



**London Mayoral
Election 2024**

OUR DEMANDS

From Inclusion London

Info

We are Inclusion London. We support Deaf and Disabled people's organisations in London and campaign for equality for Deaf and Disabled people.

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Introduction

There are 1.2 million Disabled people living in our great and vibrant city. We are a diverse group with different needs. Many of us experience multiple layers of oppression. Overall, we remain one of the most marginalised and excluded groups in society.

Our community has been one of the hardest hit by austerity, the COVID pandemic and the cost-of-living crisis. We are disproportionately living in poverty, achieving poorer outcomes in education and far more likely to be unemployed or earn less. Public transport, technology, housing, street space, cultural and sports venues and activities remain inaccessible for many of us.

The Mayor of London and Greater London Assembly (GLA) have significant powers to change this and allow us to thrive as equal and active participants in this great city.


As a community, we are united in our call for the Mayoral candidates to champion our demand for equality and inclusion. Our needs and concerns have

been sidelined for far too long, and we call on all Mayoral candidates to endorse and actively pursue the essential commitments outlined in this manifesto over the next four years.

This document is more than just a piece of paper; it's a call to action for London's Deaf and Disabled People's Organisations (DDPOs).

When we say **Disabled people**, we mean people from all impairment groups, including Deaf people, people with learning difficulties, people who experience mental distress, people who are neurodiverse, people with a physical impairment, people with a visual impairment and people with long term health conditions and hidden impairments.

DDPOs – organisations entirely run and controlled by Deaf and Disabled people that deliver essential peer support and services to thousands of Disabled Londoners – are uniquely placed to understand the barriers that Disabled Londoners experience and the solutions to overcome them.



1. Make Disability equality and inclusion for Disabled Londoners a reality

We want London to be the best city for Disabled people to live, work and study in.


For that to happen the Mayor must recognise that Disabled people face many structural, disabling barriers. Achieving equality for Disabled people requires deliberate, brave leadership and strategic action.

We are calling on the Mayor to fully commit to the Social Model of Disability, to work with us to make disability equality and inclusion a reality and to raise awareness about the contribution Disabled Londoners make to our city.

The Mayor must recognise that no one knows better than ourselves what is best for us, and they must work with us to make change happen.

What the Mayor must do:

- Fully commit to strategic engagement with Disabled Londoners through our Disabled and Deaf people-led organisations, by building on and further developing the London DDPO Stakeholder Forum, making it a focal point for engagement across the GLA Group. This engagement must be resourced, so our organisations have capacity to meaningfully engage with our community and collect evidence as well as co-produce problems and solutions with the GLA.
- Develop a framework to ensure the structural barriers that Disabled people face are recognised and addressed in all decision and policy making processes from climate change and resilience, housing, skills and employment, to technology, culture and sport, and encourage London service providers to do the same.
- Fully implement the British Sign Language Charter and encourage more organisations to implement the Dementia Friendly Venues charter.
- Commit to using procurement and funding powers to champion our rights and support Deaf and Disabled People's Organisations in London.
- Establish a senior post of Disability Commissioner held by a Disabled person to champion Disability equity in London and drive the strategic action that needs to happen.



2. Provide safe, accessible and affordable transport and remove all disabling barriers to walking and cycling

All Disabled Londoners should be able to get to their place of work, study, shops, hospital, meet up with friends or enjoy London's rich cultural life like everybody else.

However, almost any outing can become a big challenge as disabling barriers still remain everywhere. From pavements cluttered by obstacles including dockless bikes and advertising boards, to the lack of dropped kerbs or tactile paving at stations or narrow cycle lanes that cannot be used by trikes or handcycles.

Only 1/3 of all tube stations offer step-free access. Disabled people find it difficult to use buses and some bus stops are no longer safe and accessible due to bus stop bypasses; accessible routes are poorly signposted.

Moreover, new modes of transport as well as changes to the infrastructure make streets unsafe and exclude people who are not able to use public transport or switch to active travel.

We want Disabled people to walk, wheel, cycle and use public transport, and we fully support policies that help to reduce the pollution and promote active travel, but this cannot be done by creating additional barriers for Disabled people.

What the Mayor must do:

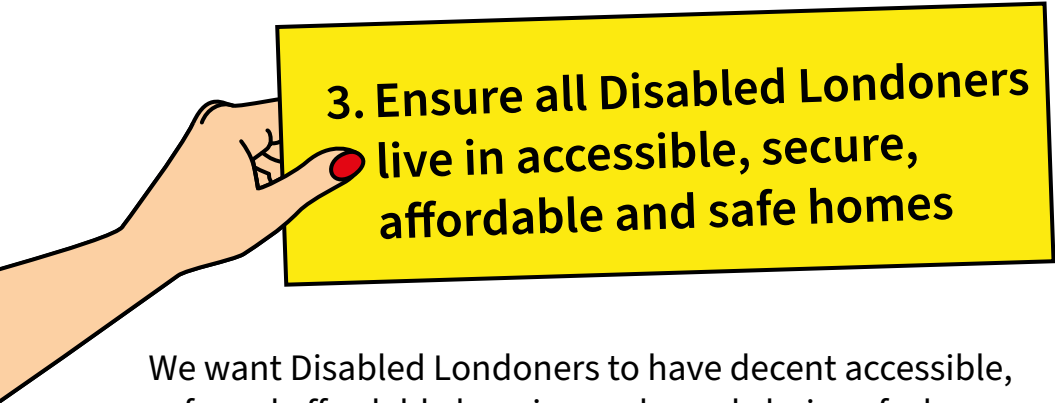
- Prioritise investment in improved accessibility to tube and rail by ensuring at least 50% of all stations offer step-free access by 2028.
- Commit to having staff at all stations to assist Disabled travellers and to ensure safety for all Disabled people.
- Replace all buses with zero emission buses, featuring greater accessibility features and make all bus stops safe and accessible, including by pausing the development of bus stop bypasses until all safety concerns from Disabled people are addressed.
- Ensure senior leadership and frontline Transport for London (TfL) staff, including bus drivers, tube and rail staff receive Disability equality training that is based on the Social Model and delivered by Disabled people and our organisations, and mandate this training for all London taxi drivers.



- Recognise that not all Disabled people can use public transport or switch to active travel. Ensure that active travel schemes do not create additional barriers for those who have to rely on a car, by maintaining and

improving mitigation measures for existing road user charging schemes, such as the Congestion Charge and ULEZ, helping everyone who needs an adapted car to get a non-polluting vehicle, and enabling Disabled people to easily access local authority exemptions from charges for driving in Low Traffic Neighbourhoods (LTNs).

- Ensure any decisions made on future road user charging schemes, such as the pay per mile scheme, including mitigation measures are developed with Disabled people and our organisations.
- Review concessionary travel schemes, so they are coordinated, flexible and responsive and meet the needs of people who use them.
- Reinstate the right to free 24/7 travel for older people who are Freedom Pass holders.
- Make inclusive design and accessibility of the built environment key strategic priorities of the next London Plan.
- Use planning powers to promote inclusive design on our streets and free access to essential facilities, such as accessible public toilets and Changing Places facilities, including at underground stations, and work with TfL to improve signage.



3. Ensure all Disabled Londoners live in accessible, secure, affordable and safe homes

We want Disabled Londoners to have decent accessible, safe and affordable housing and a real choice of where they want to live, connected to their family, friends and community and accessing vital services.

Too many Disabled people are forced to live in segregated settings, such as care homes or specialist supported housing, where they do not have a choice who they live with or are stuck in unsuitable housing that is dangerous and inaccessible, where they can't use basic facilities like bathrooms. Disabled people often have to pay a higher rent to have an accessible home.

London is leading the way in setting higher accessibility standards and accessible housing targets for new build homes. This must continue, but the Mayor should do more to deal with the acute shortage of accessible homes across all tenures, but particularly in social housing where most Disabled Londoners live.

Besides building accessible homes, the Mayor and GLA should boost acquisitions of private rented homes and ensure that these are repurposed into social rented accessible homes.

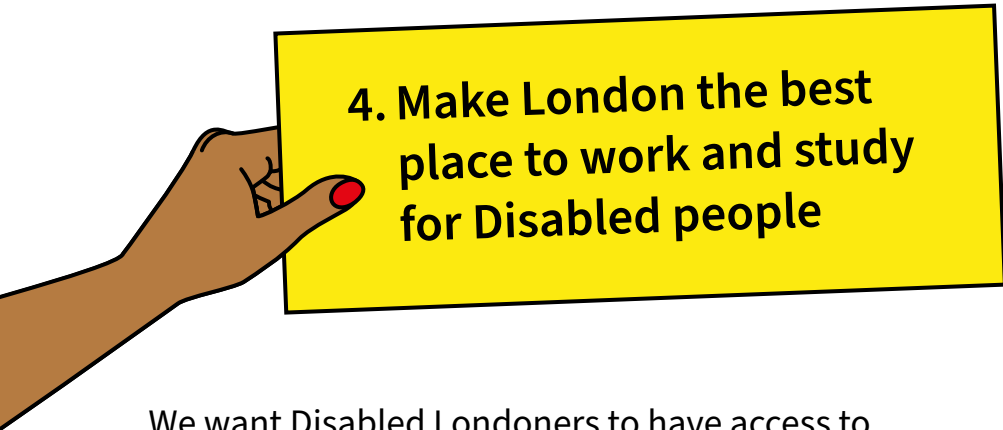
What the Mayor must do:

- Set a target in the new London Plan for 10% of all units to be fully wheelchair accessible and prescribe the majority of these units to be built in the social rented sector.
- Use the Affordable Homes Programme (AHP) to massively increase the supply of accessible social rent homes and commit to delivering 50% of units to be social rent on both public and private land.
- Include the “supply of accessible homes” as a KPI (key performance indicator) in the next London Plan. And work with local authorities to ensure compliance with accessible housing targets.
- Bring together accessibility and affordability targets to monitor how many truly affordable accessible homes are being built.
- Use the GLA’s council acquisitions programmes to require local authorities as a funding condition to conduct an accessibility assessment of their homes and adapt them to the highest accessibility standard.
- Work with councils and housing associations to ensure newly built accessible homes are allocated to people who need them. The Mayor should put in place a



London-wide register of all wheelchair accessible homes in social rented sector in London and lead coordination among local authorities.

- Ensure London continues to be a leader in setting accessibility standards. The Mayor should invest in the development of standards that go beyond wheelchair access and address the diversity of the housing needs of Disabled people in London.
- Champion the right of all Disabled people to a personal emergency evacuation plan (PEEP) in London and at a national level.
- Work with DDPOs and local authorities to collect robust data about Deaf and Disabled people's housing needs and develop a standardised and robust methodology for data collection about Disabled people's housing needs.
- Ensure that the new London Plan and new housing strategy are based on good quality evidence about current and future unmet need for accessible homes, and includes estimated projections of how many accessible homes per tenure are needed every year to meet the identified need.
- Adopt and promote policies to ensure that accessible homes are also comfortable, well insulated and energy efficient.



4. Make London the best place to work and study for Disabled people

We want Disabled Londoners to have access to, and benefit from, all education and employment opportunities in London.

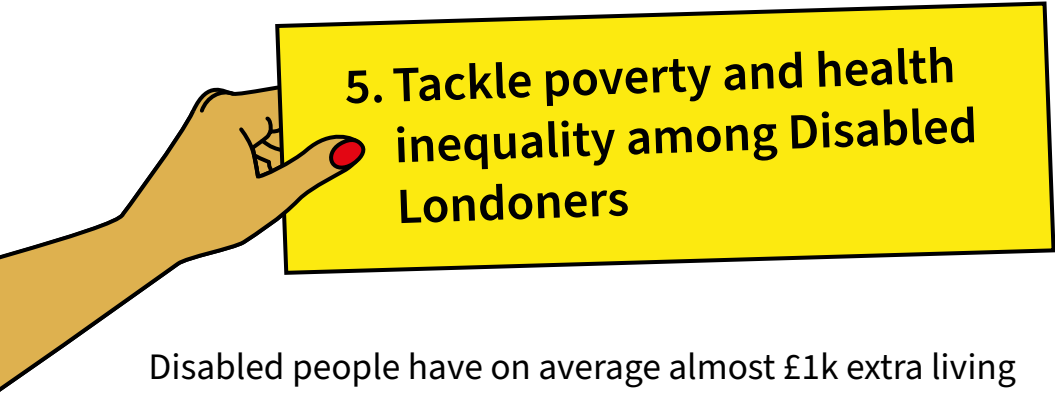
Disabled people who are able to work, must have equal access to good jobs, career progression and an inclusive workplace.

The Disability Employment gap in London is at 38%, rising to over 80% for some groups of Disabled people, when in-work Disabled people earn on average 15% less and many experience discrimination at work. Disabled people are twice as likely not to have a qualification compared to non-disabled people.

What the Mayor must do:

- Champion and invest in inclusive adult education courses and inclusive apprenticeships for Disabled Londoners. Disabled learners must get the support they need to learn.

- Invest in teaching and champion the use of British Sign Language, ensuring all Deaf children and adults have the opportunity to learn in BSL.
- Ensure Disabled young Londoners can fully participate in all activities and programmes funded through the Young Londoners Fund.
- Ensure the City Hall and the GLA group is an exemplary employer of Disabled people.
- Update the London Good Work Standard to ensure the requirements about pay gap reporting, career progression and recruitment for disability are on a par with gender and ethnicity, and that the standard details what a good inclusive employer looks like.
- Support Disabled entrepreneurs and Disabled people-led businesses through the use of the responsible procurement policy.
- Ensure all employment support programmes are based on the Social Model principles and are actively addressing barriers to work that Disabled people face. Those programmes should include peer support and mentoring from Deaf and Disabled people.



5. Tackle poverty and health inequality among Disabled Londoners

Disabled people have on average almost £1k extra living costs per month, and these costs are even higher in London. One third of all families in poverty in London are families with a Disabled person. Many Disabled Londoners are forced to choose between heating and eating and are relying on food banks to survive. This is a scandal. It does not have to be like this, and we want the Mayor to change this.

We want all Disabled Londoners to have a decent standard of living.

What the Mayor must do:

- Continue championing the London living wage, and champion the London living income for all.
- Stand up for Disabled Londoners, fight poverty and be a strong champion and advocate for our community's right to an adequate standard of living.
- Work with DDPOs to develop an advice strategy to ensure Disabled people fully benefit from existing

support and information and fund specialist, accessible advice on benefits, debt and housing for Disabled people delivered by Deaf and Disabled People's Organisations, ensuring information about support is available in a range of accessible formats and languages, including BSL.

- Work in partnership with local authorities and health and social care partners to proactively identify and support Disabled households who live in or are at risk of poverty, including fuel poverty, and prioritise properties lived in by Disabled people for energy efficiency improvements.
- Conduct or commission research into the impact of the cost of living on Disabled Londoners and ensure good quality disaggregated and up to date data is collected about Disabled households in poverty, including households living in fuel poverty.
- Take action to address Disabled people's health inequalities, especially inequalities faced by Disabled women and Disabled people of colour, by following the model of London Anti-Racism Collaborative for health in relation to Disabled people.
- Commit to continuing the provision of free school meals for primary school children and ensure all Disabled children can benefit from this support.



6. Increase Disabled people's trust and confidence in the police

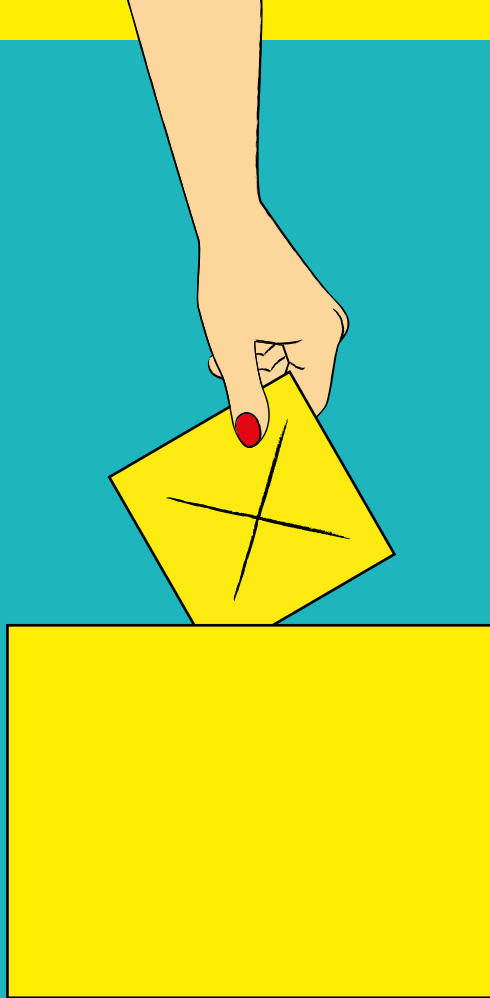
Disabled people are more likely to experience domestic and sexual abuse and become victims of other crimes. The Mayor must take action to ensure Disabled victims of crime get adequate, accessible support.

Trust in the police among Disabled Londoners is low and disablism is systemic within the Metropolitan Police Service (MPS). Disabled victims of crime are not believed and supported and treated as “less than”. Too often force is used in situations where people are in distress and need help. Disabled victims of crime do not report it, as they do not believe they will get help.

Violence against Disabled people and disability hate crime is prevalent and the Mayor must act to prevent, address and reduce it. The MPS has to prove to our community it can change and eliminate disablism in its structures.

What the Mayor must do:

- Work with DDPOs to identify root causes of disablism within the MPS and coproduce a clear plan of actions, which should include disability equality training delivered by Disabled people, and active recruitment of Disabled people into police workforce.
- Reinstatement of the Disability Hate Crime Matters programme, proactive scrutiny panels and ensure there is good data collection and monitoring of Disability Hate Crime.
- Ensure Disabled victims of crime get individualised and accessible support that takes into account their intersectional needs and identities by commissioning Disabled people's organisations.
- Invest in research to develop a robust evidence base exploring the causes and scale of violence against Disabled people.
- Ensure people with experience of mental distress or trauma are dealt with appropriately by police officers as part of the “Right Care, Right Person” approach and there are adequate health services in place for support.



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