

# GREATER LONDON AUTHORITY

[REDACTED]  
(By email)

Our Ref: MGLA251120-0789

18 December 2020

Dear [REDACTED]

Thank you for your request for information about London's Commission for Diversity in the Public Realm, which the Greater London Authority (GLA) received on 25 November 2020. Your request has been considered under the Freedom of Information Act 2000. We have also included a response to your later question about regulation.

You requested:

*Until we hear from the panel, could I trouble you for the shortlisting criteria and also the following statistics:*

*How many applications were received*

*Of those, how many declared a disability*

*Of those who passed the first sift, what proportion have a disability.*

*The above is an FOI request.*

*Additionally, please confirm if your appointments are regulated by the CPA.*

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

## **The shortlisting criteria**

Applicants were asked to address the following person specification criteria listed below.

1. Demonstrable experience of leadership and influence of peers;
2. Highly developed interpersonal and communication skills;
3. A broad knowledge of the culture sector with experience of culture in London;
4. The ability to lead by example and share expertise, knowledge and skills with other Commission Members and Stakeholders;
5. Ability to represent the Mayor and the Commission effectively to external stakeholders; and
6. A commitment to diversity and equality, public service values and the principles of public life.

The GLA uses a structured scoring system which allows the shortlisting panel to objectively compare scores between candidates and against an ideal score for the person specification.

The shortlisting panel assessed the performance of each application using the 5-point scale outlined below

- 1 = unacceptable performance, clearly short of requirements
- 2 = marginally acceptable performance, just below requirements
- 3 = acceptable performance, just meets requirements
- 4 = good performance, comfortably meets requirements
- 5 = outstanding performance, exceeds requirements

The application form for the Commission for Diversity in the Public Realm, made clear in the 'guidance on the application process' that the 'The disability section of the Recruitment Monitoring Questionnaire is used by the Resourcing Team to identify those candidates who have declared a disability and should be considered under the Guaranteed Interview Scheme'.

Applicants who score 3 out of 5 for each criteria (acceptable performance, just meets requirements) would be invited to interview under the Guaranteed Interview Scheme, see <https://www.london.gov.uk/about-us/jobs-and-working-city-hall/guaranteed-interview-scheme>

### **How many applications were received?**

A total of 290 applicants applied to the Commission for Diversity in the Public Realm.

### **Of those, how many declared a disability**

Of the 290 applicants who applied, 25 declared they have a disability and were considered under the GLA's Guaranteed Interview Scheme

### **Of those who passed the first sift, what proportion have a disability.**

A total of 9 applicants declared they have a disability and were invited to interview

### **Can you also confirm whether the commissioner for public appointments regulates your recruitment?**

The Commissioner for Public Appointments does not regulate the Mayor of London Board appointments. The Protocol for Mayoral Appointments ( included as a hyperlink in the Commission for Diversity in the Public Realm 'Applicant Pack') sets out how the Mayor of London will comply with the Principles of Public Life and associated best practice when making appointments. For the Protocol, see [https://www.london.gov.uk/sites/default/files/mayoral\\_appointments\\_-\\_july\\_2018.pdf](https://www.london.gov.uk/sites/default/files/mayoral_appointments_-_july_2018.pdf)

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA251120-0789.

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>