



A DUTY TO RESPECT EVERYONE'S RIGHTS

London is known for being a diverse and tolerant city, but we still have a long way to go before we are all equal and everyone's rights are respected.

Too many of us face discrimination and barriers because of who we are. Whether we are women, people of colour, LGBTIQ+, disabled people, older people or younger people, Greens will ensure that the voice of every single Londoner is heard in City Hall every day.

While some of us face specific barriers

in life, we are all subject to the erosion of our civil liberties, with technologies like facial recognition creeping into our public spaces, and policing using more tactics like spithoods and tasers.

Everyone in London should be able to live a safe, fulfilling and joyful life, free from discrimination, inequality and hatred, and be able to trust public services not to discriminate. Greens will remove any barriers which stand in the way of everyone's rights being respected.

REAL JUSTICE

The consent and trust of citizens is paramount and we cannot have more failures like the introduction of facial recognition, the expansion of suspicionless stop and search or the discriminatory Gangs Matrix.

Tactics like this sound good in soundbites but each of them, when studied by experts, have been found to have operated in a discriminatory way and failed to respect Londoners' human rights.

Recent failings undermine trust and break the basic principles of policing by consent, which have governed our police service ever since it was first set up in the 19th century.*

WORK WITH LONDONERS TO RESET OUR CONTRACT WITH THE POLICE

- ▶ A Green Mayor will sit down with Londoners, police officers and community groups and review the way we police our city from first principles, putting in place new processes to review new tactics, and focus on preventing crime.
- ▶ We will begin with a Citizen's Assembly to review and restore the original principles of policing by consent, and make recommendations for tactics like stop and search, the use of force and new technology.

- ▶ We will improve transparency, working with the Mayor's Office for Policing and Crime to give Londoners more information about how policing is planned and governed, and its effectiveness evaluated.
- ▶ Existing intrusive tactics will be reviewed and stopped if they cannot prove their effectiveness in improving public safety.
- ▶ We will expand the powers of the London Policing Ethics Panel to be more proactive and extend its terms of reference to make sure it engages more with the public and citizens' rights groups before making binding recommendations.
- ▶ The use of all new technologies and tactics would be put to the test by the Ethics Panel alongside human rights legislation and our restored principles for policing, with no trial or operational use by police permitted until this process had been completed. There will be complete bans put in place where technologies or tactics fail these tests.

STAND AGAINST HATE CRIME

- ▶ Greens oppose racism, antisemitism, islamophobia, misogyny, homophobia, biphobia, transphobia, and hate speech and actions of all kinds against any minority group.
- ▶ Hate crime on public transport is increasing and a Green Mayor will make this a priority, making sure that strong communication and information is provided to all Londoners for how to



RESETTING THE WAY WE POLICE OUR CITY

Green Assembly Member Sian Berry has consistently challenged the Mayor and the Metropolitan Police Commissioner over the way new police tactics are being introduced.

During the current Mayor's term Londoners have seen new tactics introduced including:

- ▶ Facial recognition cameras on the streets, including work with private companies to share facial data.
- ▶ A massive increase in Stop and Search being conducted under Section 60 orders, which removes the requirement for reasonable suspicion, or for reasons to be given to citizens for why they are being searched.

- ▶ A big increase in officers carrying tasers, with a relaxation in rules that said two officers should be present when they are deployed against people.
- ▶ Mobile fingerprint scanners being used to check people's identities on the streets against crime and immigration databases.
- ▶ Spit hoods being placed on suspects in custody, with plans made to use these on the streets too.

When new tactics are brought in, we believe there should be a full public discussion, decisions made by ethics experts and elected representatives working with the people, and transparency rather than the 'use first explain later' attitude we have seen in recent years.

New equipment and tactics that introduce intrusion into people's daily lives, impact on human rights or involve the use of force need to be discussed well before they are used against the public or we risk breaking down

the principles of policing by consent irreparably.

- ▶ A Green Mayor will make the renewal and strengthening of fundamental policing principles a major focus of their work, bringing officers and police staff at all levels into dialogue with Londoners as part of long-term and far-reaching work that will include a Citizen's Assembly to work out how to rebuild trust and confidence in policing using these principles.

prevent, react to and report hate crimes or abuse they experience or witness. Work to standardise and communicate CCTV retention times will also help with this.

- ▶ We will make sure all police and GLA public service staff are trained to recognise all kinds of hate crime (including disability hate crime which is severely under-reported and under recognised) and to assist victims in reporting crimes to the police or third parties, and in giving advice on CCTV.
- ▶ A Green Mayor will also treat misogyny as a hate crime, following the lead of Nottinghamshire to have the police record, and treat more seriously, crimes that are motivated by or exacerbated by hatred for women. Women as a group facing discrimination are protected by equalities laws but not currently by hate crime legislation, and this inconsistency needs to be corrected by action and evidence gathering, as well as changes in the law. This will be backed up by training and a wide communication campaign to women to urge them to report misogynistic crimes.
- ▶ Greens are committed to the principle of 'nothing about us without us' and we will involve disabled people's representatives more closely in policy-making at the highest level across all areas of the Mayor's work, including working with the police to tackle disability hate crime.
- ▶ We will also ensure MOPAC collects and reports data on Gypsy, Roma and

Traveller victims of race hate crime and judicial outcomes.

- ▶ We will invest in policing and support for faith groups at risk of extremist attacks. Every place of worship that wishes it should have access to appropriate advice, support to improve physical security and a dedicated police contact for reporting concerns.

SUPPORT FOR HUMAN RIGHTS AND PRIVACY

- ▶ A Green Mayor will halt the use of live facial recognition in London's policing, and demand that no further use is made of this technology until national policy has been debated in Parliament. We will prepare evidence and demands for a national ban to be implemented except under the most extreme and limited circumstances, and only then under exceptional scrutiny and democratic oversight and evaluation for every deployment.
- ▶ We will make sure that data held on citizens that is not needed is destroyed. Video data from police helicopters will be deleted in a time frame in line with the rest of policing standards. Records, including biometric data, of those not convicted of a crime must be removed from the National Police database.
- ▶ We will work to stop all reporting by police of victims of crime to the Home Office, given the implications for confidence in reporting crime and the

potential for exploitation that this data sharing creates.

- ▶ We will put the Prevent programme in London under permanent review, make sure it focuses appropriate levels of resource on right-wing extremism and work to stop the conflation of legitimate activities such as campaigning against racism and peaceful protest with violent extremism. We will hold regular forums with groups and communities to discuss problems with Prevent and help find better ways to develop a positive counter-narrative. Meanwhile, we will campaign against Prevent as a national strategy.
- ▶ We will roll back on the increase in stop and search and end the use of section 60 powers that allow for suspicionless stop and search except in emergency situations in small areas, authorised by the most senior officers. We have learned in the past that these tactics can be seriously counterproductive, and the creation of new policies and processes of engagement with communities when there is a risk of violence will be a key part of our review of policing from first principles.
- ▶ We will consider in the light of the review and recent changes and deletions from the Gangs Matrix whether this approach, which still maintains significant disparities and labels people with potentially out of date and discriminatory terminology is the right way to reduce risks. Given its history and failings, we

believe a new approach and an end to the current Gangs Matrix is needed.

- ▶ We will make urgent provision for the end of intrusive 'digital strip searches' that are discouraging survivors and victims from taking action against sexual and domestic abuse. The police and CPS must work with survivor representatives to find ways to collect relevant digital evidence from victims of sexual and domestic abuse, without taking and revealing excessive amounts of irrelevant private content to defence lawyers.
- ▶ We will help police learn from recent issues with protest policing, and review the goals of policing non-violent protest, focusing more efficiently on managing the impact on traffic, maintaining safety for everyone and not on trying to simply shut down peaceful demonstrations, with the huge resource cost involved.
- ▶ Our review of policing protests will also include working with disabled activists to create new guidance and standards for how police facilitate disabled people's right to protest and how disabled people are treated on arrest.
- ▶ We will hold private security and the private companies that hire them accountable especially around the use of public space and how their rules are communicated to the public in a transparent and proportionate way.

WOMEN AND PRISON

As part of her work on the London Assembly Police and Crime Committee, Sian Berry led an investigation in 2018 into the problems faced by women in the criminal justice system.

With Holloway Prison closing, women offenders from London are being placed, often for short sentences, far away from family and the support services based in the city that can help make leaving prison easier.

Women are more likely than men to be sentenced to prison for a first offence. The investigation found that convictions and short sentences for women, often for poverty-related crimes like shoplifting or non-payment of TV licences, were very often counterproductive, leading to lost jobs, homes and contact with children, potentially starting a new cycle of harm in the next generation.

There are gaps in far too many services for women offenders and a completely new approach is needed. With a Green Mayor, this will include:

- ▶ Police training must ensure that officers are equipped to take a gender-informed approach to risk, vulnerability and offending. We have to see more early problem-solving intervention and diversion by the police for women offenders and more information available to police about services that may help.
- ▶ More community sentences from the criminal justice system, which should be of higher quality and include more support and diversion and the use

of problem solving courts, as well as more use of of court disposals by police, to bring about a dramatic reduction in the number of London's women who are counterproductively sent to prison for short sentences and for low-level and non-violent crime.

- ▶ The establishment of women's centres in the capital, as an alternative to prison, and similar provision for young women offenders.
- ▶ Increased funding for the establishment of a full network of supportive women's centres specifically for female offenders and those at risk of offending, including at the Holloway Prison site.
- ▶ A new specific strand of Housing First provision from the GLA for women leaving prison, recognising their specific and complex needs, and more work towards the effective application of Homelessness Reduction Act duties to these Londoners.
- ▶ Ensuring that full and comparable data is recorded and published by City Hall on the housing and employment options and outcomes for women leaving prison in London.
- ▶ More support for education and skills training for women offenders, especially to help women offenders continue any education and skills training they have begun in prisons on their release.



EQUALITY

A Green Mayor will take action across every policy area to address economic and social inequality.

Our policies for the economy show how Greens always take the lead on fairness, with new ideas and policies for fair pay, decent work and rights in the workplace.

But too many groups of Londoners face structural inequalities and direct discrimination based on their race, culture, religion, gender, sexuality, age or other aspects of their identities. Solidarity is a vital part of being a Londoner, and of being a Green, and our policies in this chapter seek to fight for equality for all Londoners and build a more united city.

SEE MORE IN OUR CHAPTER
A MISSION TO TRANSFORM OUR ECONOMY

PRACTICAL SUPPORT FOR MIGRANTS

- ▶ Greens support freedom of movement. London has been enriched by those who have come to make a life here. We will champion the rights of EU citizens living in London to keep their vote. We will also fight for the return of freedom of movement for our citizens to live and work throughout the EU.
- ▶ A Green Mayor will fight to ensure that all EU citizens in London have their equal rights restored for access to housing, employment, welfare services, health

care, education and legal aid and to extend this to all residents of London.

- ▶ We oppose the Government's new points based immigration system, and will work with Londoners and London businesses to campaign against it
- ▶ The 130,000 young people who are currently without documentation in London, through no fault of their own, will see a dedicated action plan from a Green Mayor, aimed at regularising all our young citizens and helping families with the cost of applications. We will continue to press the Government to give young Londoners with insecure immigration status immediate regularisation and faster routes to citizenship.
- ▶ A Green Mayor will work with business groups to influence the Government to lower the 'intended' migrant threshold for skilled workers to a salary that is more typical of workers who fall into the Regulated Qualifications Framework level 3 category. We will also work to remove income thresholds from immigration rules altogether.
- ▶ We will set up a new City Hall service specifically to provide help for refugees with the process of moving into secure housing in London, including help with tenancy deposits, after they win refugee status. Currently refugees only have 28 days to find secure housing before losing their asylum accommodation and we will campaign to extend this period too.
- ▶ We will put together an action plan to increase naturalisation for more

Londoners who do not yet have UK citizenship, working with voluntary groups and boroughs to raise awareness of rights and campaigning to reduce costs and artificial barriers to becoming settled in our city.

- ▶ While the coronavirus crisis and its consequences continue, we will push the Government to suspend rules that prevent councils and the GLA from claiming for support for people with No Recourse to Public Funds. This is inhumane and councils and the Mayor must be supported to provide safe places to live for vulnerable people, whatever their status.
- ▶ A Green Mayor will strengthen support for citizenship ceremonies, and do more to celebrate these occasions with all Londoners, not just in the annual ceremony in City Hall.
- ▶ In order to participate, everyone should have the opportunity to become proficient in English. We will help to coordinate better access to English for Speakers of Other Languages (ESOL) education across London, with support for concessionary fees for ESOL for asylum seekers and refugees, better understanding of what works and clear standards for providers, especially for young people.

FIGHTING RACIST POLICIES

- ▶ A Green Mayor will work to end the hostile environment in London, and mitigate its effects on our citizens. Our

aim will be to work with public services and civil society in London to build an environment where all those wishing to make London their home feel welcome.

- ▶ We will make sure there is no sharing of information between immigration enforcement and services under the remit of the Mayor, including homelessness services. Where we do not have the power to change policy, we will campaign hard for reform, and will review the impact of policies such as police sharing of immigration status data and bring evidence of harm to policy-makers and MPs to bring about change.
- ▶ A Green Mayor will continue to stand up against discriminatory 'Right to Rent' policies aimed at turning landlords into immigration officers and denying people their right to a home.
- ▶ The treatment of our Windrush elders is a disgrace that still continues. Too many Londoners still await compensation and legal clarity. A Green Mayor will champion their cause and fight the government policies causing hardship
- ▶ We demand an immediate halt of all Deportation flights. No such flights should be happening from London's airports. A Green Mayor will challenge the legality and morality of these deportation flights and push for an end to the detention of asylum seekers, which is costly, traumatic and totally unnecessary.

VALUING OUR DIVERSE COMMUNITIES

- ▶ We will make sure every community in London has a voice in City Hall. A Green Mayor, along with a dedicated Deputy Mayor for London's Voice will meet with representatives from London's diverse communities and hold regular open-mic forums within City Hall.
- ▶ Greens in City Hall have fought for the London Plan to recognise and protect the unique clusters of businesses and community services that communities have built from the ground up, including minority and LGBTIQ+ business clusters (for example the Latin Quarter at Elephant and Castle) as our 'emerging heritage' and will work to strengthen these policies further and protect more of our diverse community and faith-based sites, of both historic and more recent significance, through our heritage strategies.
- ▶ Where different groups and cultures require specialist services, for example to support survivors of domestic or sexual violence, we will fund these without seeking to merge them into generic provision.
- ▶ Greens will support all our community groups to celebrate champions and commemorate losses and historical injustices. Examples of our work already includes backing commemoration of the Grunwick strike, helping to win Assembly and City Hall support for a London AIDS memorial, supporting the Stop the

Maangamizi campaign which includes a call for an All-Party Parliamentary Commission of Inquiry for Truth and Reparatory Justice for the trafficking of enslaved Africans, and we will support a permanent home for the Migration Museum.

- ▶ A Green Mayor will confront racism and prejudice, including from an early age by broadening the London Curriculum to share a decolonised education in school, focussing on histories and role models from a diverse range of ethnicities and religions.
- ▶ We will make sure that under-recognised holidays and commemorative days that celebrate our diverse citizens, such as Windrush Day and Gypsy, Roma and Traveller Month, are adequately celebrated in City Hall and promoted each year.
- ▶ A Green Mayor will promote a positive narrative about the experience, history, cultural celebrations, diversity and value that people of African, Caribbean, Asian, Latino and other minority ethnic descent bring to our city. Greens on the London Assembly promoted a positive message about Notting Hill Carnival at a time when politicians from across the spectrum wanted it changed, moved or even cancelled.

BACKING AFRICAN, CARIBBEAN, ASIAN, LATINO AND OTHER MINORITY ETHNIC LONDONERS

- ▶ A Green Mayor will embrace and promote understanding between people of different faiths and none, for example, through supporting local-level interfaith forums, and encourage open working and collaboration between faith groups, the police, schools, voluntary groups and community organisations.
- ▶ Greens have been successful in pushing for recruitment to City Hall, Transport for London, and London Fire Brigade jobs to be anonymous at the shortlisting stage to avoid race and gender bias. Anonymised applications are an important step in levelling the playing field for candidates of all backgrounds. From 2021 we will work to extend this policy to contractors and into the Mayor's Good Work Standard for employers.
- ▶ We will expand the categories of ethnicity data used for monitoring and policy development to highlight communities that are not adequately recognised, for example the Latino community.
- ▶ We will put the Prevent programme in London under permanent review, make sure it focuses appropriate levels of resource on right-wing extremism and work to stop the conflation of legitimate activities such as campaigning against racism and peaceful protest with violent extremism. We will hold regular

forums with groups and communities to discuss problems with Prevent and help find better ways to develop a positive counter-narrative. Meanwhile, we will campaign against Prevent as a national strategy.

- ▶ Greens will reaffirm and highlight the contribution made by refugees, asylum seekers and those who move here to work and do more to ensure people are able to be fully included in their local community and economy.
- ▶ A Green Mayor will improve the lives of Gypsies, Roma and Travellers in London and promote their right to equal treatment at a strategic level. We will carry out a strategic review with boroughs to identify the need across London for suitable land for Gypsy, Roma and Traveller sites. We will work with boroughs to implement a negotiated approach to stopping places in London, oppose Government plans to increase enforcement powers and criminalise trespass, and support a London-wide standard for site management and tenants' rights.
- ▶ We will work to address the workplace discrimination Gypsy, Roma and Traveller people face from many employers and apprenticeship providers, and ensure police and the Mayor's Office for Policing and Crime (MOPAC) record and act upon data on hate crime faced by the community. We will include Gypsy, Roma and Traveller health and mental health in the Mayor's Health Inequality Strategy.



SUPPORT FOR ALL AGES

- ▶ A Green Mayor will increase the powers and capacity of London's Youth Assembly to make sure of a real voice and real influence for young Londoners within City Hall.
- ▶ The Green Party was the first to support votes at 16, and we will commit to a target of making sure young Londoners have this right at least by the time of the 2024 London elections.
- ▶ We will work with schools to “poverty proof” the school day, including hunger and period poverty, and make sure young people are involved in efforts to reduce holiday hunger.
- ▶ We will fully involve the Youth Assembly and young people's representatives in the study and scrutiny of the excessive and discriminatory use of school exclusions and off-rolling, and to co-create an action plan for GLA-funded work.
- ▶ A Green Mayor will appoint an Elders' Champion, a representative in City Hall with the task of monitoring and co-ordinating the effects of all the Mayor's policies on older people.
- ▶ We will recognise the expertise and energy of older people by encouraging employers to offer more part-time and flexible work as an alternative to full-time work or sudden retirement. We support living wage roles that give employees a guaranteed amount of hours, not zero-hours contracts.

- ▶ Greens will improve access to digital services for older people including access to broadband at home and via mobile devices. This is even more important as local authorities move more of their services online. Work to improve familiarity with online services can also provide valuable intergenerational contacts.
- ▶ Many households fail to claim council tax exemptions for dementia and we will make sure City Hall resources are used to promote this benefit.

○ FOR MORE ABOUT NEW POWERS FOR THE YOUTH ASSEMBLY SEE OUR CHAPTER CHAPTER A PROMISE TO SHARE MY POWER

SUPPORT FOR LGBTIQA+ RIGHTS

- ▶ A Green Mayor will dedicate a suitable GLA owned building to create a Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning/Queer, Asexual (LGBTIQA+) community space to serve as a much needed hub for people, particularly young people and an older generation marginalised by commercial venues, seeking information and support to be confident in their sexuality or gender identity.
- ▶ We have backed the building of a London AIDS memorial to ensure the lives lost are not forgotten. We have already helped win Assembly and Mayoral team support for this project, and we will support this work until it is complete.

- ▶ We will help more communities and local authorities designate LGBTIQ+ venues as assets of community value and continue to support the London-wide designation of our emerging heritage through the London Plan. We will also support London's boroughs and neighbourhood forums in applying other planning protections to prevent their closure.
- ▶ A Green Mayor will implement policy to make London the most trans-inclusive city in the world.
- ▶ Too many trans people face barriers in accessing healthcare, employment and housing. Discrimination and violence are a day to day reality. A Green Mayor will launch a commission into the needs of trans Londoners, with a goal of developing a trans rights strategy for London.
- ▶ Greens will work with GLA group organisations and local authorities to ensure they are sensitive to the needs of trans and non-binary people, have training on trans awareness and inclusion, and act on discrimination. Greens in City Hall have already helped introduce policies that allow for gender-neutral honorifics (including Mx) in official documents within the GLA.
- ▶ We will produce a LGBTIQ+ Housing Strategy for London. This will work with local councils to build a pan-London support pathway of accommodation and support services for LGBTIQ+ people.

- ▶ We will fund LGBTIQ+ awareness training for staff within the GLA who commission all kinds of services, and for delivery staff in commissioned services.
- ▶ A Green Mayor will establish a coordinated approach to data collection to ensure that the needs of LGBTIQ+ Londoners are clear, and to assess the impact of all GLA work on these groups of Londoners.
- ▶ We will embed community-led principles in all of these actions to ensure there is 'nothing about us without us' with. Achieving this will mean appropriate funding for projects is required from the start, and more long-term thinking rather than the short and piecemeal grants that tend to be given for specialist initiatives.

ENABLING ALL OUR DISABLED CITIZENS

Many of the most damaging changes being made to how disabled people are supported are being made by the Government at a national level. But we can help in London by building a better city where more people can participate without being confronted by artificial barriers.

- ▶ Greens are committed to the principle of 'nothing about us without us' and to involving disabled people's representatives more closely in policy-making at the highest level across all areas of the Mayor's work, including working with the police to tackle disability hate crime.

- ▶ We will appoint a disability equality policy adviser and create a new forum for London Deaf and Disabled People's Organisations to feed into policy development, particularly on housing, crime and transport.
- ▶ We will commit strategic, long-term investment to community organisations that tackle inequality, poverty and discrimination against deaf and disabled people, including funding to expand advice, advocacy provision and hate crime support services.
- ▶ A Green Mayor will recognise the social model of disability and ensure that all people are able to benefit from jobs, homes, skills and all the other opportunities we can provide.
- ▶ We will commit funds to the London Access Forum and to making public transport and more underground stations accessible for more people with disabilities and mobility difficulties more quickly with new funding.
- ▶ Greens will ensure the London Health Inequalities Strategy and London Health Improvement Board address the health inequalities experienced by deaf and disabled people.
- ▶ We will do more to ensure that apprenticeships, other initiatives for skills and employment (for people with qualifications and experience) are tailored to help disabled people achieve their potential and that the Access To Work scheme is promoted to employers.
- ▶ We will include more policies aimed at improving access in the Good Work Standard for employers, and ensure all service providers working on behalf of the GLA demonstrate a track record of providing accessible and inclusive services and employing people with disabilities.
- ▶ Special Educational Needs (SEN) and therapy provision across London is not adequate and this has a long-term impact on the education, development and employment prospects of people with additional needs. We will use partnership working, lobbying Government and the adult education and skills budgets at the GLA to address these gaps.
- ▶ We will help spread best practice and learn from Transport for London's 'Steps into work' internships programme to encourage more employers to run supported internships as a pathway into work for local young people with Special Educational Needs (SEN).



JOIN OUR TEAM

To get involved in our campaign to transform London, contact team@london.greenparty.org.uk or visit www.sianberry.london

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