

GREATER LONDON AUTHORITY

Head of Paid Service

Len Duvall AM

Assembly Member for Greenwich and Lewisham
City Hall

Our ref: duvall0408

Date: 4 August 2014

Dear Len

Thank you for forwarding the letter from Jennette Arnold, AM of 14 June 2014 which followed June's Oversight Committee discussion on the workforce report. I am responding below to the points within the letter in the order they are raised.

1. As discussed at the Oversight Committee, the HR team are happy to include all the data requested in future reports. The previous reports had highlighted where there were trends and clearly identifiable issues and where there was sufficient data to analyse. However we are happy to include the data requested in subsequent reports provided that it is not personally identifiable.
2. We are happy to include actual figures in the report as well as percentages. Percentages often provide a clearer comparison: but we can provide both as requested.
3. Breaking BAME staff down into component groups as suggested is very unlikely to provide robust statistical information to analyse, due to the numbers being too small to be of statistical significance. Similarly when looking at individuals that may be in two protected groups, the numbers become too small to identify any meaningful trends. I also think that there is significant work underway in the GLA to address those diversity issues that we are aware of and I think it is important that we prioritise completing the current action plans before widening out further .
4. It will be possible to break down sickness absence by equality group. We are currently looking at how we improve wellbeing right across the GLA workplace through a number of targeted actions and want to continue to do this for all staff.
5. We have recognised the need to improve BAME representation in the GLA and this is reflected in the action plans managed through the Equalities Taskforce. As you will be aware from the workforce report there are some areas of the GLA which are significantly under-represented. The Assembly Secretariat is one of these areas. Jennette correctly identifies the internship programme as one that has been introduced in order to try to provide more work experience to BAME candidates. The overall GLA internship programme has had over 50% BAME representation and 30% of the interns have secured ongoing employment in the GLA.

As outlined in the workforce report the GLA is also working to identify the reasons for the drop off from shortlisting to interview in BAME candidates. The Equalities Taskforce continues to carry out spot checks of shortlists for external recruitment campaigns across the

GLA to review consistency of approach at shortlisting and interview stage. Going forward, the Taskforce will provide more detailed application and interview feedback to candidates from targeted groups. The recruitment and selection training for managers has been recently reviewed to raise awareness of workforce equalities issues and to enforce the benefits of recruiting a diverse workforce and the potential barriers that recruiting managers will need to be aware of.

6. The GLA introduced the Coaching squared positive action scheme as a pilot. The reason it is targeted at only BAME staff is that it is an external scheme for BAME staff only and agreed as a positive action scheme to address under-representation at senior level. As a positive action scheme it is targeted at under-represented staff to provide development and support for BAME employees to progress in the organisation.

There are a number of other career development opportunities open to all staff. As set out in the workforce report the GLA provides the Career Pathways programme which consists of a range of workshops on topics such as effective applications, interview skills, networking, personal impact and provides access to 1:1 career guidance and coaching. In May 2014 I launched Learning at Work week with a Learning Connections event for all staff, with workshops, stalls, roundtable discussions and a diverse panel of GLA staff sharing their career stories. The event was well attended by staff across the organisation as it had been the previous year.

7. The GLA has trialled anonymising applications to see whether there was bias in the shortlisting process. The trial found that there was no difference in shortlisting outcomes as a result of this exercise. The Equalities Taskforce have also ensured that there are recruitment spot checks in every Directorate in the GLA to see whether there is any bias in the recruitment process and whether shortlisting decisions are robust. In each one of these checks it was agreed that the shortlisting process had been robust and the decisions fair and equitable.

The recruitment checks will continue but I do not think we have reason to anonymise applications at this point.

I am more than happy to discuss this further and invite the Taskforce to consider any other ideas for future action, once they have completed their priorities in the action plans I have replied separately (as attached) to Jennette to follow up her recent MQT question in which I have covered some of the same ground as contained in this reply.

Finally, in case it has not been seen you and Jennette might like to see the enclosed copy of an article by Munira Mirza about BME young Londoners. This addresses GLA activities beyond City Hall's own staff.

I am copying this letter to Jennette.

Yours sincerely,



Jeff Jacobs
Head of Paid Service

cher to 1960.

I loved every second of it. I loved the fact that it was national hate figure Luis Suarez who dumped us out. I loved the fact that it was national darling Steven Gerrard that gifted him the ball that dumped us out. I loved Suarez's emotional words afterwards and the way he rubbed Gerrard's head. I loved the fact that Costa Rica, a team without a nameable football player, refused to gift

loved the way Sven-Göran Eriksson told it as it was: 'Uncle' Roy Hodgson would have been fired if he was foreign (stone-engraved fact). I loved the mini-video of Uncle Roy's reaction to us conceding the second Uruguayan goal. Oh how I loved this World Cup. I loved it because it laid us, England, bare for all to see. Our bloated, overpaid, over-fluffed emperors trotted around in their new clothes and the world watched and

that' Mark my words, four years from now we will be right back where we are today. Absolutely nowhere; weak, out of control and an embarrassment to ourselves and everyone around us. And God willing, I'll be here to gloat about it. Ha ha ha!

country and its people all of the time. Not just when we're kicking a ball around. It is the patriot in me that celebrates England's loss because it reveals an even darker secret. The modern post-mortem of England World Cup performance has come up with numerous excuses. Goal line technology (2010), the quality of the coach (2002, 2006),

David Sturridge or Raheem Sterling would learn and polish their craft. The exact place where they'd be encouraged to learn about the importance of sport, fitness and determination. Well it has been decided, allegedly by four people only (in the "greatest democracy on earth"), that the Jubilee Sports Centre should be torn down and replaced with;

We cannot have it both ways. As long as it is the former, we can expect to provide the comedy fodder at international sporting events. And way beyond. You can't build on the grassroots and expect the grass to grow. By their fruits they shall be known. Or is it by their luxury flats in poor areas?

Johnson pledges support for black and minority graduates

By Munira Mirza, Deputy Mayor for Education and Culture

DESPITE JENNIFER Arnold's claims to the contrary, Boris Johnson is committed to ensuring that all young Londoners are given the support they need and opportunities to contribute to and benefit from London's success, regardless of their background or ethnicity (*The Voice*, July 10th: "Boris is clueless on how to help BME Graduates").

It is important not to overlook the success of young Londoners in achieving higher than average exam results and going onto higher education. At London's universities, around 47 per cent of students are from Black and minority ethnic communities (BME) - a much higher figure than the national average. Seventy per cent of graduates from London's universities enter employment in London or go on to further study in London, many of whom will be from a BME background. The mayor is keenly aware that young

Londoners have experienced the sharp end of the economic downturn and has made clear that the employment gap between BME graduates and their white counterparts is unacceptable. The barriers young people face are often complex and the mayor's approach is to provide support for all disadvantaged young people, many of whom are BME, rather than run programmes for single community groups.

The mayor asked his ambassador for training and enterprise, Tim Campbell, to host an event at City Hall event, which brought together and top business leaders and looked at the role of black businesses in the 'capital. With over 1.2 million Londoners of Black descent, the mayor believes they have an important role to play in London's future prosperity. The aim was to inspire young black people, whether graduates or other-

wise. This event was an opportunity to outline the range of support available to BME graduates



MESSAGE: Munira Mirza



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and to other young people wanting to develop businesses.

For example, the Mayor's Office has been working with over 4,300 BME businesses that have been supported through the European Regional Development Fund. £700,000 has also been allocated with a primary focus to support up to 200 BME SMEs and micro-enterprises.

In addition, the mayor has been increasing the number of apprenticeships, with 40 per cent of starters in 2012/13 being people from BME communities. Our HeadStart London programme is providing careers advice, employability workshops and volunteering opportunities, aimed at giving young people additional skills and experience they may need to prepare them for a life of work and compete against other candidates. We are also investing millions of European funding to make sure young people with particularly high levels of worklessness are able to get jobs.

We can all agree that London's young people deserve a good start in life. That's why we're working to ensure they get the education and the skills they need to be able to compete on a global stage.

Munira Mirza, Deputy Mayor for Education and Culture was responding to an article in *The Voice* published on July 10th, 2014.



COMMITTED: London Mayor Boris Johnson