

MAYOR OF LONDON

London Anchor Institutions Network – Hiring and Skills Working Group

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LONDONASSEMBLY

GLA EDI STATEMENT

GLA EDI Statement

- *We believe that London is **best served by a GLA that is equal, diverse, representative and inclusive***
- *Our ambition is to create a fairer, more equal city for all Londoners – whatever a person’s race, gender, religion, sexual orientation, age, disability or socio-economic background. To do this to the best of our ability, **we must have a workforce that reflects London’s diversity.***
- ***We want all staff to have the same positive experience of working, progressing and feeling they belong in the GLA.** We want everyone to be respected for who they are, and to be able to have their voice heard. We are determined to eliminate our ethnicity, disability and gender pay gaps, and we value highly the contributions of our many brilliant staff networks. We are committed to being an anti-racist organisation. We do not tolerate discrimination in any form.*

WE BELONG HERE: GLA WORKFORCE EDI STRATEGY 2022-2025

Our Strategic Objectives

- 1. **Develop collective and individual accountability** on equality, diversity and inclusion. All staff work towards these goals and we hold each other to account*
- 2. **Grow a genuinely inclusive working culture that fosters a sense of belonging.** This is one where everyone feels safe, and where everyone can be themselves, give their best work and progress their career.*
- 3. **Establish a workforce that reflects London's diversity across all directorates and at senior level.***

ASPIRING HIGH

- Universal accelerated development programme
- New programme initially targeting emerging leaders (Grade 9 and below - £59K)
- 24 month programme featuring modules on leadership and career learning, coaching, sponsorship and mentoring
- 60 places – 50% ringfenced for Black, Asian and Minority Ethnic staff and Disabled staff
- Significant level of corporate communications in 6 weeks prior to application launch
- New programme and will include evaluation and tracking of progression outcomes

TARGETED DEVELOPMENT

- External Review assessing structural barriers within the GLA identified the over-representation of Black men in the Security function
- A Taskforce made up of Senior Leadership Team members was commissioned in 2022 to address this
- Programme of tailored 1:1 career coaching was developed by an existing career coaching provider specifically for colleagues in Grades 2-4 in the Facilities Management Unit
- Participants who took part in the programme were motivated, enthusiastic and positive about the programme
- Senior staff acting as mentors, IT, literacy and numeracy skills training sought.
- Ongoing work includes raising the profile of colleagues in these vital roles and building in this programme following a restructure within the unit

CO-SPONSORSHIP PROGRAMME

- Initiative developed by the GLA's Good Growth directorate - identified through the Chief Officer's Challenge Sessions
- Mutual mentoring and sponsorship initiative aiming to tackle under-representation of Black, Asian and Minority Ethnic and Disabled staff at Grade 10 and above (£60K+)
- Leadership Team members act as sponsors to staff members within the directorate
- Participants apply via an expression of interest route, reviewed internally within the directorate
- 2nd Cohort launched this year
- All directorates now required to implement this scheme and already launched within Housing and Land

QUESTIONS?

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