

## Consultation questionnaire

We would like to hear your opinion on the themes we have identified, the evidence we have gathered and our future plans for gender equality. Please provide as full a response as you are able, including reasons for your response and additional evidence, if possible.

Please read the themes in Section 4 and comment on any or all of them in the spaces provided. To check a box, double click on the box you want and select the 'checked' option.

Please also complete the monitoring sections of this questionnaire so that the GLA can ensure that it has reached as wide a range of consultees as possible.

Are you responding as an individual or on behalf of an organisation?

Individual (please fill in your details at the end of the questionnaire *(optional)*)

X Organisation

If responding on behalf of an organisation, please complete the following details so we will be able to send you the outcome of the consultation at the end of the year.

Name: Deirdre McGrath

Position: Head of Civic Engagement

Organisation: London Civic Forum

Address: 18a Victoria Park Square, London E2 9PB

Contact telephone: 0208709 9770

Email: Deirdre@londoncivicforum.org.uk

*Please state what your organisation's key aims are:* London Civic Forum promotes civic participation in London. We provide and support opportunities for Londoners to learn about the governance of London and empower communities to have a say in the policies and decisions which affect their lives.

Please tell us the number of people your organisation employs:

X 0 - 49

50 - 249

250 +

## We would like your views on the following:

### Have we chosen the right themes?

The themes seem comprehensive and cover the main topics of particular concern to female Londoners.

### Is there any additional evidence we have missed?

There is much useful evidence contained in each topic in Section 4, but ***there should be more evidence relating to multiple inequalities; this would highlight areas that should then be addressed in the Scheme.***

Not all the evidence is related to the actions planned so that the proposals seem more like a 'shopping list' rather than actions to fill identified inequalities between men and women. *We believe the GES should be better structured, perhaps in tabular format to demonstrate more clearly identified gaps and actions that the Mayor plans to take to reduce inequality.*

### Are we planning to do the right things?

Many of the actions are intended to address inequality and are laudable, but, as pointed out above, it is difficult to see how they have been prioritised from the evidence presented.

There are a number of activities that have been carried out by the Mayor in the past but which are apparently not being continued, or at least it is not clear in the section on future plans whether these are to be continued or not. The GES ought to clarify this and justify why former actions are no longer prioritised. *We recommend that the GES is restructured showing a table for each theme covering evidence, past actions and proposed priorities with a written commentary as to why the proposed priorities have been selected.*

## Please use the spaces below to comment on individual themes

### Poverty

Actions to tackle poverty and child poverty include work to overcome the barriers parents face in taking up work, and to support the delivery of the London Carers Advisory Group's work programme.

Continuing to define and promote the London Living Wage with employers across London is another action. However, we wonder how realistic it is of the GLA to expect this to be successful. *We would therefore like to see an evaluation of how successful this campaign has been so far and what the GLA can do actively to encourage employers to take it up. The RES does not explicitly say it will continue to pay all GLA employees and contracted staff working on GLA group premises the London Living Wage, although we assume this will be the case.*

## Employment and business

The continuance of the Childcare Affordability programme will help parents on lower incomes. However, despite there being an emphasis on reaching all communities, there is no reason to assume that the expansion of childcare places and initiatives (such as Sure Start) is likely to benefit BAME families, especially those headed by lone parents. The issues around BAME groups' access to services include accessibility and appropriateness in addition to affordability. We believe the market for childcare services to BAME families is significant, in essence due to the greater proportion of children under the age of 16 are BAME, and in particular the experience of poverty in low income households exists amongst BAME communities. A further concern for targeting and thought lies in the issue that black Caribbean women have the highest rates among women of lone parenthood, and of participation in the labour market.

Examples of specific needs:

- \* Conventional 9-5 working patterns and associated childcare do not necessarily apply to the Chinese community whose work is often focused around the catering industry. Hence working hours are more likely to be during evenings and weekends when there is little formal childcare available.
- \* Caribbean women refer to the need for good quality, local and affordable childcare that meets their need to work or attend educational courses.
- \* The shortage of Asian childcare workers in day-care settings and as childminders may mean opportunities for appropriate care that take account of language needs are limited.
- \* Families of Eritrean and Somali school age children want them to have additional support with their education, as well as mother tongue teaching and cultural understanding

*The rollout of phase 3 of the Childcare Affordability Programme should take address these issues.*

We understand that the actions to provide programmes to enable women to set up, grow and stay in business provided by the LDA through Business Link will continue.

We see that the Diversity Works for London initiative is to be continued and *we would like the RES to be explicit in stating how this has benefited female employees so far.*

## Education and skills

This section is weak and appears to target young people rather than women specifically. We do not see how the statements about monitoring and about general actions to increase the number of Londoners with a qualification will be guaranteed to benefit women. *We would like to see actions in this section that are likely to benefit women such as actions to support adult education which is likely to benefit women with low or no formal qualifications, and for those who do not speak or write English well.*

## Violence and safety

The Mayor plans to implement his Violence Against Women and Girls Strategy. We note that 3 new Rape Crisis Centres will open and *hope that the implementation of the Strategy will also include increasing funding for women's organisations to run women's refuges and shelters.* We endorse the planned campaign to raise awareness of violence against women.

## Transport

Women are more likely than men to use public transport and therefore any action to improve the reliability and service of public transport and to reduce its cost will benefit them.

Women are less likely to cycle (Travel in London, Report 2, Transport for London, 2010) and *therefore the GES should mention what the Mayor will do to specifically promote the uptake of cycling amongst women, given that he is prioritising cycling as a sustainable form of transport. Barriers to cycling should be identified and addresses and action to encourage more women to cycle should be monitored.*

We endorse the work that TfL has done to make public transport more accessible for women with buggies and endorse planned improvements.

We endorse efforts to make public transport safer for women, for example the Safer Travel at Night programmes.

## Housing and planning

The actions on housing are all generic, rather than gender specific. Thus the work of the Housing Equalities Standing Group on monitoring the impact of the London Housing Strategy will be vital in considering whether women have benefited from its implementation.

We note that the GLA has published the Supplementary Planning Guidance on Planning for Equality and Diversity in London but this is not picked up in the Mayor's future action. *We recommend that that this guidance should be used or updated to inform the implementation of the new Alterations to the London Plan.*

## Health

In comparison with specific measures the Mayor has done to tackle health inequality between women and men in the past, the future proposals are much weaker in terms of implementation.

We would wish therefore to see *more specific activities the Mayor plans to do to tackle these inequalities in the implementation of his the Health Inequalities Strategy and the London Health Commission Programme..*

## The London 2012 Olympic and Paralympic Games

The GES states that there will be opportunities for Londoners to train in skills needed in the construction of the Olympic Park and Village, Olympic legacy and Thames Gateway regeneration projects, and has part funded the Women into Construction project. *We would like to the GES to be more specific about how it will ensure women benefit from all training, employment and volunteering opportunities available, given that the London Games are only two years away.*

## The GLA as an employer

We support the initiatives designed to ensure that the GLA group has a workforce that reflects London's population but *recommend that this should include the additional statement "at all levels"*. We would endorse the launch of Springboard since this is designed to support women to develop and hopefully progress within their employment.

**Do you have any other comments regarding the scheme as a whole?**

We have consulted with our members and with the HEAR network and we welcome the London Mayor's Gender Equality Scheme (GES) 2010-2011 which updates the 2007-10 GES and will bridge the gap until new requirements under the new specific duty to promote equality come into force in April 2011. We have the following comments on the scheme as a whole.

### **Overall**

The GES contains evidence and a number of proposals relating to tackling gender inequality in London. However, in general the scheme lacks coherence and the evidence, achievements, and plans are not logically linked together. *It is not always evident whether a past initiative will be continued and this ought to be made explicit.*

The GES refers at points to the Equality Framework yet both appear to still struggle to disentangle the differences between discrimination and disadvantage. This is an issue that *needs to be raised, and understood and translated into the strategies being produced.* Additionally the Equality Framework is based on substantive equality yet this is not translated into the actions in the Economic Development Strategy and other Strategies. For example, the EDS and London Plan both refer to one another when discussing how unemployment concerns in London will be addressed. Yet neither deals with equalities issues sufficiently, or provide anything specific within the actions to be carried out. There needs to be *synergy between what is stressed in the strategies at the GLA and for this to be underpinned with a strong sense of the implications such strategies may have for women and men in London. The GES should reinforce the need for all the Mayoral Strategies to consider equalities in depth and to say how they relate to the Mayor's Equality Schemes.*

The Equality Schemes *need to say something about the way Equality Impact Assessments will be conducted as some areas of recent policy are, to our mind, inadequate (e.g. the Health Inequalities Strategy and the draft replacement London Plan).*

### **Engagement**

We welcome the fact that women and women's organisations will be involved and consulted in a variety of ways on Mayoral strategies, including interactive debate.

We feel that the engagement methods such as conferences and women's events on particular issues have done much to engage women in a positive way and these should continue.

*Specifically the Mayor should fund for women's organisations to run events on International Women's Day.*

### **Representation**

There is one important outcome which is not supported by evidence, achievement and plans in section 4: that is an increase in representation which reflects London's diversity. The desired outcomes are that:

- Mayoral appointments reflect the diversity of London's communities, and
- London's MPs, councillors and assembly members reflect the diversity of London's population

*We would like to see the GES contain specific proposals on how the Mayor might support increased representation of women in these positions, perhaps by funding and implementing programmes that encourage women to stand for office.*

### **Measuring success**

The GES lists desired outcomes against each of the objectives of the Mayor's Equality Framework, together with the appropriate measure to monitor.

Some of the outcomes and measures are gender specific e.g. 'workforce should reflect the diversity of London's women and men in all occupations and at all levels' – which is measured by the workforce gender profile at all levels. Some are generic, such as 'more employers will have adopted the London Living Wage', which is measured by the number of employers who have done so. These generic measures, if they go in the right direction, should impact favourably upon women who are more likely to be working in low paid jobs. However, there are a few outcomes and measures that are generic *when they could be race or gender specific* e.g. raise the skill levels of Londoners, in particular reducing the proportion of London's population with no qualifications, measured by the number of working age individuals with no qualifications. *This measure should be analysed by gender.*

*An important point is that the Mayor should ensure that that outcomes and measures that specifically relate to gender are translated across into the relevant policy areas e.g. skills and employment within the Economic Development Strategy.*

**Please use the space below if you have any other general comments about the equality work of the GLA**

--

### About you

The information that you provide will be handled by GLA in accordance with the Data Protection Act 1998. Your information will be used only for statistical purposes. No individual will be identifiable from the results and no identified data will be passed on to any other organisation.

#### Gender

Female     Male

#### Do you consider yourself to have a disability?

Yes                       No

#### What is your ethnic background?

- White British  
 White Irish  
 White – any other background  
 Mixed White and Black Caribbean  
 Mixed White and Black African  
 Mixed White and Asian  
 Mixed – any other mixed background  
 Asian or Asian British Indian  
 Asian or Asian British Pakistani  
 Asian or Asian British Bangladeshi  
 Asian any other background  
 Black or Black British Caribbean  
 Black or Black British African  
 Black or Black British – any other background  
 Chinese  
 Any other background

If other, please state:

#### What is your religion

- No religion  
 Christian (including Church of England, Catholic, Protestant and all other Christian denominations)  
 Buddhist  
 Hindu  
 Jewish  
 Muslim  
 Sikh  
 Any other religion

If other, please state:

#### Which of the following best describes your sexual orientation?

Heterosexual     Bisexual     Lesbian or gay     Prefer not to say

What age are you:

- Under 16
- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

**If you responded as an individual, please fill in your details below to be kept informed on the developments of the Gender Equality Scheme**

Name:  
Address 1:  
Address 2:  
City:  
Postcode  
Email address:

**Thank you very much for your time**

**Please post your completed questionnaires to:**  
Gender Equality Scheme Consultation  
Post Point 19A  
Freepost LON15799  
City Hall  
Queen's Walk  
London SE1 2ER  
**or email to:** [gender.scheme@london.gov.uk](mailto:gender.scheme@london.gov.uk)