

GREATER LONDON AUTHORITY

[REDACTED]
[REDACTED]
(By email)

Our Ref: MGLA081119-6683

3 December 2019

Dear [REDACTED],

Thank you for your request for information about racial discrimination complaints by staff, which the Greater London Authority (GLA) received on 8 November 2019. Your request has been dealt with under the Freedom of Information Act 2000.

Please find below the information we hold within the scope of your request:

How many complaints have been submitted by GLA staff against GLA staff for racial discrimination and how many individuals (i.e. subjects of complaints) did these relate to for each calendar year (January to December) from 2015 to 2018 and between January 2019 and the date of your reply?

We only hold data on complaints that progress to a grievance procedure, or hearing. If an individual submits a complaint or makes a verbal complaint, but withdraws it before it progresses to a grievance procedure or a hearing, that information would not be placed on either their file or the file of the person they were making allegations against.

Of these complaints, how many resulted in official grievance procedures?

Because of the low number of complaints submitted by GLA staff against other GLA staff for racial discrimination, we cannot show them by year, as this could result in individuals being identifiable.

The total number of complaints submitted by GLA staff against other GLA staff for racial discrimination between 1 January 2015 to date, is four.

Of these grievances,

- *how many were upheld*
- *how many were dismissed*

- *how many proceeded to an employment tribunal?*

Of these four, three were not upheld and one was partially upheld. None of these cases proceeded to an employment tribunal.

Of those that proceeded to an employment tribunal,

- *how many were upheld*
- *how many were dismissed*
- *how many were settled?*

None of these cases proceeded to an employment tribunal.

How much money has the GLA paid out in settlements or awards as a result of race discrimination claims each calendar year (January to December) from 2015 to 2018 and between January 2019 and the date of your reply?

No money has been paid out by the GLA in settlements or awards as a result of race discrimination claims between 1 January 2015 to date.

At the time this request is being answered, how many Black, Asian and Minority Ethnic (BAME) persons and how many white persons are employed at the GLA?

As at the last GLA Workforce Report, on 30th September 2019, 297 BAME employees and 722 white people were employed by the GLA.

Of those (BAME and white), how many are employed on permanent contracts?

Of the 297 BAME employees 233 were on permanent contracts and of the 722 white employees 598 were employed on permanent contracts.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA081119-6683.

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>