

GREATER LONDON AUTHORITY

REQUEST FOR DIRECTOR DECISION – DD1277

Title: Approval of the Mayor's Annual Equality Report 2013-14

Executive Summary:

To approve the publication, via the GLA website, of the Mayor's Annual Equality Report for the financial year 2013/14, to fulfil the statutory duty to report on the arrangements made with a view to securing that there is due regard to the principle that there should be equality of opportunity for all people in the exercise of the Authority's general powers; in the formulation of the policies and proposals to be included in its strategies; and in the implementation of any of those strategies. The report should also include an assessment of the effectiveness of these arrangements. The main arrangement the GLA has in place is the GLA's statutory equality objectives. The document reports progress against the objectives.

Decision:

The Executive Director of Communities and Intelligence approves the content and publication of the Mayor's Annual Equality Report 2013-14.

AUTHORISING DIRECTOR

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Jeff Jacobs

Position: Executive Director, Communities and Intelligence

Signature:



Date: 11 - NOV. 2014

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1 The Mayor's Annual Equalities Report 2013/14 (draft attached in Appendix 1) achieves the objectives and expected outcomes set out in section 2 below.

2. Objectives and expected outcomes

- 2.1 The report fulfils the duty under the GLA Act to publish a report after each financial year on the Authority's arrangements that had effect during that year with a view to securing that there is due regard to the principle that there should be equality of opportunity for all people in the exercise of its general powers and the formulation and implementation of its strategies, as well as an assessment of the effectiveness of those arrangements in promoting equality of opportunity.
- 2.2 The main arrangement the GLA has in place is the GLA's statutory equality objectives which are set out in the Mayor's equality framework. The document reports on activity undertaken in 2013/14, as well as progress on achieving the objectives.

3. Equality comments

- 3.1 This report demonstrates how equality has been mainstreamed across the GLA and the GLA group. It contains data and details of activity relating to the groups with protected characteristics, where appropriate and available. By and large data and detail is available in relation to gender, race and disability. There is less with regard to religion, sexual orientation, gender reassignment, pregnancy and maternity and marriage and civil partnership status.

4. Other considerations

a) Risk

- 4.1 Publication of this report is required to ensure compliance with the Greater London Authority Act 1999 and the Equality Act 2010.

b)

Links to strategies and Mayoral and corporate priorities

- 4.2 The GLA has an overarching duty to make arrangements with a view to securing that there is due regard to the principle that there should be equality of opportunity for all people, in the exercise of its general powers, in the formulation of the policies and proposals to be included in its strategies and in the implementation of any of those strategies. The framework for achieving this is contained within the Mayor's equality framework, Equal Life Chances for All, revised from late 2013 to early 2014 and published in May 2014, in the light of the Equality Act 2010.

c) Impact assessments and consultation

- 4.3 The report has been drawn up in consultation with all Directorates of the GLA, LFEPa, MOPAC, MPS, and TfL. The report includes measures of equality for groups with protected characteristics, where appropriate and available.

5. Financial comments

- 5.1 Other than officer time, there are no direct financial implications arising from this proposal, as it is intended to publish the report on the GLA website only.

6. Legal comments

- 6.1 The Mayor is required by section 33(2) of the GLA Act 1999 to publish, after the end of each financial year, a report containing a statement of the arrangements made which had effect during that year with a view to securing that there is due regard to the principle that there should be equality of opportunity for all people in the exercise of the Mayor's general powers under section 30 of the GLA Act 1999, and in the formulation of the policies and proposals to be included in the statutory strategies he must publish under section 41 of the that Act and in the implementation of those strategies. The report must also provide an assessment of the effectiveness of those arrangements in promoting equality of opportunity. The report in Appendix 1 constitutes this report. The arrangements in question are in large part those set out in Equal Life Chances for All, which is the Mayor's equality framework (see above).

- 6.2 Equal Life Chances for All incorporates the statutory equality objectives which the GLA is required to publish under the Equality Act 2010 (Specific Duties) Regulations 2011. The report at Appendix 1 indicates the progress made to date in achieving those objectives. The report also includes an annual update of the information that the GLA is required to publish under the Equality Act 2010 (Specific Duties) Regulations 2011 to demonstrate compliance with the GLA's public sector equality duty under section 149 of the Equality Act 2010. Under the public sector equality duty the Mayor and the Assembly, in the discharge of their respective functions, must have due regard to the following matters:

- the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- the fostering of good relations between people who share a protected characteristic and those who do not; and
- the need to advance equality of opportunity between people who share a protected characteristic and those who do not.

- 6.3 The protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, and, in certain circumstances, marriage and civil partnership status. It should be noted that having "due regard" to advancing equality (above) may involve removing or minimising disadvantages suffered by people due to their protected characteristics and taking steps to meet the needs of people with protected characteristics, where these are different from the needs of other people.

7. Planned delivery approach and next steps

Once approval has been granted the report will be published on the GLA website.

Activity	Timeline
Publication of Mayor's Annual Equality Report 2013/14 on the GLA's website	31 October 2014
Scrutiny by GLA Oversight Committee	20 November 2014

Appendices and supporting papers:

A draft of the Mayor's Annual Equality Report 2013/14 is attached at Appendix 1.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Note: This form (Part 1) will either be published within one working day after approval or on the defer date.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form –NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

Sue Johnson has drafted this report in accordance with GLA procedures and confirms that:

✓

Assistant Director/Head of Service:

Amanda Coyle has reviewed the documentation and is satisfied for it to be referred to the Sponsoring Director for approval.

✓

Financial and Legal advice:

The Finance and Legal teams have commented on this proposal, and this decision reflects their comments.

✓

EXECUTIVE DIRECTOR, RESOURCES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

M. J. Bell

Date

10.11.14