



City Hall
The Queen's Walk
London SE1 2AA
Switchboard: 020 7983 4000
Our ref: SB-
Date: 04/08/2016

THEIR ADDRESS

Dear XXX Council leader

Improving equalities and opportunities for all Londoners

I am writing regarding recent changes in City Hall to improve equalities for all Londoners.

At the May 2016 London Elections, I was elected as a Londonwide Assembly Member.

Since then I have successfully lobbied the Mayor to introduce and implement policies to improve inclusivity and equality of opportunity within the Greater London Authority (GLA) group of organisations and within City Hall itself.

So far, Mayor Sadiq Khan has agreed to make changes to GLA processes that collect data from members of the public. This means that no interaction with the GLA will ask people unnecessarily to disclose their gender or choose between only male and female titles. He has also agreed to introduce the gender-neutral title 'Mx' on forms.

In addition, City Hall has recently introduced name-blind shortlisting processes for recruitment, and I have asked the Mayor to ensure this is extended to the rest of the GLA group too. (See Appendix A for more information.)

I am writing to you as Leader of the [xx] Borough to ask you to implement similar changes within your Council.

1. Will you take steps to allow people not to reveal their gender when interacting with Council departments, and introduce the option of gender-neutral titles on all forms?
2. Will you introduce name-blind shortlisting processes when recruiting staff to all posts for which it is appropriate?
3. Will you also seek to promote these practices to council contractors through your procurement processes?

I hope you are able to consider and take forward these important steps within your Council if you have not already done so, and I look forward to receiving your response on this issue.

Sian Berry

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Appendices

A - My questions to the Mayor

[Gender-blind interactions with GLA group organisations and gender-neutral titles](#)

2016/1936 Sian Berry (22-Jun-2016)

The GLA group organisations currently vary in whether they require gender information in interactions with the public, either explicitly or via limited title options. For example, registering to comment on the GLA's own website means choosing either a male or female gender and the form to apply to work at City Hall gives only 'Dr' as a gender-neutral title option. Will you take steps to allow people not to reveal their gender when interacting with all GLA group organisations, and introduce the option of the gender-neutral title 'Mx'?

The Mayor

I will ask the GLA Group to review the information that is required and consider any necessary changes to make the GLA Group as inclusive as possible, noting that TfL already offer their employees the option to register their title as Mx or Misc.

[Name-blind shortlisting for recruitment in the GLA group \(1\)](#)

2016/2429 Sian Berry (20-Jul-2016)

Anonymising the shortlisting stage of the selection process when recruiting staff helps to reduce unconscious biases. Can you confirm that City Hall recruitment processes are to begin using name-blind shortlisting processes, and when will this be?

The Mayor

Yes, following a short pilot, City Hall will begin using name blind recruitment from the autumn, following changes to the online application form.

[Name blind shortlisting for recruitment in the GLA group \(2\)](#)

2016/2430 Sian Berry (20-Jul-2016)

Anonymising the shortlisting stage of the selection process when recruiting staff helps to reduce unconscious biases. Will you ask for name-blind shortlisting processes to be used in all GLA group organisations for all posts where it is appropriate?

No reply yet - officers are drafting a response.

B – Background and examples

More information on gender-neutral titles, and examples of current good and bad practice within the GLA, on my website:

www.sianberry.london/news/your-london/2016-06-24-gender-blind-forms/