

GLA as an employer

A key Mayoral priority is to recruit, develop and support a workforce that reflects London's diverse population, at all levels, and work towards eliminating discrimination, under representation and disadvantage on any grounds¹. The GLA currently employs 581 people, as at 30th September 2009².

The GLA monitors staff ethnicity, gender, faith, sexual orientation disability and age in all employment areas, including recruitment, training, staff in post, salary level, and turnover. This is documented in regular workforce reports, which are reviewed by Executive Directors and reported to the Business Management and Administration Committee³.

The Chief Executive's Equalities Workforce Group review workforce reports and recommended actions that are developed into plans for Directors to work towards achieving a workforce representative of London's communities at every staffing level.

Representation

Of the current GLA workforce seven per cent have stated that they are disabled. There is a high percentage of respondents who have not disclosed whether they have a disability or not, an estimated forty per cent.

In post				
Disability	30-Sep-08		30-Sep-09	
Disabled	51	8%	40	7%
Non-Disabled	352	53%	308	53%
Not Stated	259	39%	233	40%
Total	662		581	

Table 1: Workforce data by disability from September 2008 to September 2009

Year ending 30 Sept	Posts advertised	Applicants			Shortlisted			Appointed		
		Total	Number of disabled applicants	% Disabled	Total shortlist	Disabled shortlist	% Disabled	Total	Number of disabled applicants appointed	% Disabled
2009 (full year)	79	1043	63	6%	250	15	6%	79	2	3%

Table 2: Recruitment, application and appointment figures for disabled candidates during 2009

What we have done

The GLA has undertaken a series of initiatives to ensure that its workforce reflects London's diversity at all levels. These include:

- An equality impact assessments into the recent major reorganisation – Organising for Delivery⁴,

¹ GLA Equal Life Chances for All July 2009

² See <http://www.london.gov.uk/assembly/bmac/index.jsp>

³ See <http://www.london.gov.uk/assembly/bmac/index.jsp>

⁴ [http://intranet.london.gov.uk/media/112/0B/6/Equalityper cent20impactper cent20assessmentper cent20\(EQIA\).pdf](http://intranet.london.gov.uk/media/112/0B/6/Equalityper cent20impactper cent20assessmentper cent20(EQIA).pdf)

- ensuring regular monitoring and publicly reporting job applicants and staff profile in terms of disability⁵.
- the Mentoring Programme for GLA staff in 2008, aimed at supporting career development opportunities
- running workshops aimed at improving application writing and interview skills
- introducing a revised recruitment and selection policy and guidance document for managers, that includes 'mock interviews' and encourages staff and members of the public to participate as interviewees, gaining interview practice and feedback.
- launch of a Well-Being network of staff volunteers in 2008, promoting staff well-being and improving work-life balance.
- Dignity at work training (mandatory induction training) contains clear messages on behaviours expected of staff in respect of equalities issues and conduct at work

Specific actions:

- a Guaranteed Interview Scheme for declared disability status candidates was introduced in 2008
- simplifying the process for ensuring reasonable adjustments are made for new starters, managed through the HR team
- robust occupational health advice and support are provided through the TfL Occupational Health Department
- in February 2010, the GLA consulted its disabled and Deaf employees, on the Disability Equality Scheme, examining the impact of current policies.
Recommendations from the group included:
 - publicising the Guaranteed Interview Scheme on the recruitment page of the GLA website;
 - obtaining specialist advice on implementing reasonable adjustments in the workplace, where appropriate, and ensuring a period of review to monitor the impact of changes and adaptations made;
 - specific workshops to raise awareness and address mental health issues;

What we plan to do

The GLA will continue to do everything possible to ensure that its workforce reflects London's diversity at all levels. This includes:

- continuing to monitor its workforce to ensure that it maintains a workforce that is reflective of London's diverse communities at all levels
- reviewing the diversity monitoring form and explore ways to improve disclosure of disability. We have removed the option of electing not to state whether they have a disability or not to encourage applicants declare their status
- reviewing the way the Guaranteed Interview Scheme is publicised to ensure it is reaching as wide a cross-section of the community as possible.
- introducing a separate declaration form for candidates to apply under the guaranteed interview scheme. The form includes more detailed information on the scheme, disability definitions and why we ask candidates to declare their status during the recruitment process
- reviewing the impact of making reasonable adjustments for staff.
- rolling out a series of staff awareness sessions including awareness raising on mental health issues.

⁵ See <http://www.london.gov.uk/assembly/bmac/index.jsp>

- reviewing advertising to ensure we are reaching all sections of the community, and in particular to review that the on line recruitment facility is not adversely impacting disabled people.
- continuing to review mentoring support arrangements for staff, and include diverse high profile role models.
- reviewing the sickness absence policy and training for managers, including support on reasonable adjustments
- supporting managers to improve confidence in managing disabled employees