



The Commission was set up as part of the Mayor's consultation and policy development exercise in developing his rolling programme for London. Equalities was selected as a vital cross-cutting area because the GLA Act 1999 specifies that the mayor and the Assembly have a duty to make appropriate arrangements with regard to the principle that there should be equality of opportunity for all people. Further, it is their duty to promote equality of opportunity for all persons irrespective of their race, sex, disability, age, sexual orientation or religion, and to eliminate unlawful discrimination and good relations between persons of different racial groups, religious beliefs and sexual orientation. The Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995, the Human Right Act 1998 and other national and European legislation also apply. Thus, the GLA family must be an exemplar of good equalities practice in London and beyond. The Commission was chaired by Lee Jasper, the Mayor's Senior Policy Adviser on equalities.

Aims of the Commission

- ◆ To act as an initial focus for drawing on expert opinion and advice from a wide range of London interests, informing the drafting of the London Prospectus to be published in November 2000.
- ◆ To assist in the formulation of an equalities statement for the GLA.
- ◆ To recommend a short list of Equalities Performance Indicators.

The Mayor's Equalities Commission held three meetings during September and October. Membership is listed overleaf. This short report sets out recommendations of the Commission under four main headings.

1. Equalities Statement

The Commission recommended that the following elements must be reflected in the GLA Equalities Statement:

- ◆ A rights-based approach
- ◆ Recognition that people may need to be treated differently to ensure equal opportunities.
- ◆ A commitment to 'equality proof' all aspects of the GLA family's work (eg policies, strategies, service activities, employment, budget setting, grant making, subcontracting) and all aspects of work over which it has influence
- ◆ Availability in a range of languages
- ◆ The need to agree indicators, set targets and monitor progress
- ◆ The use of up to date and consistent terminology (eg 'disabled people' rather than 'people with disabilities').
- ◆ The GLA's role as an exemplary authority on Equalities



2. The GLA's Equalities Agenda

The commission recommended the following:

- ◆ The adoption of a formal equalities toolkit
- ◆ The development of an equalities action plan with targets
- ◆ The use of a standard format to demonstrate equalities outcomes for all the six areas outlined in the GLA Act
- ◆ The use of plain language
- ◆ A clear programme of monitoring and evaluation, with an independent element inbuilt
- ◆ The involvement of service users, equalities bodies, community groups and stakeholders in policy- and decision-making across the GLA family
- ◆ Recognition of the important role of an anti-poverty strategy

3. Performance Indicators

The commission recommended the following:

- ◆ A common approach for PIs across the range of equalities, and one that was consistent (practice, measures, categories) across the whole GLA family
- ◆ Clear targets should be set across the range of equalities to measure performance (eg an employment target for disabled people at 8.5%)
- ◆ The consideration of existing work on PIs by (for example) the CRE and RNIB to avoid reinventing the wheel
- ◆ An emphasis on equalities PIs at all levels (eg in employment, at senior levels)
- ◆ Adoption of two parallel sets of PIs relating to disabled people, based on two different definitions (ie DDA and self-identification)
- ◆ Adoption of categories for ethnic recording based on the Census 2001 categories, but at the level that allows eg identification of Irish, not just White, or Bangladeshi, not just Asian. In addition, the categories should allow extra sub-categories where these are significant for London – eg Turkish, Somali
- ◆ Appropriate indicators are required for all forms of access, communications, and printed information --NB GLA website not in minority languages
- ◆ Equalities PIs should be integrated into the Best Value process
- ◆ Equalities PIs should be used to influence the activities and strategies of London bodies beyond the GLA family



4. The Future

The commission was initially set up as a 'task and finish' group.

After much discussion, the commission felt that some continuity was needed. Two bodies are required – first, a group drawing together an alliance of London-wide equalities bodies, with a consultative role, and secondly, an ongoing Equalities Commission.

This Equalities Commission should be established under Nolan Committee principles, and follow the pattern of the Health Commission and the proposed Sustainable Development Round Table. Its role would include:

- ◆ Acting as a watchdog
- ◆ Advice, guidance and recommendations
- ◆ Monitoring and evaluating outcomes (see 2 above)



Membership of the Commission

Diane Abbott	Mayor's Advisory Cabinet
Lutfur Ali	London Fire and Emergency Planning Authority
Alex Bax	Strategy Directorate, Greater London Authority
Cindy Butts	Independent Member, Metropolitan Police Authority
Sanjay Dighe	Association for London Government
Megan Dobney	SERTUC Women's Rights Committee
Rosemary Emodi	Black Londoners' Forum
Caroline Gooding	Disability Rights Commission and Mayor's Advisory Cabinet
Ros Hardie	Association of London Government
Claude James	SERTUC Race Relations Committee
Lee Jasper	Mayor's Senior Policy Adviser on Equalities, Greater London Authority
Doreen Kenny	Strategy Directorate, Greater London Authority
Rob Lewis	Strategy Directorate, Greater London Authority
Anni Marjoram	Mayor's Policy Adviser, Greater London Authority
Sue Markey	Equal Opportunities Commission
Angela Mason	Stonewall
Reg McLaughlin	Greater London Association for Disabled People
Kumar Murshid	Mayor's Advisory Cabinet
Clodagh O'Donnell	Performance Directorate, Greater London Authority
Rod Robertson	Mayor's Advisory Cabinet
Clifford Stewart	Commission for Racial Equality. London and South Region
Michael Swiggs	Transport for London
Yvonne Thompson	Independent Member, London Development Agency
Graham Tope	GLA Assembly Member and Mayor's Advisory Cabinet
Claudia Webbe	Mayor's Policy Adviser, Greater London Authority