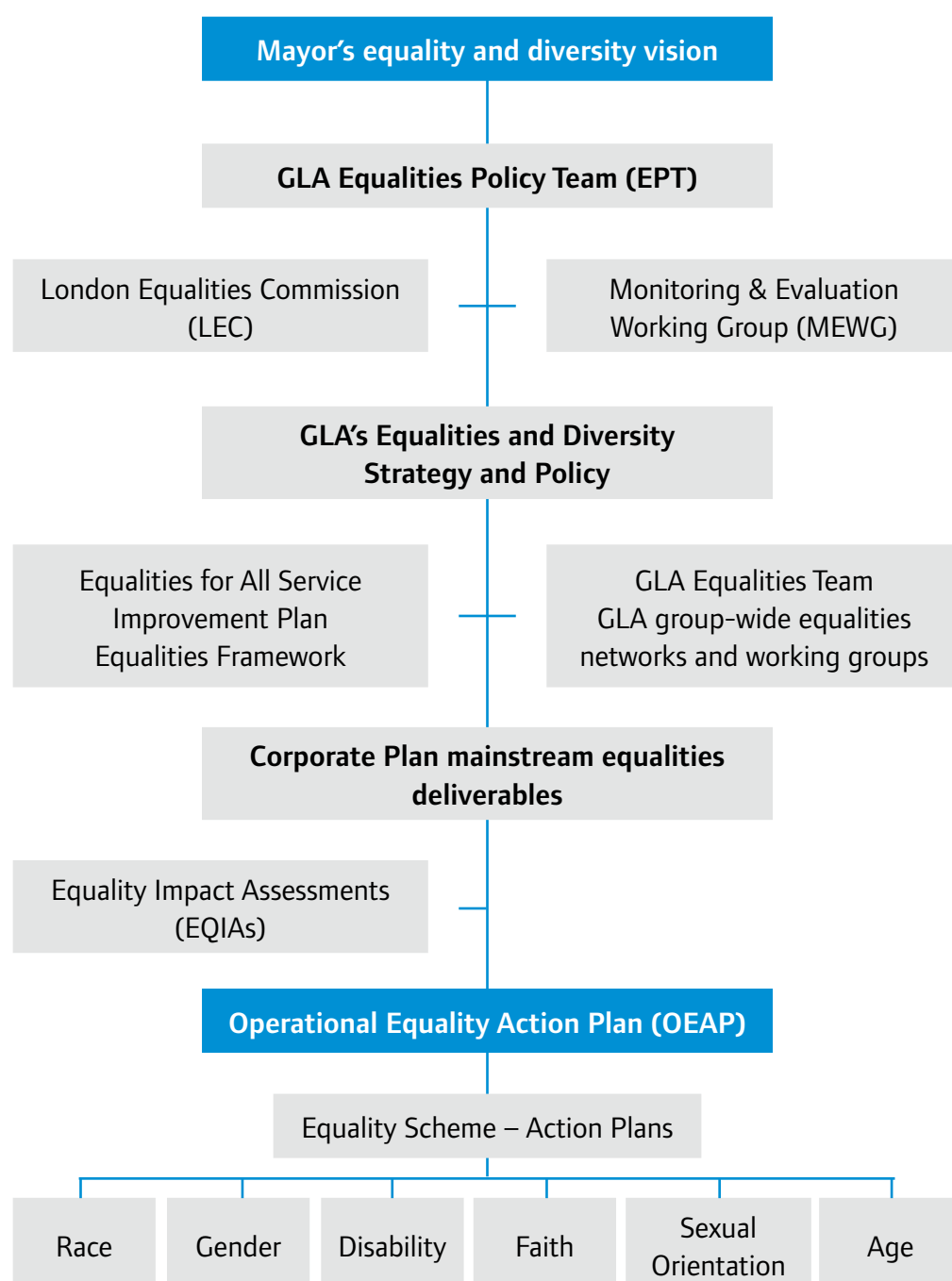
The Mayor and the GLA have taken a lead in championing the equalities agenda, setting new standards for equality policy capable of delivering demonstrable outcomes. This section outlines the robust performance management structure the GLA has established, and shows how it has measured the effectiveness of the GLA's arrangements to promote equality.

Mainstreaming equality

Mainstreaming equality at the GLA has been achieved through the adoption of a clear business planning process to deliver the Mayor's vision for London. The main elements of this performance management framework include:

- the GLA's **Equality and Diversity Strategy** and the **Equality and Diversity Policy Statement**, which sets out the overall approach and priorities for action
- the **Corporate Plan**, which includes equalities deliverables
- the **Operational Equality Action Plan (OEAP)**, the key tool in mainstreaming the equalities agenda throughout the GLA's performance management framework. Each directorate and team within the GLA has an OEAP linked to the Corporate Plan and relates directly to the Mayor's strategies for London
- **equality schemes** on race, gender, disability, faith, and sexual orientation, plus an age equality scheme, currently in development
- **Equality Impact Assessments (EQIAs)** conducted to ensure strategies, new policies, policies under review and major projects are assessed to take into account the impact they will have on people from the equality target groups, and also to ensure the GLA promotes equality
- **the budget and equalities process**, which puts equality considerations at the heart of resource allocation and provides a framework for checking the progress of the Mayor's manifesto commitments that concentrate on tackling discrimination and promoting equality. It also checks the progress made across the GLA group on:
 - mainstreaming and delivering equality
 - achieving a balanced and representative workforce
 - the nature and adequacy of services targeted at equality strands
 - the level and content of expenditure on each equality strand.

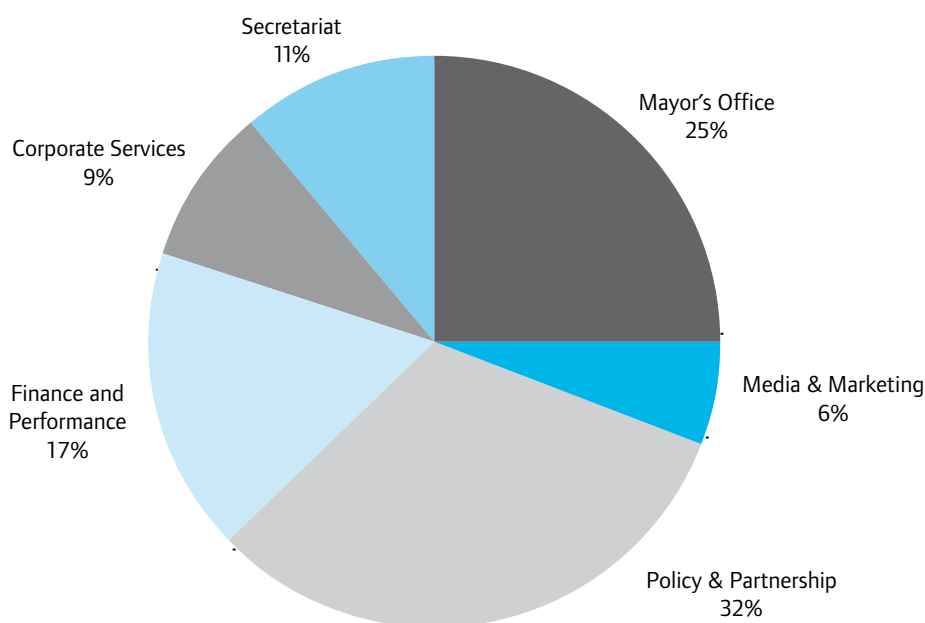
The diagram below illustrates how the different groups and documents linked together in 2006. The framework was revised in January 2007.



Operational Equality Action Plan

The OEAP is the key tool in the performance management framework for mainstreaming equalities throughout the GLA. It brings together all equality actions across the authority, listing them by directorate and team. The actions are linked into the organisation's business plan, equality schemes and other source documents. The OEAP includes target dates and evidence of the target being achieved.

Split of OEAPs across the GLA



The 2006/07 OEAP contains many and varied actions, ranging from high-profile strategic initiatives to specific one-off actions, including:

- promoting events focused on economic development, including an Asian Business Reception and the Women in London's Economy (WiLE) conference
- continuing to develop the work of the London Cultural Consortium to promote accessibility and diversity
- an annual events programme that reflects London's diversity including a range of BAME festivals and events

- raising equalities issues and sharing best practice through the Mayor's international programme
- a stakeholder engagement programme across all equalities groups
- making children and young people's interests and concerns central to all relevant Mayoral strategies and GLA group work programmes
- working to ensure that the boards of cultural institutions reflect London's diverse community, eg the GAIN project to promote BAME representation
- delivering the recommendations arising from the Mayor's Commission on African and Asian Heritage
- actively profiling the Mayor's policies and priorities on equalities issues with government and parliament (through briefings and meetings)
- using opinion polling and The Londoner to promote the benefit of diversity to Londoners
- analysing the Annual London Survey results by demographic groups to assess the varying effect of policy and service delivery on different equality groups
- overseeing implementation of the Accessible Communications Policy, including reporting on progress and outcomes (see Appendix 2)
- promoting the diversity of London's workforce to international investors and encouraging businesses to take diversity seriously
- ensuring that equalities and diversity are mainstreamed in the delivery of major programmes such as the Olympic and Paralympic Games and consultations on the review of the GLA's powers
- steering the work of the GLA group equalities network to ensure significant progress is made towards achieving Level 5 of the equalities standard across the GLA group
- developing guidance and training staff on how to write in 'easy read' formats
- continuing to work with GLADD and other LGBT organisations to raise awareness of LGBT health issues
- setting up a Housing Equalities Standing Group
- developing guidance for staff managing contracts and contractors to support delivery of the Mayor's equalities and supplier diversity priorities within the GLA's procurement programme

- developing links between the GLA Olympics Team and the Equalities Policy Team and meeting regularly for updates
- designing and implementing a feedback loop for visitors to City Hall that captures equalities issues and perspectives
- carrying out a GLA staff survey to determine staff make-up for all equalities categories
- working with each GLA directorate to develop an HR action plan for improving performance against staffing targets
- reviewing the budget and equalities process.

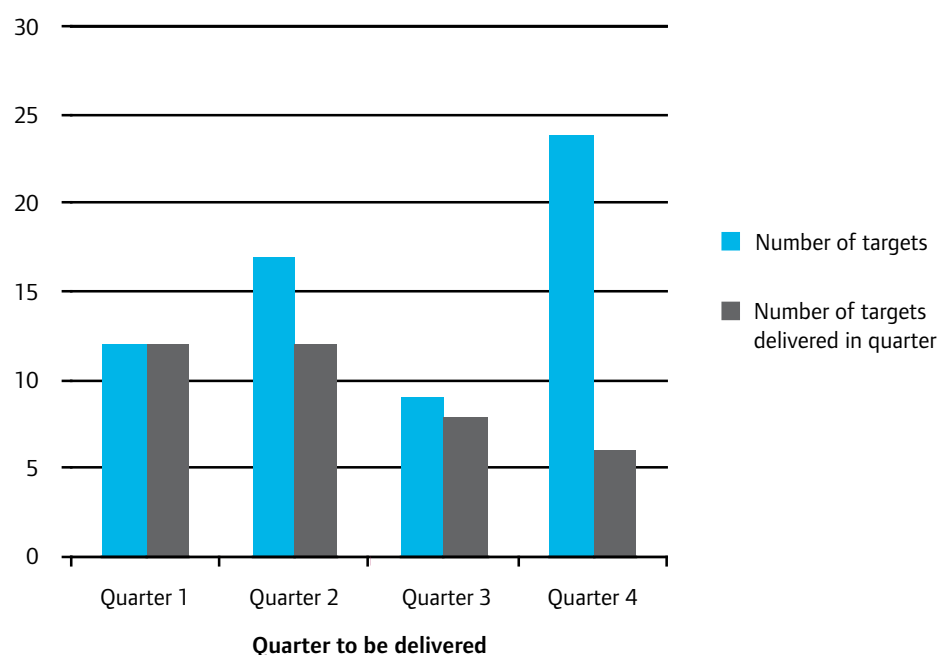
Review, development, monitoring and reporting in 2006/07

The OEAP and the equality schemes – which provide more detail on the specific activities for each equality group – are both reviewed and developed annually. Appendix 1, The annual cycle, explains how monitoring and review informs policy development.

The OEAP is monitored quarterly together with the GLA's corporate plan. During the third quarter, directorates write a short report on progress in delivering equalities including: significant equality and diversity achievements and outcomes; progress in delivering activities within the equalities schemes; and future priorities. The report provides context and background information for a meeting between each directorate management team and the Mayor's Policy Director on Equalities and Policing, and his Policy Advisor for Women. At these meetings, progress in delivering the Mayor's equality and diversity vision is reviewed, and future priorities examined.

In 2006/07 there were 40 OEAP deliverables.

OEAP Targets



Progress of OEAPs

In Quarter 1 (1 April – 30 June 2006) 12 OEAP deliverables were due and all were reported on – a response of 100 per cent. Actions included:

- production of an accessible information leaflet to be made available in ten key languages
- establishing regular contact between the Equalities Policy Group and the GLA Olympics Team
- setting up the Housing Equalities Standing Group to take forward recommendations from the Housing Equalities Impact Assessment
- sending the London Assembly's information e-zine (electronic magazine) to a range of equalities groups
- producing information leaflets in Plain English for people attending scrutiny hearings.

Ophelia in London

You drift in white along the Embankment
with restless hands and voice.
Whispering.

Footfall scrapes and echoes in the night silence,
a shadow leaps to touch yours before passing.
Another tortured soul
mutters and slinks in the yellow lampflare.

Your thoughts bend and race and
slide in chaos, never meeting in coherence and
fullstops.

Will it be the river My Lady?
The oily, silent Thames
or the thundering rusty train wheels?
The hospitals are full.

Wander, randomly turning,
locked in the nightmare of your world,
cruel voices, laughing
teasing, mocking in your mind.

Ophelia, Ophelia walking in the back streets
with weary, wide unfocused eyes.
Singing and sad.

The drugs don't work,
there are no beds.
So in the end there only is
the grass-green turf and stone.

Janey Antoniou

Ophelia Londinii

Candida proxime rivam lata es,
manes agentes, vox vigilans,
sed quiete dixis.

Pedes in silentia nocte ululant.
Umbra se iactat ut te tangeat et transeat.
Alter ego misera
facit murmura et fugit ad flavem lucem.

Tua sententia et flectunt et cursu fluunt et
in gurgite cedunt, conventis dialecticis et
finibus numquam.
Num adgressa est ad rivam, o mea matrona?
Nonne Tamesis cum oleo et silentia est?
Nonne Jupiter cum ferro est?
Non semper asyla in templis sunt.

Erra! Verti huc illuc!
Mane in insomnio, in tua orbe terrarum,
atrocibus vocibus deridentibus,
vexatis. Ecce tu, cuius mente inludunt!

O Ophelia, o Ophelia! Is per via inclara,
defatigata cum oculis apertis.
Doloris canis.

Venena non necant.
Stabula sunt nulla.
Igitur, tandem, solae herbae sunt et
petros est.



Janey Antoniou, English into Latin.

Janey Antoniou often stands on the edge of Trafalgar Square watching the world's ebb and flow there. 'Ophelia in London' took first prize in a national competition last year, run for people who experience mental health problems. She has put that experience to work, not just with her poetry, but as a trainer and writer on mental health issues. Sarah Wardle's Latin translation of Janey's poem was produced especially for this report.

In Quarter 2 (1 July – 30 September 2006) 17 OEAP deliverables were due, with a response rate of 70.6 per cent. These actions included:

- the following events taking place: Rise festival, Trafalgar Square Festival, Mela, London Caracas/Caracas Londres, Liberty festival, Gay Pride, St Patrick's Day, and Chinese New Year
- involvement in the appointment of equality consultants at the ODA to review their policies and programmes
- a report on improving recruitment practices at the Equalities Policy Group
- initiating processes for collecting quarterly supplier diversity information on contract awards
- considering equalities issues as part of the scoping process for scrutiny projects.

In Quarter 3 (1 October – 31 December 2006) all nine OEAP deliverables were completed – a response of 100 per cent. These actions included:

- an Equalities Impact Assessment being carried out on the Water Strategy
- all staff using specialist equipment being consulted on their requirements and needs
- conducting a staff census to enable the GLA to produce a baseline of staff against all equalities categories
- the Equalities Policy Group approving the format and method for directorate action plans, so that improving performance against staffing targets can begin.

Information for Quarter 4 (1 January – 31 March 2007) was not available at the time of going to print.

Progress in Equality Impact Assessments

The purpose of an Equality Impact Assessment (EQIA) is to improve the work of the GLA by making sure it does not discriminate and that, where possible, it promotes equality. It is a way of ensuring that individuals and teams think carefully about the likely impact of their work on Londoners, and take action to improve strategies, policies and projects, where appropriate.

The GLA procedure was developed to ensure strategies, new policies, policies under review and major projects are assessed to take into account the impact they will have on people from the equality target groups and ensure the GLA promotes equality. The procedure was also developed to meet the requirements of the Race Relations Act 1976 (Statutory Duties) Order 2001 that the GLA should state the arrangements it has made to assess the likely impact of its proposed policies on the promotion of race equality and requirements under the Equality Standard for Local Government. Recent changes in legislation have meant that this duty also now applies to disability and gender equality.

It is anticipated that the Single Equalities Act will place greater importance on the need to demonstrate positive outcomes across equality groups, so robust equality impact assessment processes will be the tool used to test this.

The GLA has been at the forefront of developing effective policy and practice in EQIA, revising its own procedure and policy in May 2006 so that it could focus better on equality outcomes. During 2006/07, 29 EQIAs were carried out. The full list is available on the GLA website.

Alongside the implementation of the EQIAs, work has developed within the GLA to improve the ways in which the other cross-cutting themes of health and sustainable development are integrated into GLA policies. The London Health Commission and the London Sustainable Development Commission have worked together to test whether a format can be developed for an integrated

assessment. The format has been piloted on the London Plan's Sub Regional Development Framework (SRDF). There are significant overlaps in the issues that require consideration for each of the cross-cutting themes, and it is recommended that the outcome of the SRDF's pilot be reported to the GLA Equalities Policy Group with a view to considering, in the longer term, how all three cross-cutting themes could be integrated.

The Initial Integrated Impact Assessment of the Housing Strategy is a good example of how the three equality impact areas can be uniformly assessed.

It is recommended that there is a need to develop the scrutiny role of the London Equalities Commission so that there is meaningful engagement with outcomes identified as part of EQIAs of major Mayoral strategies.

Budget and equalities

The Budget and equalities report for 2006/07, which reviews progress across the GLA group, looked at common equalities issues in each functional body (FB), examined the equality HR performance of the group, and considered the policy and service delivery effectiveness of group members from an equalities perspective.

Looking at common issues, the report recommended an expansion of the role of the Equalities Policy Team to become a team for the whole GLA group, rather than just the GLA. The report emphasised the importance of distinct equality schemes for each equality strand. It also recommended that each group member evaluate the effectiveness of their EQIA processes, and emphasised the importance of the continued development of equalities-related performance management frameworks.

The report recognised that the current legislative framework within which HR policies operate made it very difficult to make fast progress on improving the diversity of the group's workforce. It asked each group member to review their existing employment targets and recommended further development of best practice on ways of attracting women to jobs which are currently male dominated, and on improving the representation of women in top management. Where BAME staff were the subject of a disproportionate number of disciplinaries, it suggested a review. It also encouraged the development of a common group-wide standard for the employment of disabled staff.

The report recognised many areas where real improvements had happened. This included:

- every member of the group increasing employment of BAME staff since the GLA was set up
- TfL now funds a bus fleet which is 100 per cent wheelchair-accessible
- LFEPA's 2006 plan to provide 35,000 free home fire safety checks for a range of high-risk groups including older and disabled people, and to help partner agencies deliver a further 65,000

- the drop in domestic violence murders by a third since 2001, helped by Project Umbra, a major multi-agency project to reduce domestic violence and hold the offenders to account
- support from the whole GLA group for the Group Sustainable Development Procurement Policy – a main objective of which is to increase supplier diversity.

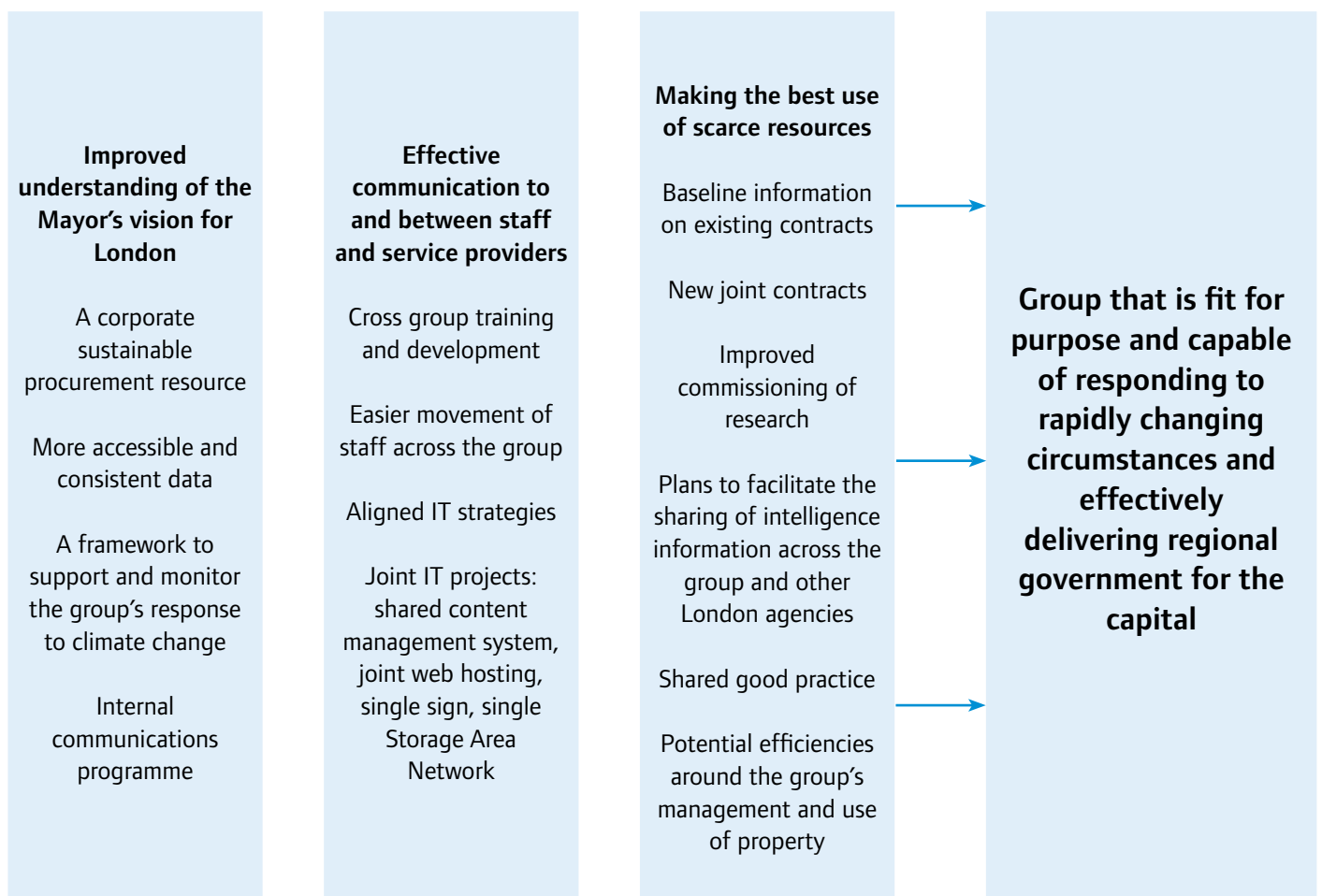
The terms of reference of the 2007/08 review are being expanded to incorporate a wider social inclusion agenda, including child poverty and worklessness, and health inequalities.

Delivering effective regional government

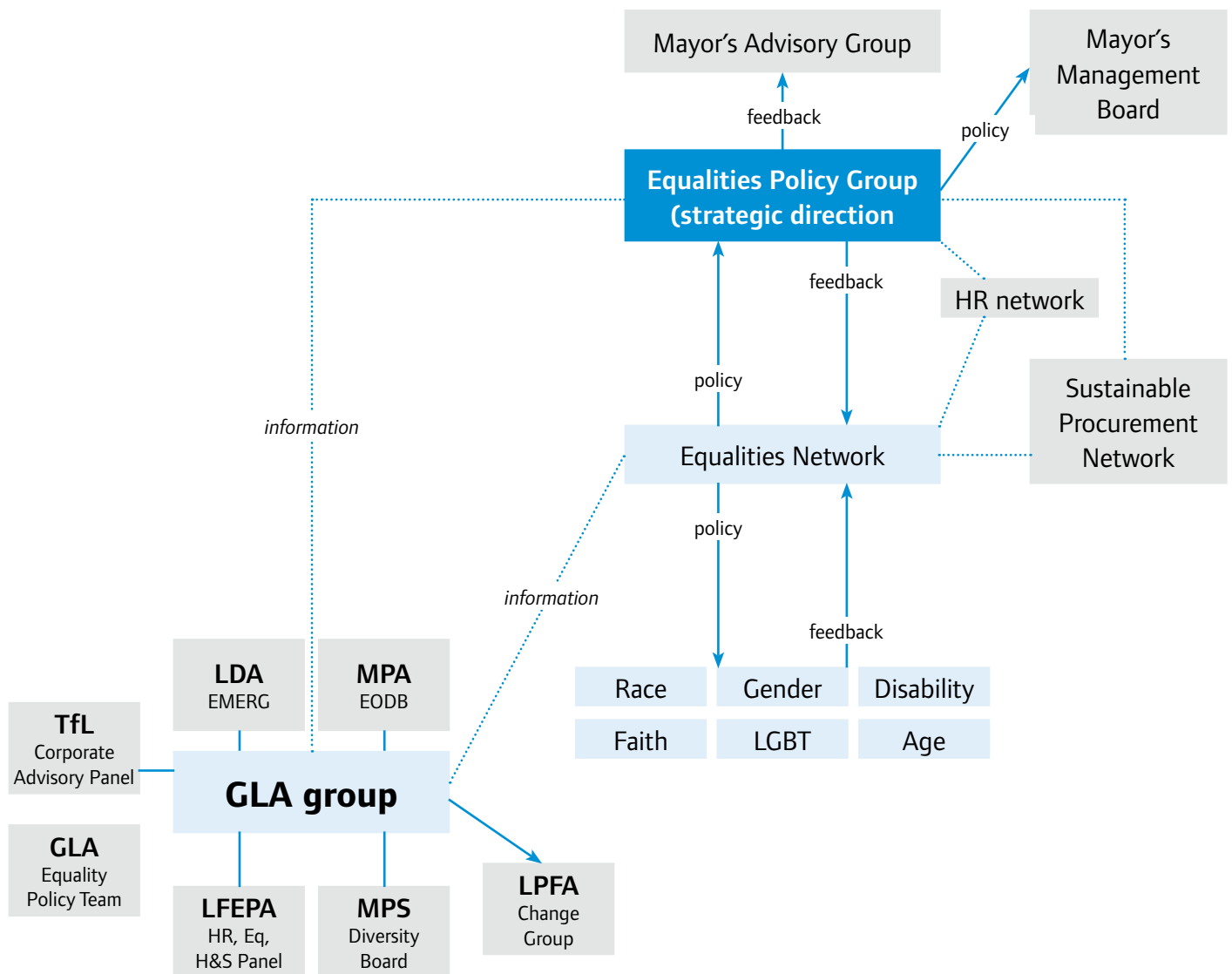
The progress that has been made in making equality and diversity a cross-cutting theme across the GLA group is an example of good collaborative working. Equality has been identified as a key area in a project to maximise the effectiveness of regional government.

As part of the project, a review of the approach taken across the GLA group to deliver the Mayor's equality and diversity vision has resulted in new arrangements for policy development, which focus on equality outcomes in service delivery. The new framework illustrated in the diagram alongside allows for a better way to respond more effectively to the changing and complex equalities landscape in London.

The first phase of this work is underway. Other areas of work that are part of the project include: external communications, research and analytical services, promoting London, environmental issues, sustainable procurement, e-services, and common services (human resources, legal, IT and financial services). In addition to these streams of work, a number of specific actions have been prioritised for delivery, listed in the diagram on the page 94.



Equalities Policy Group Framework for policy development and delivery across the GLA Group



An Equalities Policy Group chaired by the Mayor's Director of Equalities and Policing has been formed to provide strategic direction across the group, as well as to lead on formulating the Mayor's equalities policies and providing an equalities input to other Mayoral policy development, ensuring that the GLA group meets its statutory equalities obligations. The group provides a forum for consideration of equalities issues in the GLA group, leads on a range of equalities-related projects, and monitors equalities performance. Since the new arrangement two actions have been delivered:

- sharing best practice on how to carry out EQIAs on policy implementation
- encouraging all promotional material on the Olympic and Paralympic Games to include messages on diversity.

The Equalities Network, which consists of the heads of the GLA group's equalities teams, has continued to meet throughout 2006/07. Its role is to:

- jumpstart and mainstream equality changes across the group
- share information and good practice
- support all equalities teams
- coordinate work to develop equality strategies, frameworks and toolkits
- provide equalities input into legislative and policy guidance from central government
- promote debate across the wider public sector.

The network will continue to provide policy support and be a delivery mechanism for the Equalities Policy Group.

Living is an Art

I and myself on a road
resilient as skin

I come from every house
altering the tedious words

The straight line
of destiny

Runs through all of us
we are all its ushers

I am the people
I am nothing

The same funerals run
through all of us

Mevlut Ceylan

YAŞAMAK BİR SANATTIR

ben ve kendim
bir yolda
tiril tiril bir ten gibi

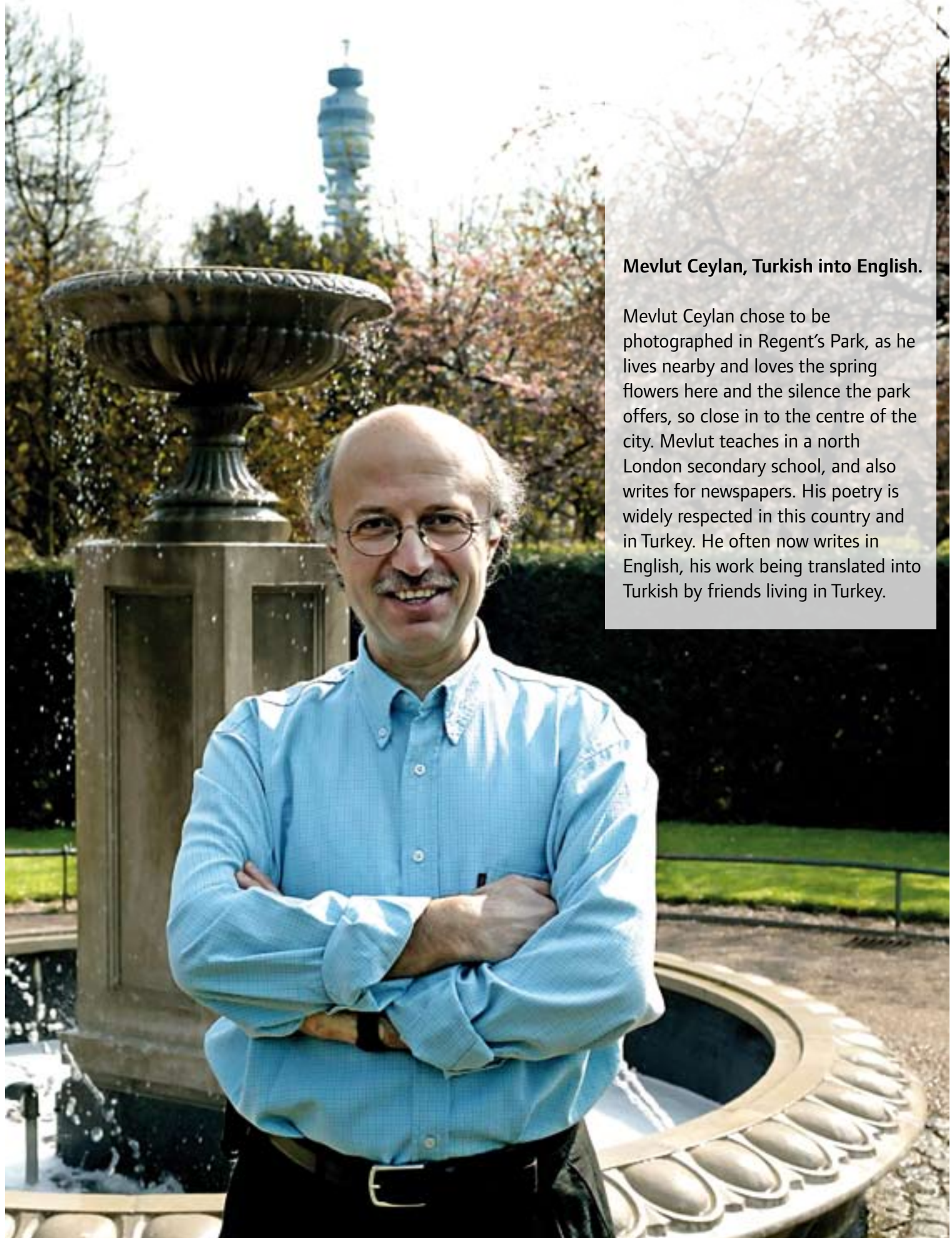
Geliyorum bütün evlerden
değiştirerek can sıkıcı sözcükleri

Kaderin dosdoğru çizgisi

Geçiyor içimizden
bize düşen ev sahipliğinden başka nedir ki

Yani halkım ben
hiçbir şey

Geçiyor her birimizin içinden
aynı cenaze törenleri



Mevlut Ceylan, Turkish into English.

Mevlut Ceylan chose to be photographed in Regent's Park, as he lives nearby and loves the spring flowers here and the silence the park offers, so close in to the centre of the city. Mevlut teaches in a north London secondary school, and also writes for newspapers. His poetry is widely respected in this country and in Turkey. He often now writes in English, his work being translated into Turkish by friends living in Turkey.

London Languages

Abe • Abkhaz • Abua • Acholi • Adangme • 'Afar • Afghan • African • Afrikaans • Akan • Akpafu • African Caribbean • Ahmadiyya • Aku • Albanian • Algerian • Alur • American • Amerindian • Amharic • Anaang • Andorran • Angolan • Antiguan • Anyi • Arabic • Aramaic • Argentinian • Armenian • Ashanti • Assamese • A-Teso • Australian • Austrian • Azeri • Baining • Bali • Balochi • Bangladeshi • Bantu • Barawan • Barbadian • Bari • Bariba • Basque • Bassa • Bata • Beja • Belarusian • Belgian • Belizean • Bemba • Bende • Bengali • Benin • Beninois • Benuic • Berber • Berri • Bihari • Bimoba • Bini • Bisayan • Bolivian • Bosnian • Botswana • Brass • Bravanese • Brazilian • British Sign Language • Bruneian • Bukusu • Bulgarian • Buli • Buma • Burmese • Burundi • Burushaski • Calabari • Cambodian • Cameroonian • Canadian • Cantonese • Carib • Caribbean • Catalan • Cebuano • Che • Chewa • Chiga • Chinese • Chokwe • Colombian • Commonwealth • Comoran • Congolese-Brazzaville • Congolese-Kinshasa • Costa Rican • Creole • Croatian • Cuban • Czech Dagari • Dagbane • Damara • Danish • Dari • Dhivehi • Dhopadhola • Dinka • Dutch • Dyula Ebira • Ecuadorean • Edo • Efik • Efutu • Eggon • Egyptian • Ekpeye • Eleme • Emai • English • English Creole • Equatorial Guinean • Eritrean • Esan • Estonian • Ethiopian • Ewe • Ewondo • Fang • Fante • Farsi • Fijian • Filipino • Finnish • Flemish • Fon • Frafra • French Creole • Fula Gaelic • Galician • Galla • Gambian • Georgian • German • Ghanaian • Gikuyu • Goan • Gogo • Gokana • Gola • Gonja • Gora • Greek • Gujarati • Guarani • Guatemalan • Guinean • Guinea-Bissauan • Gurenge • Gurma Hahon • Hainanese • Haitian • Hakka • Harari • Hausa • Hawaiian • Hebrew • Herero • Hesperonesic • Hiligaynon • Hindi • Honduran • Hunanese • Hungarian • Ibibio • Icelandic • Idoma • Idon • Igala • Igbo • Igede • Ijo • Ikwere • Ilocano • Indian • Indonesian • Iranian • Iraqi • Irish • Irish Sign Language • Isoko • Israeli • Italian • Itigo • Itsekiri • Ivoirien • Japanese • Jingpho • Jonkha Kahe • Kaje • Kakwa • Kalenjin • Kamba • Kannada • Karen • Kashmiri • Katab • Katchi • Kazakh • Kenyan • Keralite • Khana • Khasi • Khmer • Ki • Kimbundu • Kimeru • Kingwana • Kirundi • Kisi • Komi • Kongo • Konkani • Kono • Korean • Korku •

Kosova • Kpelle • Kposo • Krio • Krobo • Kru • Kurdish • Kurmanji •
 Kusaie • Kwa • Kwangwa • Kyrghyz Lahnda • Lam-nso • Lango • Lao •
 Lati • Latin • Latvian • Lebanese • Liberian • Libyan • Limba • Lingala •
 Lithuanian • Logba • Logoli • Losengo • Lozi • Luba • Luganda • Lugbara •
 Lui • Lumasaba • Lunda • Luo • Lusoga • Luvale • Luxembourger •
 Luziba Macanese • Macedonian • Madagascan • Ma'di • Maghrebi •
 Malagasy • Malawian • Malay • Malayalam • Malaysian • Maldivian •
 Malink • Maltese • Mampruli • Mandarin • Manding • Mandingo •
 Mandinka • Mangbetu • Maori • Marathi • Masaba • Mashriqi •
 Mauritanian • Mauritian (Creole) • Maya • Mbum • Memon • Mende •
 Mexican • Mindanao • Min-nan • Moldovan • Mongolian • Moroccan •
 Motu • Mozambican • Mungaka • Namibian • Nauruan • Ndebele •
 Nembe • Nepali • Newari • New Zealander • Ngoni • Nicaraguan •
 Nigerian • Norwegian • Nsenga • Nubian • Nuer • Nupe • Nwa •
 Nyakyusa • Nyang • Nyoro • Nzema • Odual • Ogori • Okrika • Olulumo •
 Omani • Ora • Oring • Oriya • Oromo • Oron • Oshikwanyama • Pakistani •
 Pampangan • Panamanian • Pangasinan • Panjabi • Papua New Guinean •
 Paraguayan • Parji • Pashto • Patwa • Persian • Peruvian • Pidgin English •
 Polish • Portuguese • Portuguese Creole • Putonghua • Quechua •
 Rajasthani • Rendille • Romani • Romanian • Runyankore • Russian •
 Rutoro • Rwanda Saho • Saint Lucian • Samoan • Sanmarinese • Sanskrit •
 Sardinian • Saudi Arabian • Senegalese • Senga • Serbian • Serbo-Croat •
 Sesotho • Setswana • Seychellois • Shelta • Shilluk • Shona • Sidamo •
 Sierra Leonean • Sign Languages from around the world • Sindhi •
 Singaporean • Sinhala • Slavonic • Slovak • Slovene • Somali •
 South African • South Indian • Spanish • Sri Lankan • Sudanese •
 Swahili • Swazi • Swedish • Swiss (German) • Sylheti • Taiwanese • Tajiki •
 Tamil • Tangale • Tanzanian • Telugu • Temne • Thai • Tibetan • Tigre •
 Tigrinya • Tiv • Tok Pisin • Tonga • Tongan • Trinidadian • Tumbuka •
 Tunisian • Turkish • Turkmen • Ugandan • Ukaan • Ukrainian • Urdu •
 Urhobo • Urugayan • Uzbek • Venezuelan • Vietnamese • Wa • Wali •
 Welsh • Wolof • Xhosa • Yemeni • Yiddish • Yoruba • Yugoslav •
 Zambian • Zande • Zimbabwean • Zulu

London Equalities Commission

The London Equalities Commission has consolidated its role to advocate, encourage, support and promote equalities in London. It has done this through its formal meetings, commissioning of research and sponsoring events and activities throughout the year.

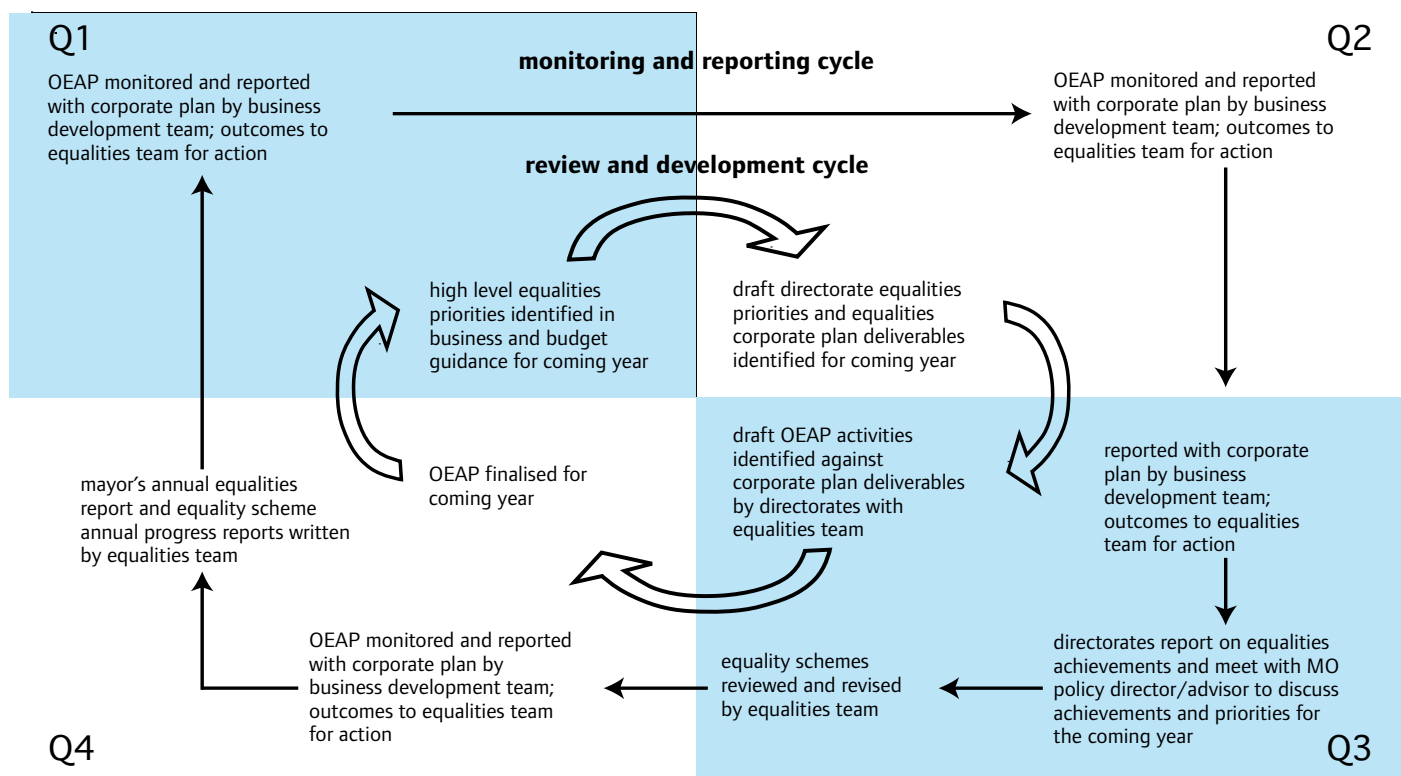
The Commission's 25 members, drawn from across all equality strands and interests, has met three times this year. They have contributed to the debate with the Commission on Integration on issues of good relations between different communities and building cohesion. Commissioners have been actively involved in integrating equality and diversity into the Olympic and Paralympic Games, a priority set in the previous year. They have contributed to the development of metrics and indicators to measure the impact of the Games; commented on the London Development Agency's Equality and Diversity Strategy and debated, with its Chair, getting equality integrated into the agenda of the recently formed Sustainable London 2012 Commission.

The London Equalities Commission published **The State of Equality in London Report** in January 2007. It is a snapshot of the level of inequality being experienced by equality groups across a range of areas of life from employment to crime and safety. It attempts to capture the complexity of London's equality landscape. It provides the baseline from which the LEC will track what progress is being made to achieve equality in London.

Appendix 1

The annual equality cycle

This chart shows the main elements of the annual equality monitoring and reporting and review and development cycles starting with Quarter 1 (Q1)
Q1 runs April to June 2006; Q2 runs July to September 2006;
Q3 runs October to December 2006; Q4 runs January to March 2007.



Appendix 2

Equality Impact Assessments under way in 2006/07

EQIAs under way in 2006/07

- Asian Business Reception
- Women in London's Economy
- Ensure that any recommendations (made by the commission responsible for the development of the policy framework and for the successful and sustainable future of the West End) that are accepted for inclusion in the London Plan are subject to an EQIA
- Russian Winter festival
- Carnival London
- Water Action Plan
- Wider Waste Strategy
- Municipal Waste Management Strategy
- Parliament Square
- Review the EQIA process to ensure that it is integrated into programme and project management arrangements for reviews
- Public Realms Strategy
- Mayor's Housing Strategy
- Technology Group Programme Review
- Financial Services Restructure
- Avian Flu response
- Draft Further Alterations to the London Plan
- Sustainable Development Best Value Review
- The Mayor's Climate Change Adaptation Strategy
- Night Time Economy
- Older People's Strategy

Appendix 3

Accessible Communications

Alternative format requests that have been met in the last year include:

- Request re: GLA general info on website in Southern Gujarati (as only displayed in Northern Gujarati)
- London Plan – Turkish
- Annual Equalities Report 2005/6 – Turkish
- Annual Report 2004 – Chinese
- Green issues strategy – Audio
- Holding the Mayor to account – Large Print & disc
- Ambient Noise Strategy/Summary – Chinese
- London's Creative Sector : 2004 Update and London's Core Business – Chinese
- London Plan – Sub Regional Development Framework South London – Chinese
- Legacy Now Conference – Conference information in Braille
- London Plan – Spanish
- Retail in London magazine – Chinese
- Ambient Noise Strategy (Sounder City) – Chinese
- Race Equality Scheme – Easy read
- Toward's the Mayor's Housing Strategy (Consultation paper Nov 2006) – Chinese
- PQT – Audio transcript
- Retail in London (Working Paper A – Retail in the West End) – Italian
- Community planning, London Plan, planning process – Turkish
- Lower Lea Valley Opportunity Area Planning Framework & related documents – Turkish
- Events and conferences information – Bengali or English
- Sustaining Success – Mandarin
- Muslims in London – 1 French & 1 Arabic
- Disability Equality Scheme – 2 x Audio
- Chinese New Year poster – Mandarin
- London Plan summary – Audio

Copyright

Greater London Authority
May 2007

Published by

Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

www.london.gov.uk

Enquiries **020 7983 4100**
Minicom **020 7983 4458**

Copies are available from the GLA or can
be downloaded at www.london.gov.uk

ISBN **978 1 84781 019 9**

Design

Appetite

Photography

©Hugh Hill

This document is printed on 75 per cent recycled
paper, 25 per cent from sustainable forest
management

MoL/May07/MR/GLA943

The facts highlighted in blue throughout
the report come from *Key Facts and
Statistics about the Experience of
Discrimination in London*, submitted as
part of the Mayor's response to the
Interim Equalities Review.

**Acknowledgement**

The Mayor of London is grateful
to the charity Hyphen-21 for
supplying 10 of the poems
featured in this report. The
Hyphen project 'Poems for the
Waiting Room' distributes small
poem-posters free of charge to
healthcare sites and similar public
waiting space. Their most recent
collection 'Poems in Praise of
Diversity' was launched in October
2005 by the Poet Laureate Andrew
Motion. In view of its widening
role and scope, the project's name
is soon to change to 'Poems For...'
See: www.hyphen-21.org

‘The Language of Equality’

The Mayor’s Annual Equalities Report 2006/07

Additional appendices

Appendix 2

Contracts and Best Value Performance Indicators

Statement on contracts

The GLA's procurement practices actively promote sustainable development including workforce welfare. Where contracts awarded have involved the transfer of staff, the GLA has complied with the Code of Practice on workforce matters.

Best Value Performance Indicators (BVPis)

The tables below detail the GLA's performance against those BVPis that apply to the GLA. Targets are set by the Mayor unless otherwise stated.

BVPI 2a# – The level of the Equality Standard for local government to which the authority conforms in respect to gender, race and disability.

Year	Target	Performance	London Average
2002/03	Level 2	Level 2	Not available
2003/04	Level 3	Level 3	Not available
2004/05	Level 5	Level 4	Not available
2005/06	Level 5	Level 5	Not available
2006/07	Level 5	Level 5	Not available
2007/08	Level 5		
2008/09	Level 5		
2009/10	Level 5		

Performance indicators changed in 2005/06 (figures for earlier years relate to previous indicators)

BVPI 2b# – The quality of an authority's Race Equality Scheme and the improvements resulting from its application.

Year	Target	Performance	London Average
2003/04	Not set	100%	63%
2004/05	100%	100%	71%
2005/06	100%	100%	79%
2006/07	100%	100%	Not yet available
2007/08	100%		
2008/09	100%		
2009/10	100%		

Performance indicators changed in 2005/06 (figures for earlier years relate to previous indicators)

BVPI 8# – The percentage of invoices for commercial goods and services paid by the authority within 30 days of receipt or within the agreed payments terms.

Year	Target	Performance	London Average
2001/02	97.5%*	32%	77%
2002/03	100%*	70%	78%
2003/04	100%*	82%	81%
2004/05	90%	79%	82%
2005/06	90%	76%	87%
2006/07	85%	91%	Not yet available
2007/08	90%		
2008/09	95%		
2009/10	95%		

Performance indicators changed in 2005/06 (figures for earlier years relate to previous indicators)

*government target

BVPI 11a – The percentage of top 5 per cent of earners that are women.

Year	Target	Performance	London Average
2002/03	52%	32%	38%
2003/04	52%	29%	38%
2004/05	52%	41%	39%
2005/06	52%	39%	41%
2006/07	52%	37%	Not yet available
2007/08	52%		
2008/09	52%		
2009/10	52%		

BVPI 11b# – The percentage of top 5 per cent of earners of local authority staff who are from an ethnic minority.

Year	Target	Performance	London Average
2002/03	25%	16%	11%
2003/04	25%	16%	12%
2004/05	25%	19%	12%
2005/06	29%	18%	12%
2006/07	29%	19%	Not yet available
2007/08	29%		
2008/09	29%		
2009/10	29%		

Performance indicators changed in 2005/06 (figures for earlier years relate to previous indicators)

BVPI 11c# – Percentage of top paid 5 per cent of staff who have a disability.

Year	Target	Performance	London Average
2005/06	10%	3%	4%
2006/07	10%	5%	Not yet available
2007/08	10%		
2008/09	10%		
2009/10	10%		

Performance indicator introduced in 2005/06

BVPI 12 - The number of working days/shifts lost due to sickness absence.

Year	Target	Performance	London Average
2001/02	Less than 9.1	5.3	9.7
2002/03	9.1 *	5.5	9.8
2003/04	6	6.8	9.2
2004/05	6	8.1	8.9
2005/06	7	7.8	9.0
2006/07	7	6.2	Not yet available
2007/08	6.5		
2008/09	6		
2009/10	6		

*government target

BVPI 14 – The percentage of employees retiring early (excluding ill-health retirements) as a percentage of the total workforce.

Year	Target	Performance	London Average
2001/02	0.45%*	0%	0.4%
2002/03	0.45%*	0%	0.5%
2003/04	0%	0%	0.4%
2004/05	0%	0.2%	0.5%
2005/06	0%	0%	0.5%
2006/07	0%	0%	Not yet available
2007/08	0%		
2008/09	0%		
2009/10	0%		

*government target

BVPI 15 – The percentage of employees retiring on grounds of ill-health as a percentage of the total workforce.

Year	Target	Performance	London Average
2001/02	0.35%*	0%	0.4%
2002/03	0.35%*	0%	0.4%
2003/04	0%	0%	0.3%
2004/05	0%	0.2%	0.3%
2005/06	0%	0%	0.2%
2006/07	0%	0%	Not yet available
2007/08	0%		
2008/09	0%		
2009/10	0%		

*government target

BVPI 16 – The percentage of local authority employees declaring that they meet the Disability Discrimination Act (DDA) 1995 disability definition compared with the percentage of economically active disabled people in the authority area.

Year	Target	% GLA employees	% in authority area	London average employees declaring that they meet the DDA
2001/02	6%	4.4%	8.2%	1.7%
2002/03	10%	4.4%	11.1%	2.5%
2003/04	10%	4.8%	10.9% ⁽¹⁾	2.7%
2004/05	10%	4.4%	10.7% ⁽¹⁾	3.0%
2005/06	10%	4.2%	12.7% ⁽²⁾	3.6%
2006/07	10%	4.7%	12.7% ⁽²⁾	Not yet available
2007/08	10%			
2008/09	10%			
2009/10	10%			

⁽¹⁾Labour Force Survey (2002/03) produced by ONS on behalf of the GLA used to provide the economically active disabled people in the authority area.

⁽²⁾Source 2001 Census, Standard Table ST016

BVPI 17 – The percentage of local authority employees from minority ethnic communities compared with the economically active minority ethnic community population in the authority area.

Year	Target	% GLA employees	% in authority area	London average employees declaring that they meet the DDA
2001/02	25%	24%	24%	22%
2002/03	25%	25%	25%	22%
2003/04	25%	27%	26% ⁽³⁾	23%
2004/05	25%	27%	27% ⁽³⁾	25%
2005/06	26%	28%	28% ⁽⁴⁾	26%
2006/07	29%	26%	29% ⁽⁵⁾	Not yet available
2007/08	29%			
2008/09	29%			
2009/10	29%			

⁽³⁾Labour Force Survey (2002/03) produced by ONS on behalf of the GLA used to provide the economically active minority ethnic people within the authority area.

⁽⁴⁾Annual Population Survey

⁽⁵⁾Office for National Statistics Annual Population Survey 2005 (Jan-Dec)

BVPI 156 – The percentage of authority buildings open to the public in which all public areas are suitable for, and accessible to, disabled people.

Year	Target	Performance	London Average
2001/02	100%	100%	22%
2002/03	100%	100%	22%
2003/04	100%	100%	29%
2004/05	100%	100%	35%
2005/06	100%	100%	Not yet available
2006/07	100%	100%	Not yet available
2007/08	100%		
2008/09	100%		
2009/10	100%		

Appendix 3

Convergence Summary proposals

No.	Proposal	Proposed working group to lead	When
1	Ensure the performance management framework is properly structured for continuous improvement so that: (a) Direction and policy lead comes from the Mayor's Office specifically the Director for equalities and Policing. This will benefit the FBs, as they will get a consistent message from the Mayor's Office. (b) There is synergy between the three key processes: GLA Equality Policy Group for policy formulation; EN for dissemination of practice; budget process to map and monitor equalities expenditure.	Equalities Network	Medium term
2	Investigate sharing best practice on how to carry out Equalities Impact Assessments on policy implementation. Look into linking this to sharing best practice on other impact assessments (sustainability and health).	Equalities Network	Medium term
3	Ask the Chief Executives of each organisation in the Group to revisit the equalities statement and ensure the key message of the importance of equalities and multiculturalism is adopted across the Group, in order to re-affirm the vision of the Group.	Equalities Network	Quick Win
4	Run an internal communication campaign across the Group which includes core training on the importance of equalities and multiculturalism to reach all staff of the GLA Group.	Equalities Network	Medium term
5	Run a campaign across London to promote equality and multiculturalism cuts across economic, cultural and social life of London.	Equalities Network	Quick Win

No.	Proposal	Proposed working group to lead	When
6	Produce a GLA Group resource for communicating equalities messages in recruitment material	HR Managers Network	Long term
7	Investigate the possibility in the long term of jointly communicating equalities messages to new employees.	Learning and Development Network	Long term
8	Encourage all promotional material on the Olympic and Paralympic Games to include messages on diversity.	Olympic and Thames Gateway Team	Medium term
9	Produce a GLA Group accessible communications policy.	Equalities Network	Quick Win
10	Consider running some equalities training jointly for similar sections of the GLA Group (eg GLA staff and TfL HQ staff).	Equalities Network and Learning and Development Network	Long win
11	Revisit the implementation of the GLA Group Consultation Framework (Framework agreed as part of the cross-Group best value review of consultation).	Equalities Network	Quick Win
12	Link in to work on CONSULT to produce a joint consultation plan across the Group to facilitate contact with our key stakeholders.	Equalities Network	Quick Win
13	Develop the viability of collection, collation and analysis of equalities intelligence from public fora, written communications etc via an equalities portal. This should be the tool to help develop Mayoral strategies and policies.	Equalities Network	Medium term

Appendix 4

OEAP Deliverables

Quarter 1 and Ongoing

CP Ref	Directorate	OEAP Deliverable	Response
14/17	MO	Report back to EPT on the big equality and diversity issues that emerge over the last year from the engagement programme, for consideration during the coming year across the GLA group (as relevant)	State of London debate took place issues covered; climate change, community policing, Africans in London and opportunities for business
25	M&M	Produce and make available in the City Hall visitor and reception area, a 'top-line' summary leaflet about City Hall, the Mayor, Assembly and GLA in a range of community languages	An accessible information leaflet has now been produced and is available in 10 key languages. Summary leaflet available online. Alternative formats are available on request.
25	M&M	Develop guidance on how to write in easy read and integrate information and advice on producing summary documents in easy read into design and publications web pages as appropriate.	Key staff have been trained on "easy read" and it has just been agreed that the Equalities annual report will be the first document to be produced in "easy read" format.
39	P&P	Provide an information link between the GLA Olympics Team and the Equalities Policy Team (EPT) including provision of quarterly updates for EPT meetings, and attendance at EPT Meetings	Regular contact with EPG.
39	P&P	As part of the process of developing arrangements for managing and co-ordinating the interface between the GLA and the various Olympic bodies, include a specific proposal for integrating and mainstreaming equalities	Interacting and mainstreaming equalities

CP Ref	Directorate	OEAP Deliverable	Response
41	P&P	Develop the focus on LGB issues within the health programme, including taking forward recommendations from previous research. (Ongoing)	Continuing to work with GLADD and other LGBT organisations to raise awareness of LGBT health issues. Public LGBT health panel being planned for Feb 2007 (with Stakeholder Team). Consideration of LGBT issues being built in to preparatory work for health inequalities strategy.
44	P&P	Take forward the recommendations in the housing equality impact assessment. (Ongoing)	The GLA has now set up a Housing Equalities Standing Group which was one of the main recommendations of the impact assessment. One of this Group's roles will be to take forward other of the impact assessment's recommendations.
65	F&P	Ensure that EQIAs are conducted as plans progress for improvements to Parliament Sq (as relevant)	Will be conducting EQIA as redevelopment plans progress. The impact of equalities will be considered throughout the process in particular at key stages such as development brief
66	F&P	Ensure the feasibility study for the convention centre includes an equalities impact assessment. (As relevant)	Will be conducting EQIA as redevelopment plans progress. The impact of equalities will be considered throughout the process in particular at key stages such as development brief
66	F&P	Report annually to the Disability Policy Team on progress in delivering London Tourism Action Plan action to improve access for disabled visitors and tourists in London	We are not able at this stage to provide an equalities impact assessment of the ICC as the project has not progressed as quickly as had been anticipated and no partner has yet been officially recruited. I have spoken to Andrew Barry-Purcell about this as he is leading the project on behalf of the GLA. He has suggested we drop this indicator for now.

CP Ref	Directorate	OEAP Deliverable	Response
90	Sec	Promote the London Assembly's information e-zine (electronic magazine) to equalities target groups and monitor progress in expanding the distribution list to a larger number of groups. (Ongoing)	The e-zine is sent to a range of equalities target groups. Of the 3,000 organisations and individuals on the distribution list, 140 represent equalities target groups.
91	Sec	Provide information leaflets in plain English for people attending scrutiny hearings. (Ongoing)	This is now done for every meeting. 6-monthly update was not done mid-year in 2006/07, but figures for the whole year will be reported to BMAC on 25 April, when the new public engagement strategy is presented for approval.

Quarter 2

CP Ref	Directorate	OEAP Deliverable	Response
1	MO	Contact established community groups to determine what the future of London docks might look like.	
1	MO	Carry out and report on research into the current socio economic conditions as they affect different communities	
2	MO	Carry out equalities impact assessment (EQIA) to consider equalities within the following events: Asian Business Reception Women in London's Economy conference and report	The 2005 Asian Business Conference and Reception took place in June 2006 and a post conference report will be developed and distributed later in the year. The EQIA is in development. The Women in London's economy conference is on track to take place early February 2007. Research themes for the 2007 GLA report have been agreed and a programme for the conference is being drafted. The EQIA is in development.

CP Ref	Directorate	OEAP Deliverable	Response
11	MO	Continue to develop Showcase as an accessible family focused event and carry out a survey of participants	
11	MO	Use showcase to promote equalities issues e.g. Fair trade	
11	MO	Complete an EQIA for Carnival London	
12	MO	Monitor and report back to EPT twice a year on: – partnerships created with organisations representing the target groups around each event – audience profile attracted to these – accessibility arrangements for these events	Following events delivered Rise Festival Trafalgar Square Festival Mela London Caracas/Caracas Londres Liberty Festival
39	P&P	As part of the process of developing arrangements for managing and co-ordinating the interface between the GLA and the various Olympic bodies, include a specific proposal for integrating and mainstreaming equalities	ODA have appointed equality consultants who are undertaking a review of their policies and programmes and have spoken to GLA as part of the consultation process. The Mayor's advisor on equalities and policing has met the chief exec's of ODA/LOGOC and further meetings are planned. Meetings have taken place with the Equalities Policy Team and other GLA teams (and external stakeholders) to discuss equalities and the games.
41	P&P	Support GLADD's LGBT conference and actions arising from it.	Supported GLADD event and working with organisers to promote awareness and use the key messages from LGBT communities. Incorporating consideration of LGBT issues in preparatory work for health inequalities strategy.

CP Ref	Directorate	OEAP Deliverable	Response
41	P&P	Support the Euro Pride 2006 Health Summit	PSU support for Euro Pride was through involvement with GLADD event above.
44	P&P	Carry out research to ensure choice based letting do not have an adverse impact on BAME or other communities	Consultants have completed the work to develop phase 1 of capital moves. Consultants have completed work to develop the AHR.
52	P&P	Carry out an Equalities Impact Assessment on the draft Mayor's Municipal Waste Management Strategy.	Delayed to quarter 4. Will carryout EQIA once strategy has been drafted. The plan is to launch the Assembly draft of the Mayor's Municipal Waste Management Strategy in March 2007.
55	F&P	Working with TfL, provide the GLA Procurement Officers Network with information on how equalities best practice has been built into the East London Line contract	The Invitation to Tender documents, issued by TfL, included an Equality and Inclusion and Sustainable Procurement requirement to ensure that supplier diversity has been built into the concession.
64	F&P	Engage the GLA group HR officer's Network and the GLA group Equalities Network in work to introduce challenging workforce diversity targets, and the implementation of strategies to achieve them – and report to EPG on work plans and progress.	A report went to EPG in March on improving recruitment practices across the GLA group and work is being developed further.
65	F&P	Improve mechanisms for capturing feedback from event organisers to inform equalities aspects of event procedures	Will be conducting EQIA as redevelopment plans progress. The impact of equalities will be considered throughout the process in particular at key stages such as development brief

CP Ref	Directorate	OEAP Deliverable	Response
88	CS	<p>Develop and implement arrangements for setting, monitoring and reporting performance indicators and targets.</p> <p>Managing contracts and contractors to support delivery of the Mayor's equalities and supplier diversity priorities within the GLA's procurement programme.</p>	<p>The Legal and Procurement Team has initiated a process of collecting quarterly supplier diversity information on contract awards. This process utilises a set of indicators agreed across the group as part of the group's Sustainable Procurement Policy implementation. The statistics are reported to the Mayor's Policy Advisor for Equalities and Policing via the GLA Group Sustainable Procurement Steering Group.</p> <p>Through its role as an advisory function, the legal and procurement team has supported GLA officers by providing appropriate contract structures and guidance to support them in undertaking their contract management responsibilities. The GLA's Contracts Code provides generic guidance to officers on contract management, and specific support is provided to officers on a project by project basis to assist with developing contract management practices which support the delivery of the Mayors equalities and supplier diversity policies. This has included, where appropriate, the introduction of contract clauses on Supplier Diversity and London Living Wage.</p> <p><i>Continued on next page</i></p>

CP Ref	Directorate	OEAP Deliverable	Response
88	CS		<p><i>Continued from previous page</i></p> <p>The Legal and Procurement Team will be renewing the Contracts Code and Procurement Tool-Kit in quarter 4 of 2006/07 and will be incorporating further guidance for officers on how equalities and diversity should be implemented in contract management processes.</p> <p>The Legal and Procurement Team is also in the process of commissioning training for officers, which will include introductory training available to any officer undertaking procurement (including an introduction to Mayoral policy priorities in procurement). The programme will also include a contract management module for officers who hold dedicated contract management responsibilities.</p>
94	Sec	<p>Review the equality impact assessment process to ensure that it is integrated into programme and project management arrangements for reviews. Provide information leaflets in plain English for people attending scrutiny hearings. (Ongoing)</p> <p>This is now done for every meeting.</p>	<p>New EQIA forms are used for events and scrutiny projects. Equalities issues are also considered as part of the scoping process for scrutiny projects.</p> <p>It would be useful to discuss further how we can ensure that equalities issues are fully understood during the scoping phase of scrutiny projects – could we ask for regular systematic input from the equalities team. We will also ask London Equalities Commission officers for their views on equalities issues in upcoming scrutinies on a regular, e.g. quarterly basis?</p>

Quarter 3

CP Ref	Directorate	OEAP Deliverable	Response
29	P&P	Participate in a workshop with the Equalities Team to investigate methods for embedding equalities impact assessments into the planning stages of major regeneration projects, with a view to maximising positive equalities and diversity outcomes within the projects.	Several attempts have been made to set up a workshop with the Equalities Team, but a suitable date has not yet been identified. However, several AUU team members attended the GLA-wide EQIA workshop on 15 December. We will try again in Q4 to set up a workshop for the rest of AUU staff.
29	P&P	Take forward outcomes from the workshop as relevant	Deadline changed from Quarter 3 to Quarter 4.
39	P&P	Provide an information link between the GLA Olympics Team and the Equalities Policy Team (EPT) including the provision of quarterly updates for EPT meetings and attendance at EPT meetings.	Six weekly meetings take place with EPT team to update on Olympic issues. Regular meetings with the Mayors advisor on equality and diversity. Attendance at EPT team meetings when required.
45	P&P	Carry out an Equalities Impact Assessment on the Water Action Framework	An EQIA was carried out on the water strategy in Quarter 3.
83	CS	Check with all staff that use specialist equipment whether it is still appropriate and review whether there have been new technology developments that may provide improved access for disabled staff.	This has been done. All staff that use specialist equipment have been contacted. Discussions on the appropriateness of their equipment have taken place.
84	CS	Design and implement a feedback loop for visitors to City Hall that captures equalities issues and perspectives (links to work by PLU to provide a general information leaflet in a range of languages)	Consultation with PLU has taken place and design is underway. The system is due to be implemented by the next open house weekend in mid February 2007.

CP Ref	Directorate	OEAP Deliverable	Response
85	CS	Carry out a GLA staff survey on the breakdown of staff against all the equalities categories so that the complete baseline position is established.	Staff census to be carried in February 2007.
85	CS	Work with each GLA directorate to develop a HR action plan for improving performance against staffing targets, focusing on those areas where directorates are falling short of desired targets.	At their December 2006 meeting, EPT approved the format and method for the directorate action plans. The plans will be instigated in January 2007.
85	CS	Following completion of the GLA group exemplary employer benchmarking exercise in 2005/06, report to EPT on activities that need to be included in the GLA and FBs forward plans to address areas where HR targets are not being met, or there is disparity of outcome within different groups.	An initial discussion about this subject took place at the EPT meeting in December 2006. EPT agreed that a further discussion should be held at the next meeting in March 2007. This item should therefore be slipped to Q4.

Quarter 4

CP Ref	Directorate	OEAP Deliverable	Response
2	MO	Carry out equalities impact assessment (EQIA) to consider equalities within the following events: Asian Business Reception Women in London's Economy conference and report	
3	MO	Ensure that any recommendations (made by the Commission responsible for this work) that are accepted for inclusion in the London Plan are subject to an EQIA	

CP Ref	Directorate	OEAP Deliverable	Response
4	MO	Carry out an EQIA to consider equalities within this event (Russian Winter Festival)	Ongoing
6	MO	<ul style="list-style-type: none"> • Ensure that throughout the year Mayoral visits take place with equalities groups and minority communities • hold reception for BAME London councillors • assist in promoting the older people's strategy through the borough engagement meetings 	
8	MO	<ul style="list-style-type: none"> • Carry out research for each campaign to check that it has met the desired equalities outcome. • Ensure the "Behind the Scenes" campaign includes events that are accessible to all. • Ensure that the "Big Dance" campaign reflects the diversity of dance and promotes equalities outcomes. 	
12	MO	<p>Monitor and report back to EPT twice a year on:</p> <ul style="list-style-type: none"> • partnerships created with organisations representing the target groups around each event • audience profile attracted to these • accessibility arrangements for these events 	
15	MO	Use the Annual London Survey to benchmark changing perceptions of London as a city that is tolerant towards gay and lesbian people.	

CP Ref	Directorate	OEAP Deliverable	Response
18	MO	Develop and expand the reach of the Young London website to ensure we continue to engage with the full diversity of London's children and young people.	
21	MM	Reach out to equalities target audience where budgets allow, and share sample case studies, that illustrate successful outcomes, with other members of the GLA Group (via an Equalities Policy Team presentation) or with the London Equalities Commission (arranged through the Equalities Team).	
26	P&P	Report back on how the new bodies (subject to Government legislation) will deliver equalities including: <ul style="list-style-type: none"> • The incorporation of GLA HR/ employment targets • Delivery of new arrangements for training and skills and procurement 	
27	P&P	Establish a method for measuring the impact of the strategy on improving outcomes for equality target groups.	
44	P&P	Deliver the output target for new housing delivery and mix of housing sizes. Engage BAME communities in delivery of the housing targets.	
49	P&P	Carry out an Equalities Impact Assessment on the Climate Change Adaptation Strategy	

CP Ref	Directorate	OEAP Deliverable	Response
51	P&P	Carry out an Equalities Impact Assessment on the Wider Waste Strategy	
60	F&P	With the MPA/MPS, provide an annual briefing and presentation to EPT (now EPG) on the equalities and diversity outcomes and issues relating to the rollout of safer neighbourhoods.	Required briefing/presentation delivered to EPT. Women now represent 34 per cent of PCSOs and 7.6 per cent of PCSOs are from BME communities. This was delivered in quarter 3 but was due in quarter 4
64	F&P	Engage the GLA group HR officer's Network and the GLA group Equalities Network in work to introduce challenging workforce diversity targets, and the implementation of strategies to achieve them – and report to EPT on work plans and progress.	A report went to EPG in March on improving recruitment practices across the GLA group and work is being developed further.
76	F&P	Support and monitor the use of Equality Impact Assessment as a method of improving how equalities implications are being mainstreamed within decision making and reporting processes, and report back to EPT (EPG) on outcomes	Report will be presented to Equalities Policy Group (30 March 2007). This is also an on going process
79	CS	Develop team awareness of disability issues through training. Team members who have not done so to relevant disability equality training course(s).	
84	CS	Implement Design and implement a feedback loop for visitors to City Hall that captures equalities issues and perspectives (links to work by PLU to provide a general information leaflet in a range of languages)	

CP Ref	Directorate	OEAP Deliverable	Response
88	CS	<p>Implement</p> <p>Setting, monitoring and reporting performance indicators and targets.</p> <p>Managing contracts and contractors to support delivery of the Mayor's equalities and supplier diversity priorities within the GLA's procurement programme.</p>	
92	Sec	Share and disseminate good practice and lessons learned from the pilot projects to extend engagement	<p>During 2007/08 a range of consultation exercises were undertaken in order to promote participation in scrutiny projects by equalities target groups. Several Committees commissioned focus group research – for example the Economic Development, Culture Sport and Tourism Committee commissioned focus group research with incapacity benefit claimants in order to hear about the issues from their point of view. The Health and Public Services Committee commissioned a project by the London Women's Resource Centre to consult users of mental health services in London. This project was developed and guided by a steering group of relevant voluntary sector organisations and mental health service users. The steering group members included an Asian women's mental health project and the National BME mental health network.</p> <p><i>Continued on next page</i></p>

CP Ref	Directorate	OEAP Deliverable	Response
92	Sec		<p><i>Continued from previous page</i></p> <p>The 7 July Review Committee provided a range of opportunities for survivors of the attacks to give their views in private or in public. This resulted in a number of survivors attending meetings with Members to discuss their views. The Committee held a meeting in public where survivors were invited to give testimony about what happened to them and explain their views as to how the response to the attacks could be improved. This was widely recognised as an innovative and productive method of engagement in scrutiny in the UK. Whilst this initiative was not directed at a specific equalities target group, arrangements were put in place to ensure that survivors with disabilities had access to the process and were also able to give their views. Members of the Committee and Officers received positive feedback from some of those injured survivors on the way their access to the meetings had been handled.</p> <p>As a result the Committee gained insights into the experiences of individuals on 7 July, and on that basis was able to make recommendations to improve the way in which survivors of major incidents, including those who are severely injured or disabled, are supported.</p>

CP Ref	Directorate	OEAP Deliverable	Response
94	Sec	Support the London Assembly in scrutinising the Authority's equalities – related work by providing briefings, research and support to Business Management and Appointments Committee in relation to this scrutiny.	The Business Management and Appointments Committee regularly considers equalities issues as part of its role as an employer, but receives reports and advice from the relevant GLA officers rather than the Secretariat.
95	Sec	Ensure all scrutiny staff participates in at least one equalities related training course each year.	We are currently undertaking an audit of equalities-training undertaken by Secretariat staff.

This diagram is to support OEAP 60

The Dwarf Raindrop

In hopes of
Gaining height
A dwarf raindrop
Clings to the edge

In pursuit of their own
Innate desire
Some more drops
Pushing and shoving
Ape her

And each becomes tall
But then in a flash
They fall
Flat on their faces

And grossly mortified
quietly melt away.

Divya Mathur

Divya Mathur, Hindi into English.

Divia Mathur loves this view of the Houses of Parliament, as she crosses the bridge on her way home from work. Since 1992, she has acted as Senior Programme Officer at the Nehru Centre, founded by Gopal Gandhi, son of Mahatma. The Centre's purposes include promoting Indian culture and Indo-British dialogue. Among many other activities and achievements, she is involved in a charity which helps blind people and is a founder-member of 'Vatayan: Poetry on the South Bank.' She is a published poet and story writer.

एक बौनी बूँद

एक बौनी बूँद ने

मेहराब से लटक

अपना क्रद लंबा करना चाहा

बाक़ी बूँदें भी

देखा देखी

लंबा होने की

होड़ में

धक्का मुक्की

लगा लटकीं

क्षण भर के लिए

लंबी हुई

फिर गिरीं

और आ मिलीं अन्य बूँदों में

पानी पानी होती हुई

नादानी पर अपनी।

दिव्या माथुर

Translated from the Hindi
by Shelley Smith and Rogan Wolf
Printed by permission



Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

www.london.gov.uk
Enquiries **020 7983 4100**
Minicom **020 7983 4458**