

GREATER LONDON AUTHORITY

[REDACTED]
[REDACTED]

Our Ref: MGLA040520-0755

20 May 2020

Dear [REDACTED]

Thank you for your request for information which the Greater London Authority (GLA) received on 3 May 2020. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

What policies do you have in place to do with the recruitment of new staff during the pandemic?

How will interviews be conducted?

Please find below our response to your request:

The GLA's existing recruitment policies remain in place and these have not changed as a result of COVID-19 (see: <https://www.london.gov.uk/about-us/jobs-and-working-city-hall>).

However, in response to the circumstances regarding COVID-19 we have reviewed which elements were face to face and have replicated these using online means, including candidate assessment through online processes. The business case for change was driven by the pandemic. The changes we have made ensure recruitment processes continue to remain fair, open, compliant with both employment legislation and best recruitment practice and promote the selection of a workforce that reflects London's diverse communities.

The GLA has introduced a new remote video interview and assessment process in place of our standard face to face approaches across the recruitment lifecycle. Detailed process guidance has been issued to hiring managers and provides clear information on our approach for continuing to conduct fair and transparent selection processes. The GLA is also working closely with candidates and offering additional support where required, to remove any potential barriers in the selection process and to ensure that we maintain fairness of opportunity. This includes supporting candidates accessing and testing the video platform and offering trial sessions in advance of the selection process.

As of 30 March 2020, right to work checks have been temporarily adjusted due to COVID-19 and the GLA is now requesting scanned documentation and conducting video calls to verify right to work documentation. For further information, please see the home office guidance: <https://www.gov.uk/guidance/coronavirus-covid-19-right-to-work-checks>

Additional best practice steps taken by the GLA include increasing the length of time our vacancies are advertised for. This approach seeks to avoid candidates being potentially disadvantaged in the application process.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA040520-0755.

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>