

GREATER LONDON AUTHORITY

By email

Our Ref: MGLA090518-1554

7 June 2018

Dear [REDACTED]

Thank you for your request for information which the GLA received on 9 May. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

I am writing to you to request the following information under the Freedom of Information Act.

- *Please can you tell me the pronouns used by all members in respect of their tenures in committees and working groups. Chair/Chairperson/Chairman/Chairwoman*
- *Please can you tell me the GLAs policy on use of gendered terms*

Please provide the information (IRO point 1) in the following form:

Name of Member| Term used for tenure| Committee

E.g. Person Name| Chairwoman | Police and Crime

Our response to your request is as follows:

Please can you tell me the pronouns used by all members in respect of their tenures in committees and working groups. Chair/Chairperson/Chairman/Chairwoman

When an Assembly Member is appointed as a Chair or Deputy Chair, they may choose whether they wish to be known and their choice is reflected in the Assembly's formal papers and the website. You can find details about each Assembly Member and their roles on various Committees at <https://www.london.gov.uk/people/assembly>. Committee details and papers can be found at <https://www.london.gov.uk/what-we-do/assembly-work>.

Otherwise, Assembly Members as known simply as Assembly Members, which is a gender neutral term. So, in meetings they refer to each other to as 'Assembly Member [surname]' and in formal documents (minutes, agendas, reports etc) as '[first name] [surname] AM.

Please can you tell me the GLAs policy on use of gendered terms

The GLA is committed to providing a working environment that is free from all forms of discrimination and in which everyone is treated with respect. We seek to treat everyone fairly in

all aspects of employment, including the recruitment process, terms and conditions, opportunities offered for training and career development and other benefits.

While the GLA does not have a written policy specifically addressing the use of gendered terms, the Mayor's Equality, Diversity and Inclusion Strategy sets out an objective for all GLA Group organisations to ensure they have open and inclusive cultures and are great places to work for everyone. The GLA is working with Stonewall through the Stonewall Workplace Equality Index to review all GLA HR policies to ensure they are gender neutral in their use of language. Further, the GLA's political, executive and senior leadership received unconscious bias learning in 2018 – which specifically covered the use of gendered language and which will also be delivered to all staff in due course.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA090518-1554.

Yours sincerely

Ruth Phillips
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>