

MAYOR OF LONDON

The Mayor's Equality, Diversity and Inclusion Advisory Group

MEMBER APPLICATION PACK



Dear Applicant,

Membership of the Equality, Diversity and Inclusion Advisory Group

A successful city needs to work well for all residents. Everyone should be able to share in its prosperity, culture and community life regardless of their age, social class, disability, race, religion, gender, gender identity, sexual orientation, marital status, or whether they are pregnant or have young children. This is our vision for the city – to create a truly inclusive London.

The Equality, Diversity and Inclusion Advisory Group will help realise this vision. It will help us to address long-standing inequalities and discrimination, and enable clear and regular communication routes with stakeholders.

This information pack provides you with information on the role and responsibilities of group and details about the application process for the role of Member.

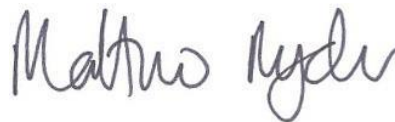
If you have any queries on the content of this pack, please contact **Fiona Ross** or **Daniel Drillsma-Milgrom** on **020 7983 6628** (text phone 4159) or email DiversityStrategy@London.gov.uk.

Thank you for your interest in this role. We look forward to receiving your application.

Yours sincerely,



Sadiq Khan
Mayor of London



Matthew Ryder
Deputy Mayor for Social Integration,
Social Mobility and Community
Engagement

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1) Introduction

Thank you for your interest in becoming a member of the Equality, Diversity and Inclusion Advisory Group. This is an exciting opportunity to bring your skills and experience to support the Mayor's vision to create a truly inclusive London.

The Mayor wants to work in a new way with external experts to support the implementation of the new Equality, Diversity and Inclusion Strategy. Strengthened links with stakeholders will root action in practical insight and industry expertise, whilst raising ambition about what is possible.

2) About the Equality, Diversity and Inclusion Advisory Group

The Equality, Diversity and Inclusion (EDI) Advisory Group is a cross-cutting group focusing on inequality being convened by the Greater London Authority. Matthew Ryder, Deputy Mayor for Social Integration, Social Mobility and Community Engagement, will chair the group.

The EDI Advisory Group will have a twin focus on guiding City Hall's work to tackle inequality and create a fairer city, while ensuring the many key external stakeholders that informed the drafting of the strategy continue to be heard and involved on an ongoing basis.

The purpose of the group is to:

- Inform approaches to delivering the Mayor's Equality, Diversity and Inclusion Strategy
- Advise the Mayor of London and his team on equality and diversity-related issues in the capital.
- Ensure the expertise of a wide range of stakeholders is able to feed in to the Mayor's policies and programmes, by working with GLA officers to convene a number of wider stakeholder networks
- Provide a powerful advocacy voice on inclusive practices in all areas of life

EDI Strategy and Evidence Base

The [EDI Strategy](#) sets out how the Mayor will address the inequalities, barriers and discrimination experienced both by groups protected by the Equality Act 2010 as well as those on low-incomes, young people in care, care leavers, single parents, migrants and refugees.

Many of the barriers and challenges that people face are shared across different groups. As a consequence, the strategy is structured not by protected characteristics or groups, but around the issues that Londoners face. Throughout, we identify those groups that the evidence suggests are particularly affected by different issues.

The strategy defines a set of 39 objectives. On some of these, work can be led by the Mayor, but many require support and action from national and local government. Equally important are everyday actions of Londoners, whose efforts to make the city a better place have led to real change. Working together, we can create a London that is open and fair to all.

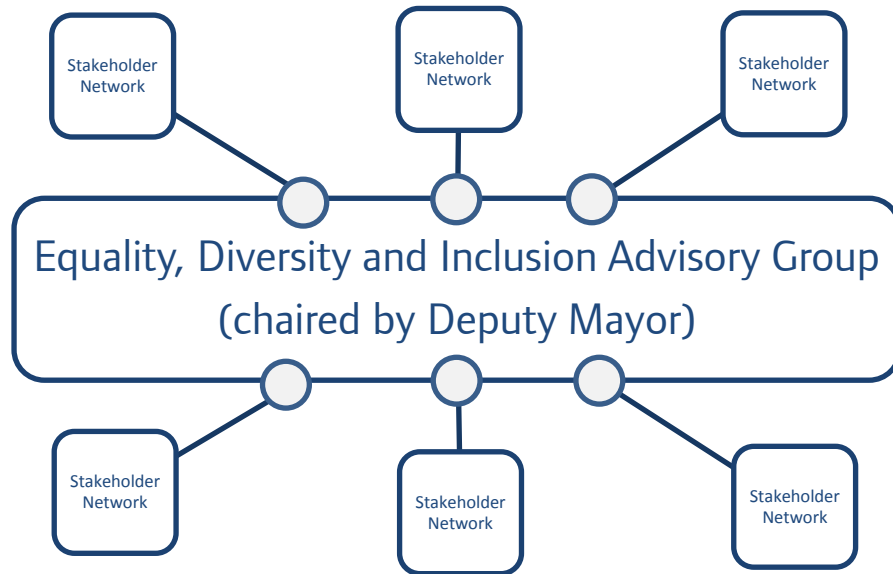
The strategy is underpinned by an [Equality, Diversity and Inclusion evidence base](#).

EDI Advisory Group

To achieve the Mayor's ambitions for London the GLA wants to work in a new way with external experts and stakeholders to inform and support the implementation of the EDI Strategy.

The EDI Advisory Group will provide guidance to the Mayor and GLA teams and functional bodies. Recruited as individuals, the group of up to 20 members will meet twice a year. Members will be people with expertise in the various forms of inequality or discrimination that Londoners can face. This expertise could have been formed by professional experience with a specific community of interest, subject matter or through connections in a relevant industry, civil society or the charity sector.

Members will also perform an important functional role in convening a set of wider stakeholder networks which the EDI Advisory Group will draw upon for advice and guidance.



Stakeholder networks

Advisory group members will chair networks resourced for a minimum of two meetings per year. The presence of stakeholder networks focused on different forms of inequality (for example race equality, gender equality, disability equality and others), alongside the advisory group, will ensure a wide range of organisations with expertise in different forms of inequality are able to influence the delivery of the EDI strategy.

This arrangement builds on the collaborative approach used to convene a number of consultation events that fed into the development of the EDI strategy in the second half of 2017.



3) Role Specification

The role

Members will need an excellent working knowledge of the opportunities and challenges involved in securing greater fairness across the city and with expertise in the various forms of inequality or discrimination that Londoners can face.

Duties

- Attend and actively participate in EDI Advisory Group meetings, advising on the emerging issues pertinent to the brief
- Advise on the delivery of the Mayor's policy pledges and EDI objectives by providing expertise and guidance.
- Work with GLA officers to convene stakeholder networks drawing in wider expertise to inform the development of policy initiatives and/or programmes.

Criteria

To fulfil the role of EDI Advisory Group Member, applicants will have:

- Considerable experience at a senior level relating to at least one area listed below under 'expertise' categories below.
- A personal commitment to ensuring London is a diverse and inclusive place to live and work
- The ability to act as a link between wider stakeholder networks and the Advisory Group, reflecting a complex range of issues in a succinct way
- The ability to represent the work of the Mayor and EDI Advisory Group effectively to other external stakeholders

Profile of successful candidates

The successful candidates will be the individuals who best meet the criteria section listed in the role specification above and have relevant expertise or understanding of one or more of the sectors identified below. We aim to achieve a diverse EDI Advisory Group, containing a broad range of experience.

Applications from individuals with expertise and an understanding in one or more of the following areas:

- Deaf and/or disability equality
- Gender equality
- LBGT+ equality
- Older people's equality
- Race equality
- Faith equality
- Poverty and socio-economic status

4) Appointment Details

Time Commitment

The Advisory Group will meet twice a year. Meetings will take place at City Hall. In addition, members may be asked to work with GLA officers to establish and chair stakeholder networks in line with their Member responsibilities. These stakeholder networks will be convened for a minimum of two meetings per year

Remuneration, Expenses and Access

The position of EDI Advisory Group Member is honorary, unremunerated and non-pensionable. Appointees will be entitled to be reimbursed, in accordance with the GLA's Expenses and Benefits Framework, for travel and other expenses reasonably incurred in performing their role with the Advisory Group. This will also cover requests for reasonable adjustments.

We are committed to creating an inclusive structure. Measures will be put in place to ensure individuals working in small civil society organisations or charities where capacity may be limited, are able to participate.

Term of the Appointment

The terms of appointment will coincide with the current Mayoral term and end in May 2020.

Start Date

Appointees are expected to be available to take up their role in September 2018 with the inaugural meeting of the newly appointed members expected to take place soon afterwards.

5) Appointment Process

GLA officers will be involved in the selection process. Following assessment of applications against criteria for appointment, shortlisted applicants will be invited for interview. A selection review panel will make recommendations for appointment to the Mayor of London.

Interviews are expected to take place in the weeks commencing 23 July 2018. Please notify us if you are not available during this time.

The GLA promotes an equal opportunities policy. Appointments are made on merit, following a fair and transparent process, and these appointments are governed by Nolan principles and the Mayor of London's protocol on appointments. Please view our [Protocol on Mayoral appointments](#) for further details.

6) How to Apply for the Equality, Diversity and Inclusion Advisory Group

You are asked to submit a CV and covering letter (max. 4 sides in total).

The covering letter should provide details of the relevant experience that equips you to serve as a Member of the EDI Advisory Group, in particular addressing the criteria section under the role specification above and any expertise or understanding of one or more of the sectors identified in the 'Profile of successful candidates' section above.

Your CV should contain details of employment, public appointments, qualifications history and the name and contact details of two people who are willing to provide a reference for you. It should also include any relevant information regarding your eligibility for appointment and any directorships you hold.

Candidates should provide details of any business, or other interests, or any personal connections which, if appointed to EDI Advisory Group, could be misconstrued or cause embarrassment to the Mayor or the Greater London. This includes financial interests or share ownership, active connections or memberships of societies or associations.

Consideration will be given to ensuring that as a whole, the EDI Advisory Group has an understanding of the key sectors and different sizes of stakeholder groups in London.

The aim is that the EDI Advisory Group should reflect London's diversity so we welcome applications from all sections of the community.

You can submit your CV and covering letter via the GLA [online recruitment system](#). You will also be asked to provide recruitment monitoring information.

If you require information in an alternative format or have queries on the recruitment process please contact the GLA recruitment team via andrew.baxter@london.gov.uk.

The closing date for submission of applications including the recruitment monitoring form is Monday 9 July 2018 at 23:59 GMT.

Thank you for taking the time to apply for this role. All data will be processed in accordance with the provisions of the Data Protection Act.

