

GREATER LONDON AUTHORITY

[REDACTED]
(By email)

Our Ref: MGLA040719-6615

19 July 2019

Dear [REDACTED]

I write to provide you with our response to request for information that the GLA received on the 1 July 2019 that asked for the release of the following information:

- 1. Please provide me a list of employees recruited for at the GLA this year by reference to job title, department, age, gender and race.*
- 2. And also in regards to this particular position how many applied and how many BAME candidates were shortlisted for interview compared to other races? And when available if a BAME candidate was selected for the role?*

Your request has been handled under Freedom of Information Act and I can today confirm that, we can provide you with some of the in-scope of your request.

I would firstly point out that the GLA produces Workforce Reports which are published on the GLA website every six months. These are reported to the GLA Oversight Committee and contain a range of employment statistics, which include the diversity of appointments across all protected categories. Please visit the following link for information.

<https://www.london.gov.uk/about-us/governance-and-spending/spending-money-wisely/salaries-expenses-benefits-and-workforce-information>

While the GLA holds all of the information you have requested, some of this information cannot be disclosed into the public domain as it constitutes the personal data of GLA staff and is exempt from disclosure under section 40(2) of FoIA.

This information could identify specific employees and as such constitutes personal data which is defined by Article 4(1) of the General Data Protection Regulation (GDPR) - information relating to an identified or identifiable living individual. It is considered that disclosure of this information would contravene the first data protection principle under Article 5(1) of GDPR which states that Personal data must be processed lawfully, fairly and in a transparent manner in relation to the data subject.

However, in relation to the first part of your request, we are able to provide the following information for the reporting period 1 April 2018 to 31 March 2019.

- Accompanying this email are list of the Directorate and Unit of all external and internal appointments made within this reporting period.

- The following tables provide a breakdown by ethnicity, gender and age.

| | | Number of EXTERNAL appointments | Number of INTERNAL appointments |
|-----------|-------------------|---------------------------------------|---------------------------------------|
| CATEGORY | | | |
| Ethnicity | BAME | 83 | 20 |
| Gender | Female | 167 | 48 |
| | TOTAL | 262 | 79 |
| | | | |
| Age | Under 20 | 0 | 1 |
| | 20-29 | 102 | 25 |
| | 30-39 | 93 | 28 |
| | 40-49 | 25 | 18 |
| | 50-59 | 28 | 4 |
| | Over 60 | 1 | 0 |
| | Prefer not to Say | 13 | 3 |
| | TOTAL | 262 | 79 |

In reference to the second part of your request regarding the position of *Senior Policy Officer (GLA3784)*, please find the relevant information below.

| | Number of applicants | |
|-----------------|----------------------|----------------------|
| | Applied | Invited to Interview |
| Total | 18 | 7 |
| BAME applicants | 6 | 1 |

If you have any further questions relating to this matter, please contact me, quoting the reference at the top of this letter.

Yours sincerely

Information Governance Officer

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>