



Community & Children's Services Committee

Date: WEDNESDAY, 8 MAY 2019
Time: 2.30 pm
Venue: COMMITTEE ROOMS, WEST WING, GUILDHALL

Members:

George Abrahams	Deputy Henry Jones
Munsur Ali	Angus Knowles-Cutler
Rehana Ameer	Natasha Maria Cabrera Lloyd-Owen
Randall Anderson	Deputy Catherine McGuinness
Tom Anderson	Benjamin Murphy
Matthew Bell	Deputy Joyce Nash
Peter Bennett	Barbara Newman
Mary Durcan	Dhruv Patel OBE
John Fletcher	Susan Pearson
Marianne Fredericks	William Pimlott
Alderman John Garbutt	Henrika Priest
Alderman Prem Goyal OBE JP	Jason Pritchard
Alderman David Graves	James de Sausmarez
Caroline Haines	Ruby Sayed
Deputy the Revd Stephen Haines	Deputy Philip Woodhouse
Graeme Harrower	

Co-opted Members: Laura Jørgensen and Matt Piper

Enquiries: Julie Mayer tel. no. 020 7332 1410
julie.mayer@cityoflondon.gov.uk

Lunch will be served in Guildhall Club at the rising of the Committee

NB – Part of this meeting could be the subject of audio or visual recording

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Reports

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **THE ORDER OF THE COURT OF COMMON COUNCIL**
To receive the Order of the Court of Common Council.

For Information
(Pages 1 - 2)
4. **ELECTION OF CHAIRMAN**
The Committee are invited to elect a Chairman pursuant to Standing Order 29.

For Decision
5. **ELECTION OF DEPUTY CHAIRMAN**
The Committee are invited to elect a Deputy Chairman pursuant to Standing Order 30.

For Decision
6. **TO CONFIRM THE CO-OPTION OF THE COMMITTEE'S TWO PARENT GOVERNORS**

For Decision
7. **APPOINTMENTS TO SUB COMMITTEES AND BOARDS**
Report of the Town Clerk.

For Decision
(Pages 3 - 14)
8. **MINUTES**
To approve the public minutes and non-public summary of the meeting held on 12th April 2019.

For Decision
(Pages 15 - 20)
9. **OUTSTANDING ACTIONS LIST**
Members are asked to note the Committee's Outstanding Actions list (TO FOLLOW).

For Information
10. **COMMISSIONING UPDATE**
Report of the Director of Community and Children's Services.

For Information
(Pages 21 - 26)
11. **GENDER IDENTITY POLICY**
Report of the Town Clerk.

For Information
(Pages 27 - 84)
12. **DRAGON CAFE IN THE CITY - FUTURE FUNDING**
Report of the Director of Community and Children's Services.

For Information
(Pages 85 - 88)

13. **PRIMARY AND SECONDARY SCHOOL ADMISSIONS OF CITY OF LONDON PUPILS 2019/20**
Report of the Director of Community and Children's Services.
For Information
(Pages 89 - 94)
 14. **REQUEST FOR ADDITIONAL SUPPORT FOR UNACCOMPANIED ASYLUM-SEEKING AND REFUGEE CHILDREN**
Report of the Director of Community and Children's Services.
For Decision
(Pages 95 - 100)
 15. **THE CITY OF LONDON CORPORATION'S SPORT AND PHYSICAL ACTIVITY STRATEGY FOR 2019-23**
Report of the Town Clerk.
For Information
(Pages 101 - 116)
 16. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
 17. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**
 18. **EXCLUSION OF THE PUBLIC**
MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part I of Schedule 12A of the Local Government Act.
For Decision
- Part 2 - Non-Public Reports**
19. **NON-PUBLIC MINUTES**
To approve the non-public minutes of the meeting held on 12th April 2019.
For Decision
(Pages 117 - 120)
 20. **HOUSING DELIVERY PROGRAMME – PROVISION OF SOCIAL HOUSING ON THE SYDENHAM HILL ESTATE, LEWISHAM**
Report of the City Surveyor.
For Decision
(Pages 121 - 140)
 21. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
 22. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

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ESTLIN, Mayor	RESOLVED: That the Court of Common Council holden in the Guildhall of the City of London on Thursday 25th April 2019, doth hereby appoint the following Committee until the first meeting of the Court in April, 2020.
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COMMUNITY & CHILDREN'S SERVICES COMMITTEE

1. **Constitution**

A Ward Committee consisting of,

- two Aldermen nominated by the Court of Aldermen
- up to 33 Commoners representing each Ward (two representatives for the Wards with six or more Members regardless of whether the Ward has sides), those Wards having 200 or more residents (based on the Ward List) being able to nominate a maximum of two representatives
- a limited number of Members co-opted by the Committee (e.g. the two parent governors required by law)

In accordance with Standing Order Nos. 29 & 30, no Member who is resident in, or tenant of, any property owned by the City of London and under the control of this Committee is eligible to be Chairman or Deputy Chairman.

2. **Quorum**

The quorum consists of any nine Members. [N.B. - the co-opted Members only count as part of the quorum for matters relating to the Education Function]

3. **Membership 2019/20**

ALDERMEN

- 2 John Garbutt
- 2 Prem Goyal, O.B.E., J.P.

COMMONERS

6	Randall Keith Anderson.....	Aldersgate
9	Joyce Carruthers Nash, O.B.E., Deputy.....	Aldersgate
7	Dhruv Patel, O.B.E.....	Aldgate
1	Graeme George Harrower.....	Bassishaw
2	Benjamin Daniel Murphy.....	Bishopsgate
4	James De Sausmarez.....	Candlewick
3	Angus Knowles-Cutler.....	Castle Baynard
2	Natasha Maria Cabrera Lloyd-Owen.....	Castle Baynard
1	Stuart John Fraser, C.B.E.....	Coleman Street
13	The Revd. Stephen Decatur Haines, Deputy.....	Cornhill
3	Susan Jane Pearson.....	Cripplegate Within
3	William Pimlott.....	Cripplegate Within
3	Thomas Alexander Anderson.....	Farringdon Within
3	Matthew Bell.....	Farringdon Within
5	George Christopher Abrahams.....	Farringdon Without
3	Ruby Sayed.....	Farringdon Without
6	Philip John Woodhouse, Deputy.....	Langbourn
3	Munsur Ali.....	Portsoken
8	John William Fletcher.....	Portsoken
3	Caroline Wilma Haines.....	Queenhithe
8	Marianne Bernadette Fredericks.....	Tower
3	Rehana Banu Ameer.....	Vintry
3	Peter Gordon Bennett.....	Walbrook

4. **Terms of Reference**

To be responsible for:-

- (a) the appointment of the Director of Community & Children's Services;
- (b) the following functions of the City of London Corporation (other than in respect of powers expressly delegated to another committee, sub-committee, board or panel):-
 - Children's Services
 - Adults' Services
 - Education (to include the nomination/appointment of Local Authority Governors; as appropriate)
 - Social Services
 - Social Housing (i.e. the management of the property owned by the City of London Corporation under the Housing Revenue Account and the City Fund in accordance with the requirements of all relevant legislation and the disposal of interests in the City of London Corporation's Housing Estates (pursuant to such policies as are from time to time laid down by the Court of Common Council))
 - Public health (within the meaning of the Health and Social Care Act 2012), liaison with health services and health scrutiny
 - Sport/Leisure Activities
 - Management of the City of London Almshouses (registered charity no 1005857) in accordance with the charity's governing instruments
 - Marriage Licensing and the Registration Serviceand the preparation of all statutory plans relating to those functions and consulting as appropriate on the exercise of those functions;
- (c) appointing Statutory Panels, Boards and Sub-Committees as are considered necessary for the better performance of its duties including the following areas:-
 - Housing Management and Almshouses Sub-Committee
 - Safeguarding Sub-Committee
 - Integrated Commissioning Sub-Committee
 - Homelessness and Rough Sleepers Sub-Committee
- (d) the management of The City of London Corporation Combined Relief of Poverty Charity (registered charity no. 1073660);
- (e) making recommendations to the Education Board on the policy to be adopted for the application of charitable funds from The City of London Corporation Combined Education Charity (registered charity no. 312836) and the City Educational Trust Fund (registered charity no. 290840); and to make appointments to the Sub-Committee established by the Education Board for the purpose of managing those charities.
- (f) the management of the Aldgate Pavilion.

Committee: Community & Children's Services Committee	Date: 8 TH May 2019
Subject: Appointments to Sub Committees and Boards	Public
Report of: Town Clerk	For Decision
Report author: Julie Mayer	

Summary

The purpose of this report is to consider the appointment of the Community and Children's Services Committee's Sub Committees and approve their compositions and terms of reference. Members are also asked to appoint to the Education Board, Housing Programme Delivery Working Group and the Integrated Commissioning Board. **Full details and Terms of Reference are set out in Appendix A.**

Consideration will also need to be given to the appointment of Lead Members for specific Portfolios, **as set out in Appendix B.**

If you would like to serve, or continue to serve, on any of the Sub Committees, or as lead Member for any of the Portfolios, you can either declare your intention at the meeting **or please let Town Clerks know by 4pm on Friday 3rd May 2019** – julie.mayer@cityoflondon.gov.uk You may also submit a short statement in support of your nomination (300 words) which will be circulated to Members before the meeting.

Recommendations, that: – consideration be given to the appointment, composition and terms of reference of the following Sub-Committees for the ensuing year:-

- a) Housing Management & Almshouses Sub Committee;
- b) Safeguarding Sub-Committee;
- c) Homelessness and Rough Sleeping Sub Committee; and
- d) to appoint a member to the Education Board;
- e) to appoint Lead Members to specific Portfolios, as detailed in Appendix B;
- f) to appoint the Chairman, Deputy Chairman, 1 Committee Member (and 1 Deputy) to serve on the Integrated Commissioning Board; and
- g) the Committee be invited to appoint the Chairman (or their representative) to the Housing Delivery Programme Working Group. *(NB. The Housing Management and Almshouses Sub Committee will also be invited to appoint their Chairman (or their representative) to this Working Party.*

Main Report

1. As Members are aware, the composition of the Community & Children's Services Committee's Sub Committees are agreed annually and full details are set out in Appendix A to this report. Members are also asked to appoint to the Education Board, Housing Programme Delivery Working Group and the Integrated Commissioning Board, also set out in Appendix A. Consideration will also need to be given to the appointment of Lead Members for specific Portfolios, as set out in Appendix B.

Housing Management & Almshouses Sub-Committee

2. The Committee are requested to note the Housing Management & Almshouses Sub Committee's Terms of Reference and appoint up to **10 Members** of the Community & Children's Services Committee.

Safeguarding Sub-Committee

3. The Committee are requested to note the Safeguarding Sub Committee's Terms of Reference and appoint up to **8 Members** of the Community & Children's Services Committee.

Homelessness and Rough Sleeping Sub Committee

4. The Committee are requested to note the Homelessness and Rough Sleeping Sub Committee's Terms of Reference which state that the Membership is made up of **6 Members of the Community & Children's Services Committee and/or the Court of Common Council**. Details of nominations received will be advised at the meeting and Members will be asked to appoint both the Court and Community and Children's Services Members to this Sub Committee. Members are also asked to approve an amendment to this Sub Committee's Terms of Reference, as highlighted in Appendix A to this report.

The Education Board

5. There are proposed changes to the terms of reference of the Education Board which are attached at Appendix A. The Committee are requested to appoint **1 Member** to the Board.

Housing Delivery Programme Working Group

6. There Working Party's Terms of reference are attached at Appendix A. Members re asked to appoint the **Chairman (or their representative) to the Working Group**.

Integrated Commissioning Board

7. The development of fully integrated commissioning across health, social care and public health locally is the proposed mechanism for delivering the wider aims of partners around integration. The Committee are asked to appoint the **Chairman, Deputy Chairman, 1 Committee Member (and 1 Deputy)** to the Integrated Commissioning Board.

Appendices

- Committee's Sub Committees, and representatives on other bodies are considered at **Appendix A**
 - Lead Members for specific Portfolios are considered at **Appendix B**

Contact:

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Sub Committees

HOUSING MANAGEMENT & ALMSHOUSES SUB COMMITTEE

Constitution

10 Members to be elected by the Community & Children's Services Committee, including the Chairman and Deputy Chairman.

Quorum

Any 3 Members.

Terms of Reference

To be responsible for:-

- (a) discharging the City of London Corporation's function in respect of the management of its existing social housing stock (with the Grand Committee retaining responsibility over policies affecting the City's Strategic Housing responsibilities);
- (b) approving schemes affecting the City's existing social housing and proposed stock in accordance with the policies and strategies for investment agreed by the Grand Committee and having regard to the City Corporation's Project Approval Procedure;
- (c) approve policies in relation to the management of housing services to tenants and leaseholders in City estates and review them as necessary;
- (d) the management of the City of London Almshouses (registered charity no 1005857) in accordance with the charity's governing instruments; and
- (d) advising the Grand Committee on:-
 - the general performance of the Social Housing Service and the Almshouses; and
 - its recommendations concerning the Allocation Scheme in the City's Housing Registration process.

Suggested frequency of meetings: a minimum of 5 a year

THE COMMITTEE ARE ASKED TO APPOINT 10 MEMBERS.

SAFEGUARDING SUB-COMMITTEE

Constitution

8 Members appointed by the Community & Children's Services Committee, including the Chairman and Deputy Chairman.

Quorum

Any 3 Members.

Terms of Reference

To be responsible for:-

1. overseeing the discharge of the City of London's responsibilities to safeguard children and adults who have been identified as requiring support and protection;
2. ensuring, in respect of children entering public care, that the duty of the local authority as a corporate parent to safeguard and promote a child's welfare is fulfilled;
3. monitoring the Community & Children's Services Department's performance in respect of its work to safeguard children and adults and make recommendations to the Grand Committee to bring about improvements as appropriate; and
4. exercising its functions with regards to the views of relevant service users, as appropriate.

Suggested frequency of meetings: a minimum of twice a year

THE COMMITTEE ARE ASKED TO APPOINT 8 MEMBERS.

HOMELESSNESS AND ROUGH SLEEPING SUB COMMITTEE

Constitution

- i. The Chairman & Deputy Chairman of the Community and Children's Services Committee;
- ii. Up to *six Members of the Community and Children's Services Committee and/or the Court of Common Council;
- iii. Two Members representing the Police Committee;
- iv. A representative of the City church; and
- v. Chairman of the Safer City Partnership or his/her representative

The **quorum** of the sub committee shall consist of any three Members of the Court of Common Council.

The Sub Committee will have the power to **co-opt up to two external members** outside of the Court of Common Council. These individuals will provide expert experience relevant to the subject matter.

Terms of Reference:

1. To give consideration to strategies and proposals to alleviate rough sleeping and homelessness in the City of London together with other associated activities **and to make recommendations to the Grand Committee.**
2. To have an overview of government and regional policies on rough sleeping;
3. To have an overview of rough sleeping in the City of London;
4. To monitor new approaches to working with rough sleepers;
5. To monitor the financial implications in delivering a service to rough sleepers;
6. To be informed about the health and wellbeing of rough sleepers, what services are required and how they can be delivered;
7. To monitor the implications of any enforcement activities; and
8. To monitor the numbers of rough sleepers on the City streets.
9. To liaise with other local authorities and agencies working towards tackling homelessness and rough sleeping.

Suggested frequency of meetings – 4 -5 times a year

THE COMMITTEE ARE ASKED TO APPOINT 3 Members – *depending on level of interest from Court Members

EDUCATION BOARD

1. Constitution

A Non-Ward Committee consisting of,

- 10 Members elected by the Court of Common Council, at least two of who shall have fewer than five years' service on the Court at the time of their appointment
- Up to four external representatives, appointed by the Education Board, with appropriate expertise in the field of education (i.e. non-Members of the Court of Common Council, who shall have voting rights)
- One member appointed by the Policy & Resources Committee
- One member appointed by the Community & Children's Services Committee

2. Quorum

The quorum consists of any three Common Council Members and one of the four external representatives, except for the appointment of external representatives, when the quorum consists of any three Common Council Members.

4. Terms of Reference

- (a) To monitor and review the City of London Strategies for Education, Cultural and Creative Learning, and Skills and to oversee its their implementation in consultation with the appropriate City of London Committees; referring any proposed changes to the Court of Common Council for approval;
- (b) To oversee generally the City of London Corporation's education activities; consulting with those Committees where education responsibilities are expressly provided for within the terms of reference of those Committees and liaising with the City's affiliated schools and co-sponsors;
- (c) To be responsible for the oversight and monitoring of the City of London Corporation's sponsorship of its Academies, including the appointment of academy governors and, where relevant Members, Directors and Trustees;
- (d) The management of The City of London Corporation Combined Education Charity (registered charity no. 312836), subject to consulting with the Community and Children's Services Committee as to any policy to be adopted for the application of the charity's funds;
- (e) The management of the City Educational Trust Fund (registered charity no. 290840), subject to consulting with the Community and Children's Services Committee as to any policy to be adopted for the application of the charity's funds;
- (f) To constitute Sub-Committees in order to consider particular items of business within the terms of reference of the Board, including:-
Education Charity Sub (Education Board) Committee*
- (g) To recommend to the Court of Common Council candidates for appointment as the City of London Corporation's representative on school governing bodies where nomination rights are granted and which do not fall within the remit of any other Committee;
- (h) To monitor the frameworks for effective accountability, challenge and support in the City Family of Schools**;
- (i) To be responsible for the distribution of funds specifically allocated to it for education purposes, in accordance with the City of London Corporation's strategic policies;
- (j) Oversight of the City of London Corporation's education-business link activities.

* The constitution of The Education Charity Sub-Committee is set by the Court of Common Council and comprises four Members appointed by the Education Board and four Members appointed by the Community and Children's Services Committee.

**The expression "the City Family of Schools" means those schools for which the City has either direct responsibility as proprietor, sponsor or local authority, or historic links. These include but are not restricted to: The Sir John Cass Foundation Primary School, The City Academy Hackney, the City of London Academy Islington, the City of London School, the City of London School for Girls, the City of London Freeman's School, and the academies managed by the City of London Academies Trust.

NB – The wording under subsection (b) of the Terms of Reference is currently the subject of review and it is intended that amended wording will be presented to the Court for consideration in due course.

Suggested frequency of meetings: a minimum of 6 a year

THE COMMITTEE ARE ASKED TO APPOINT 1 MEMBER.

INTEGRATED COMMISSIONING SUB-COMMITTEE

Constitution

- 3 Members and one Deputy appointed by the Community & Children's Services Committee.
- It is convention for the Chairman and Deputy Chairman of the Grand Committee to be appointed to this Board but not in an ex-officio role.

Quorum

Any three Members.

The development of fully integrated commissioning across health, social care and public health locally is the proposed mechanism for delivering the wider aims of partners around integration.

It is within the gift of the Committee to appoint a Member to act as a Deputy or substitute. This Member will be invited to attend sub committee meetings when a full Member gives their apologies.

Suggested frequency of meetings: a minimum of 4 a year

THE COMMITTEE ARE ASKED TO APPOINT 3 FULL MEMBERS & ONE DEPUTY MEMBER.

HOUSING DELIVERY PROGRAMME WORKING GROUP

Constitution

- the Chairman of the Policy and Resources Committee (or his/her representative)
- the Chairman of Community and Children's Services Committee (or his/her representative)
- the Chairman of the Housing Management and Almshouses Sub Committee (or his/her representative)
- four Members of the Court of Common Council elected by the Policy and Resources Committee

Quorum

Any 3 Members

Terms of Reference:

To be responsible for supporting the Policy and Resources Committee in progressing the delivery of the Corporation's target of establishing 3,700 new houses over the next 10 years.

Suggested frequency of meetings: a minimum of 5 a year

THE COMMITTEE ARE ASKED TO APPOINT THE CHAIRMAN (OR THEIR REPRESENTATIVE).

Lead Member Portfolios

1. At the Grand Committee meeting held on 10 May 2013, Members agreed the Member Portfolio System. The purpose of the Portfolio system is for Members of the Committee to have responsibility for specific areas of the Community & Children's Services Department's work and gain expert knowledge and expertise, thus enhancing the Committee's oversight role.
2. The Portfolio system operates through direct liaison between relevant officers in the Department and Lead Members. An officer nominated by the Director, in the relevant area of business, makes regular contact with their respective Lead Members, keeping them informed of developments or issues which may arise throughout the year.
3. Lead Members oversee the work that takes place, challenging and following up issues where necessary. The Portfolio system boosts the support which the Committee provides to the Department in delivering outcomes. Lead Members are encouraged to raise issues at the Grand Committee to ensure that appropriate action is taken.

Portfolios	Role
Children Safeguarding Lead Member The Chairman & 1 Member of the Safeguarding Sub Committee THE COMMITTEE ARE ASKED TO APPOINT 1 MEMBER OF THE SAFEGUARDING SUB COMMITTEE	<p>The lead member role is a statutory role charged with championing the needs of children and young people. The Chairman and the nominated lead member will fulfil the statutory role as the lead member responsible for children's services.</p> <p>Lead members are expected to attend the following statutory meetings:</p> <ol style="list-style-type: none"> 1. The City and Hackney Safeguarding Board 2. Statutory meetings with the Director of Children's Services 3. Statutory meetings with OFSTED 4. Statutory meetings with Children in Care Council 5. Be a member of the Safeguarding Sub Committee. <p>The Lead Members will receive regular updates on key areas of Children's' Safeguarding, and will have involvement in relevant commissioning areas.</p>
Adult Safeguarding 2 Members of the Safeguarding Sub Committee. THE COMMITTEE ARE ASKED TO APPOINT TWO MEMBERS OF THE	<p>The lead members are expected to champion the needs of older people.</p> <p>Lead members are expected to cover the following statutory meetings:</p> <ol style="list-style-type: none"> 1. Attend the quarterly City and Hackney Adult safeguarding board. 2. Attend the quarterly Adult Advisory Board 3. Attend the Homelessness and Rough Sleeping Sub Committee

SAFEGUARDING SUB COMMITTEE.	<p>4. Attend statutory meetings with CQC</p> <p>5. One Member to be part of the safeguarding subcommittee.</p> <p>The Lead Members will receive regular updates on key areas of Adult Safeguarding, and will have involvement in relevant commissioning areas.</p>
<p>Young People 1 Member THE COMMITTEE ARE 1 TO APPOINT <u>ONE</u> MEMBER OF THE GRAND COMMITTEE.</p>	<p>The Committee has, in the past, appointed a representative to serve on initiatives like the Balfour Beatty London Youth Games and Partnership for Young London. The Lead Members will receive regular updates on our work with Young People, and will have involvement in relevant commissioning areas.</p>
<p>Rough Sleepers 1 Member TO APPOINT <u>1</u> MEMBER OF THE GRAND COMMITTEE.</p>	<p>The lead member is expected to support, challenge, scrutinise and champion the work undertaken in relation to rough sleepers, attend quarterly meetings of the Homelessness and Rough Sleeping Sub Committee.</p>

COMMUNITY & CHILDREN'S SERVICES COMMITTEE

Friday, 12 April 2019

Minutes of the meeting held at Guildhall at 11.30 am

Present

Members:

Randall Anderson (Chairman)	Natasha Maria Cabrera Lloyd-Owen
Dhruv Patel OBE (Deputy Chairman)	Deputy Catherine McGuinness
Rehana Ameer	Deputy Joyce Nash
Peter Bennett	Barbara Newman
Mary Durcan	Susan Pearson
John Fletcher	William Pimlott
Marianne Fredericks	Henrika Priest
Alderman Prem Goyal OBE JP	Jason Pritchard
Caroline Haines	James de Sausmarez
Deputy the Revd Stephen Haines	Ruby Sayed
Graeme Harrower	
Deputy Henry Jones	

In attendance – John Scott, Chief Commoner

Officers:

Andrew Carter	- Director of Community and Children's Services
Simon Cribbens	- Community & Children's Services
Mark Jarvis	- Chamberlain's Department
Julie Mayer	- Town Clerk's Department
Chandni Tanna	- Town Clerk's (Media Team)
Gerald Mehrtens	- Community & Children's Services
Paul Murtagh	- Community & Children's Services
Chris Pelham	- Community and Children's Services
Mike Saunders	- Community and Children's Services
Steven Chandler	- City Surveyors
Andrew Shorten	- City Surveyors

1. APOLOGIES

Apologies were received from Matthew Bell, Alderman John Garbutt, Laura Jorgensen, Matt Piper and Philip Woodhouse.

Before commencing the business on the agenda, the Chairman welcomed the Chief Commoner and thanked him for his regular attendance at the Community and Children's Services Committee, during his term of office.

The Chairman also commented on the vacancies that the Committee was carrying. Members were reminded that the Committee would be trialling holding three of its meetings during 2019-20, on a different day of the week to Friday, which might encourage more interest.

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

There were no declarations.

3. **MINUTES**

RESOLVED, that – the public minutes and non-public summary of the meeting held on 8 March 2019 be approved, subject to an amendment recording Mr James De Sausmarez as having been present and not submitting apologies.

4. **OUTSTANDING ACTIONS**

Members received the Committee's outstanding actions list and noted the items thereon which had either, or would be discharged on this and future agendas. Members also noted the following updates:

- Following confirmation of capital funding, an update on the procurement of a service provider for the planned Mental Health Centre would be brought to a future meeting.
- The Assistant Director advised that Rough Sleepers were not automatically residents of the City of London, by virtue of their rough sleeping status. However, if they were historically a resident before becoming a rough sleeper, then they would have resident status. The issue of access to health services for non-resident rough sleepers would be addressed in the Homelessness and Rough Sleeping Sub Committee.
- In respect of Sir John Cass Foundation Primary School, Members noted an error in that provision of free school meals was for children in reception and years 1 - 6, not 7. The Director advised that this report would be presented to the Community and Children's Services Committee later in 2019, once the budget had been confirmed and there had been time to analyse its impact.
- In respect of the update on the roll-out of fibre broadband to City of London estates, Members noted that a site visit had taken place and the contractor, acting for the fibre operators, had been instructed to hide all fibre spools inside ducts/conduits on Golden Lane. In respect of a roll out of the project to Mansell Street, officers agreed to provide an update at the next meeting on 8th May. Members noted that the City of London Corporation had a model agreement in respect of wayleaves, which they were encouraging providers and property owners to adopt.

5. **IMPACT OF BREXIT**

The Director of Community and Children's Services was heard in respect of the latest Brexit implications. Members noted nothing substantial since the last update on 8th March 2019 and that officers were continuing to work with partners on contingencies.

6. **HOUSING PROPERTY SERVICES - ACHIEVEMENTS 2018**

Members received a report of the Director of Community and Children's Services which provided an update on the work and positive outcomes of the Housing Property Services Team for 2018.

Members acknowledged the Chairman's pro-active involvement in addressing the procurement issues; i.e. the implementation of the new Housing Framework and good progress generally, as evidenced by the recent works to Cullum Welch House.

Members discussed leaseholders' rights to a high level of scrutiny of expenditures for which they will be billed and suggested that additional time be factored in, at the start of contracts, to allow for alternative suggestions to be explored. Members noted that, once the current backlog had been cleared, officers would be able to include more accurate projections, enabling better planning and less disruptions to lease holders. Officers anticipated that the first projections report would be available in July 2019, subject to tender results. Members were reminded that loans were available to assist leaseholders.

Officers agreed to chase progress to the balcony doors on Middlesex Street and noted that the windows were triple, not double glazed.

RESOLVED, that – the report be noted.

7. REGIONAL ADOPTION AGENCY

Members received a report of the Director of Community and Children's Services, which provided them with an update on the Regional Adoption Agency which would be going live this month. Members were first advised of the plans for the City of London Corporation to become a Member of a new Regional Adoption Agency (RAA) in June 2018.

RESOLVED, that – the report be noted.

8. BUDGET ANALYSIS

Members received a report of the Director of Community and Children's Services in respect of the 2019/20 budget position, which reflected increased provision for inflationary costs and a reduction in expenditure delivered by efficiency savings. Members noted that the City Corporation, in common with all local authorities, faced budgetary pressures in 2021 and some unknown factors; i.e. government funding, the fair funding review and the Autumn comprehensive spending review. Members were assured that any subsequent proposals would be presented to them for decision. Officers were commended for their preventative work with Integrated Commissioning and the Strategic Needs Assessment.

RESOLVED, that – the report be noted.

9. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

A Member asked a question about the potential loss of over £6,000.00 in unclaimed VAT, over the first three quarters of this financial year, which had been due to a failure to obtain VAT invoices, and asked what steps were being taken to rectify this?

Members noted that, as a local authority, the City Corporation can recover VAT paid on some purchases, where a valid invoice or receipt is provided. The monitoring process had actually recorded potential recoverable VAT of £1,160, which might have arisen as a result of inputting error, and this would be addressed through targeted training. The Assistant Director accepted that the Member's question rightly highlighted the continuing need to monitor and challenge transactions. Members noted that some corporate card users had already had their purchase cards withdrawn, where there was evidence of non-compliance. However, Members also noted that the cards supported nearly 2,400 purchases annually (totalling £160,000); saving considerable administration costs to both the Community and Children's Services Department and Chamberlain's.

10. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There were no items.

11. EXCLUSION OF THE PUBLIC

RESOLVED, that – under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 3 of Part 1, Schedule 12A of the Local Government Act

Item No(s)	Paragraph No
12 – 13	3
14	2 & 4
15 – 19	3

12. NON-PUBLIC MINUTES

RESOLVED, That – the non-public minutes of the meeting held on 8th May 2019 be approved.

13. OUTSTANDING ACTIONS - NON-PUBLIC

Members received the Committee's Non-public Outstanding Actions list and noted the items thereon which had either, or would be discharged on this and future agendas.

14. NEW PARTNERSHIP SAFEGUARDING ARRANGEMENTS

Members received a report of the Director of Community and Children's Services.

15. WILLIAM BLAKE ESTATE AND DRON HOUSE DOOR ENTRY SYSTEM REPLACEMENT

Members considered and approved a report of the Director of Community and Children's Services.

16. **WAIVER REPORT WLOF0120 - RULE 25 PROCUREMENT CODE**
Members considered and approved a report of the Director of Community and Children's Services.
17. **WAIVER REPORT WLOF0124 - RULE 25 PROCUREMENT CODE**
Members considered and approved a report of the Director of Community and Children's Services.
18. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.
19. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
Members received a report of the City Surveyor.

The meeting ended at 1.15 pm

Chairman

**Contact Officer: Julie Mayer – tel ; 0207 3321410
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Committee:	Date:
Community and Children's Services	08/05/19
Subject: Commissioning Update	Public
Report of: Andrew Carter, Director of Community and Children's Services	For Information
Report author: Monica Patel, Senior Commissioning Manager, Commissioning and Partnerships	

Summary

This report provides Members with a summary of current activity, issues and priorities for the Department of Community and Children's Services (DCCS) Commissioning team.

Recommendation:

Members are asked to:

- Note the report.

Main Report

Background

1. The DCCS Commissioning team leads on the key commissioning and procurement functions for most contracts within the department. The team produces a contract register and commissioning timelines that scope out the commissioning activity required for each of the service areas. In doing so, it seeks to secure effective services and cost efficiency for the City Corporation and those who use and receive its services.

Current Position

Placements

2. 'Placements' describes the commissioning of specialist accommodation for adults or children with support needs. A new placements function is being implemented for the department, designed by a dedicated lead role. The aim is to source placements in a way that secures timely, quality and cost-effective provision.
3. A variety of commissioning activities has taken place to embed improved commissioning arrangements and secure continuing efficiencies. This work has included discussions with other local authorities to explore opportunities for joint procurement, joining frameworks and sharing information on providers.
4. The number of looked-after children placements has increased significantly in the last 12 months. As a result, the Commissioning team has reviewed existing arrangements for sourcing foster carers and semi-independent accommodation to ensure quality and value for money. A retained assessment bed option is being explored, and an approved provider list is under development.
5. Following a peer review of the Department's commissioning for adults (see

below), work is being undertaken by the Commissioning team to ensure that high quality residential provision is being secured at the best value to the City Corporation. This includes analysis of spend across client groups and providers, and benchmarking against London local authorities.

Commissioned Services:

Early Intervention and Prevention Services

6. Early intervention and prevention services for adults living in the City have undergone a wholesale redesign and extensive tendering process. Such services aim to support independence and self-direction in the community.
7. Services for carers, young carers, and people who are socially isolated, and for care navigation hospital to home are being delivered from 1 April 2019 by Age UK East London. They will act as the lead provider delivering a care co-ordinator service, trained befrienders and a volunteer handyperson service for adults. They will also work in partnership with the existing City Memory Group's Forget me Not project which provides activity sessions for people with dementia, and their carers.
8. A standalone information portal/website will link communities together, provide access to information and advice to support self care, and help people connect with each other and with services.
9. Southwark and Camden Councils were appointed from April 2019 to deliver City Community Care Call and Response. This service supports people to stay in their homes using telecare alarms, call monitoring, call handling and rapid response services. Camden will provide the services within the Square Mile and the City of London Sheltered Housing in Islington. Southwark Council will provide the services in the City of London's Sheltered Housing in Lambeth and Southwark.
10. From 1 April 2019 Barrie Bookkeeping Services will offer the City Community Finance service, which supports people to manage their financial support planning, and helps them to employ personal assistants and manage appointeeships. At the same time we have commissioned a new provider (Medequip) to provide equipment and aids to support independence in the home.
11. This reconfiguration and recommissioning contracts will deliver savings based on current usage of £37,000 (12%) while providing a higher level of service delivery.

Substance Misuse (Square Mile Health)

12. The recommissioning of a new substance misuse service has begun. Stakeholder, provider and user consultation has been completed and a new service specification is currently being drafted. The current procurement timetable will see a new provider appointed in January 2020, with a new service live from October 2020. It is proposed that smoking will no longer be part of the integrated service and the Commissioning team are exploring alternative arrangements to deliver effective impact and value for money.

Leisure Services

13. Performance of the leisure management contract and sports development contract with Fusion has improved. The Commissioning team have acted as facilitator between the provider and housing maintenance teams to address some of the building issues that have affected the service. The number of complaints received has reduced

significantly. The Commissioning team are continuing to monitor and ensure that necessary repair works at the centre are completed.

14. In response to local demand, a new boxing club for young people has been introduced at Golden Lane Sport and Fitness Centre.

Youth Services

15. Since January 2019, delivery of youth services provision across the square mile has increased. Services commissioned with the London Borough of Tower Hamlets have been expanded to include work with young women and holiday provision. New services in Golden Lane Community Centre have been commissioned with City YMCA. Contract monitoring data has demonstrated a steady increase in the participation of young people accessing youth services. One recent session in Golden Lane attracted 37 young people. Commissioners continue to build the offer for young people in the City.
16. The Commissioning team recently commissioned publicity for an Easter programme of youth activities available free for young people. The Easter brochure was distributed across estates, libraries, schools and social media. Members also received a copy of the brochure. Plans are underway to produce the summer brochure with colleagues in the Family and Young People's Information (FYI) Service.
17. The Commissioning team facilitated a site visit and consultation with young people for the new Portsoken Community Centre.
18. The Commissioning team is currently seeking feedback and views on youth services via the online Survey Monkey service. The link to the survey has been publicised on the Easter brochure and through residents' forums.

Healthwatch

19. Section 130 of the Health and Social Care Act 2012 requires each local authority to have a local Healthwatch. The Healthwatch service must be run by an independent social enterprise and work with communities to influence commissioners to design and provide better health and social care services.
20. Hackney Healthwatch won a competitive tender to provide a three-year service to support the Healthwatch City of London Board in April 2018.
21. Members will be aware from previous committee reports that Hackney Healthwatch experienced a number of issues that impacted on their ability to fully support the contract. The City of London Corporation worked with the provider to identify improvements in the service and provided additional support. After almost a year of working together, both Healthwatch City of London and Healthwatch Hackney Boards concluded that, while there are many benefits to working together, Hackney and City residents, workers and patients would be better served through Healthwatch delivery that can focus on the key priorities within each local area. A joint decision was made by both parties to amicably terminate the contract at the end of May 2019.
22. A work plan has been developed with the support of Healthwatch England to ensure that current projects will continue uninterrupted and that the handover of the contract can take place as smoothly as possible. Commissioners have been working closely with the Healthwatch City of London Board to consider options post May 2019.

Time credits

23. The City of London has used time credits to encourage volunteering within the City for a number of years. Time credits are a way of recognising the valuable voluntary work people do in their communities – one time credit can be 'earned' for every hour that is volunteered. The time credit can then be 'spent' at a number of places and activities across London. Since time credits started in the City, more than 1,200 people have earned over 38,000 time credits, and almost 600 people are actively in receipt of time credits on a regular basis.
24. During December 2018, Tempo Time Credits (formerly Spice) launched a time credit gifting campaign to encourage people to donate and offer their spare time credits to a worthy cause. They found that a number of groups already regularly donate. Examples include: the City Parent Carer Forum and Age UK donating to the Garden School in Hackney which support kids with autism; Toynbee Hall group donating to English Martyrs Primary School in Tower Hamlets; and Friends of City Gardens donating to Prior Weston Primary School. Other members also regularly 'gift' their time credits to friends and neighbours.
25. The 2018 impact assessment reported that those receiving time credits are happier and healthier: 49% never or rarely volunteered before receiving time credits, and 47% can afford to do more things.

City Living Wise

26. Reed Momenta have been delivering this service since October 2016, comprising health checks, exercise on referral, and weight management services. While performance is failing to meet the contract KPIs, the number of health checks offered and taken up compare favourably against other London Boroughs. The Commissioning team is exploring options to recommission each of the service elements to sustain provision, with the aim of addressing the poor performance issues.

East London NHS Foundation Trust (ELFT) – Mental Health Step Down Support Service

27. At the meeting in April 2018, Members of this Committee approved the extension of the Mental Health Step Down Support Service contract held with ELFT until 31 March 2020, with an option to extend for a further year until 31 March 2021.

Adults Commissioning Peer Review

28. In March 2019, the department underwent a peer review by an independent team made up of senior officers from different London boroughs. The review was part of the London Association of Directors of Adult Social Services (LondonADASS) programme of peer reviews. The focus of the review was on the commissioning of adult services, and the department's ability to meet current and future strategic and operational challenges. More than 25 meetings, interviews and visits took place across three days with a variety of stakeholders, including:
 - City of London Commissioning team
 - Service users and carers
 - Providers of commissioned services
 - Adult Social Care team, Service Managers
 - City of London managers from Public Health, Finance, Procurement, Libraries and Housing

- City of London Corporation Council members
- City and Hackney Clinical Commissioning Group
- London Borough of Hackney.

29. In their concluding presentation the Peer Review team emphasised the consistent and excellent feedback they received about staff working for the Corporation and identified strengths and opportunities for improvement:

Strengths

- Strong and clear leadership from Members and officers
- A genuine commitment to excellence and supporting residents to be independent and have better outcomes
- Strong relationships across the system and good partners who want to do things well and differently.

Opportunities

- Clarifying our commissioning strategy and commissioning intentions
- Developing our value for money approach
- Introducing more systematic approaches to contract management and data.

30. Following the peer review, the Commissioning Team are developing an Action Plan in response to the feedback received and will explore ways to build on the strengths highlighted by the review.

Partnership Working

31. The team is currently undertaking a joint procurement exercise for Short Breaks provision with the London Borough of Hackney. It has also supported the City Corporation to join a regional adoption agency with other boroughs for the procurement of a new adoption contract. Options to work with Camden and Islington are currently being discussed for the procurement of transportation for people with special educational needs and disability (SEND). The Commissioning team have also worked with City Procurement colleagues to explore options of frameworks with the Crown Commercial Service.
32. At a strategic level, the team is working with colleagues in the City and Hackney Clinical Commissioning Group and London Borough of Hackney to inform the development of the commissioning plans and approaches of the Integrated Commissioning Board.

Risks and Challenges

33. The condition of Portsoken Health and Community Centre and restrictions on the design of Golden Lane Community Centre have presented challenges for providers delivering youth services. The Commissioning team has been supporting the commissioned Design team for the new Portsoken Community Centre, to advise on learning from the challenges experienced.
34. Our commissioned service with London Borough of Hackney for the delivery of our out-of-hours service has been affected by challenges with IT access to City of London systems. An Action Plan has been created to resolve the access issue.
35. The portfolio of contracts and service areas the commissioning team supports has increased significantly.

Corporate & Strategic Implications

36. Outcomes-based specifications and Key Performance Indicators are being developed to meet the outcomes and priorities stated in the Corporate Plan and DCCS Business Plan (2017–2022), as well as the Department's outcomes framework and Children and Young People's Plan.
37. The Corporation's 2% efficiency savings target is considered in all procurement and service re-commissioning.
38. Commissioning intentions for public health and adult social care services are being developed with consideration of the Integrated Commissioning agenda. The DCCS has representation on the five Integrated Commissioning work streams and holds internal Integrated Commissioning group meetings.

Conclusion

39. The department's Commissioning team continues to develop a more strategic approach to commissioning and effective partnership working. It is also managing a wide range of contracts and robustly tackling poor performance. The team remains committed to securing more integrated, effective and efficient service delivery.

Appendices

- None

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Committees: <u>For decision:</u> Establishment Committee Policy and Resources Committee <u>For information:</u> Community and Children's Services Committee Culture, Heritage and Libraries Committee Barbican Centre Board Health and Wellbeing Board Hampstead Heath Consultative Committee Open Spaces and City Gardens Committee	Dated: 30/04/2019 02/05/2019 08/05/2019 13/05/2019 22/05/2019 04/06/2019 08/07/2019 15/07/2019
Subject: Gender Identity Policy	Public
Report of: Town Clerk and Chief Executive	For Decision: Establishment Committee and Policy and Resources Committee For Information: All other committees
Report author: Simon Cribbens, Assistant Director, Commissioning and Partnerships, Department of Community and Children's Services (DCCS) Tracey Jansen, Assistant Director, HR Business Services, Town Clerk's Department Marcus Roberts, Head of Strategy and Performance, DCCS	

Summary

This report presents a City Corporation policy on gender identity, and the findings from independent analysis of an online survey conducted in 2018.

Recommendation

Members of the Establishment Committee and Policy and Resources Committee are asked to:

- consider the survey findings
- approve the Gender Identity Policy.

Members of the Community and Children's Services Committee, the Culture Heritage and Libraries Committee, Barbican Centre Board, the Health and Wellbeing

Board, the Hampstead Heath Consultative Committee, and the Open Spaces and City Gardens Committee are asked to:

- consider the survey findings
- note the Gender Identity Policy and its implications for their departments.

Main Report

Background

1. In July 2018, the Establishment Committee asked that officers undertake a piece of work to develop an overarching policy on gender identity for the City Corporation, covering both the Corporation's workforce and access to services.
2. The Equality Act 2010 says that someone must not be discriminated against if their gender identity is different from the gender assigned at birth (this is referred to as 'gender reassignment' and is identified as a 'protected characteristic'). To be protected under the Act, it is not necessary to have undergone specific treatment; changing gender attributes is understood as a personal process, and not a medical one.

Gender Identity Policy

3. Adopting the proposed Gender Identity Policy (see Appendix 1) will ensure that the Corporation has a clear and consistent approach to gender identity in service delivery and in the workplace.
4. The policy that we are proposing is:
 - a clear statement of our duties under the Equality Act 2010
 - supported by the findings of a Gender Identity Survey (see below and Appendix 2)
 - informed by an Equality Impact Assessment, which concludes that the Gender Identity Policy should be implemented (see Appendix 3).
5. Its adoption will mean that:
 - transgender staff are not subject to less favourable treatment at work
 - corporation management and staff receive training and support to enable them to address transgender issues appropriately in the workplace
 - transgender people are not discriminated against in the provision of Corporation services and are able to access services provided for the gender with which they consistently identify now
 - transgender people may still be excluded from single-sex services in rare circumstances where this could be demonstrated to be a proportionate means to a legitimate end and fully compliant with the Equality Act 2010.

Gender Identity Survey

6. An online survey was conducted to support the development of the policy by capturing the views of city residents, workers, visitors and other stakeholders (Appendix 2). The survey was open from 25 July to 14 September 2018. Analysis of responses was undertaken by an independent consultancy (Smart Consult), and completed in March 2019.
7. A substantial majority of the 21,191 valid responses were in favour of the propositions on gender identity set out in the survey – including that transgender people should be able to access services relating to the gender with which they identify now. Between two and four times more respondents strongly supported or agreed with the key propositions than said that they opposed or strongly disagreed with them. This was also the balance of opinion among City residents who responded.
8. Among the minority who opposed the proposals many claimed that ‘sex’ was biologically given, itself a protected characteristic under the Equality Act 2010, and that this was a justification for preventing or limiting transgender access to single-sex spaces. The importance of safeguarding was also a recurrent theme.

Implementation of the Policy

9. The Establishment Committee will oversee the Gender Identity Policy. The Equality and Inclusion Board, chaired by the Town Clerk, will be responsible for ensuring that it is effectively implemented.
10. Chief Officers will ensure that they are compliant with the Gender Identity Policy and will be asked to report annually on their progress. Departmental Leadership Teams will satisfy themselves that managers are appropriately supported to implement the policy, with Human Resources ensuring that appropriate guidance and training is available for managers and other staff.

Corporate & Strategic Implications

11. The Gender Identity Policy will contribute to the delivery of key outcomes in the City Corporation’s Corporate Plan 2018–23:
 - People are safe and feel safe
 - People enjoy good health and wellbeing
 - People have equal opportunities to enrich their lives and reach their full potential
 - Communities are cohesive and have the facilities they need
 - We have access to the skills and talents we need.
12. The policy will contribute to delivering the City Corporation’s Equality Objectives for 2016–20.

Legal Implications

13. The Gender Identity Policy will enable the City Corporation to discharge the Public Sector Equality Duty under the Equality Act 2010 with respect to gender identity.

Appendices

- Appendix 1 – Gender Identity Policy
- Appendix 2 – Gender Identity Survey: Report
- Appendix 3 – Equality Impact Assessment

Background Papers

- Equality and Human Rights Commission – Our statement on sex and gender reassignment: legal protections and language, 30 July 2018
<https://www.equalityhumanrights.com/en/our-work/news/our-statement-sex-and-gender-reassignment-legal-protections-and-language>
- Equality and Human Rights Commission – Gender Reassignment Discrimination (online resource)
<https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination>

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Gender Identity Policy

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Introduction

1. The issue of gender identity has relevance and importance for services across the City Corporation and for our members and staff. This policy is intended to support a consistent and coherent approach both in service delivery and in the workplace.
2. This policy contributes to the delivery of the City Corporation's Corporate Plan 2018-23. It contributes to the following key outcomes:
 - People are safe and feel safe
 - People enjoy good health and wellbeing
 - People have equal opportunities to enrich their lives and reach their full potential
 - Communities are cohesive and have the facilities they need
 - Businesses are trusted and socially and environmentally responsible

Equality and Inclusion Policy

3. The City Corporation is committed to delivering excellent customer service. We recognise the different needs of our customers and actively work to minimise potential issues of exclusion and to challenge discrimination. We aspire to be a leader in equality and inclusion, serving a wide range of communities including our members, staff, residents, businesses and workforce.

4. The City Corporation also aims to provide an inclusive, respectful and discrimination-free work environment for staff. We will use best practice in employment in accordance with legislation to ensure that employees feel respected and able to give their best. As far as possible, we want our workforce to be broadly representative of all sections of society.
5. The City Corporation's Equality Objectives for 2016-20 are to:
 - Increase community engagement and improve cohesion within our communities so that people feel safe;
 - Support the City's most disadvantaged groups and develop our understanding of communities;
 - Improve the way we listen to our communities and respond to their feedback to improve services; and
 - Promote staff development and career progression to ensure equality of opportunity for the promotion and development of a workforce that reflects the make-up of our communities.
6. The City Corporation is required to have due regard to the Public Sector Equality Duty (s.149 Equality Act 2010) and in particular:
 - To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;
 - To advance equality of opportunities between persons who share a relevant protected characteristic and persons who do not share it; and
 - To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Gender Identity: Our Services

7. The protected characteristics under the Equality Act 2010 are: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.
8. The term 'gender reassignment' applies to a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) to reassign their sex by changing their physiological or other attributes. This is a personal process, and not a medical one, and may or may not involve medical interventions (e.g. surgery or hormone treatment).
9. The Equality and Human Rights Commission advises that the term 'gender reassignment' is outdated or misleading, and the preferred umbrella term is 'trans'. The City Corporation recognises that gender identity is complex and varied (e.g. some people identify as genderfluid), and this will be reflected in our approach.
10. The Equality Act requires that people with the protected characteristic of gender reassignment are not discriminated against in the provision of single-sex services and are able to access services aligning with their gender identity. In a few circumstances, services may lawfully discriminate if excluding trans people is a proportionate means to achieving a legitimate aim. The explanatory notes in the Equality Act provide single-sex

counselling services for survivors of sexual violence as an example of where lawful discrimination could take place.

11. The City of London Corporation is committed to trans inclusivity and to open dialogue with the people who use our services. We will consider any 'legitimate aim' on a case by case basis, only deviating from a presumption of inclusivity where this can be evidenced to fully comply with the Equality Act. Any action taken by the City Corporation to legally discriminate by excluding trans people would need to be rigorously justified under the Equality Act, taking account of all the circumstances of the case and informed by an Equality Impact Assessment.

Gender Identity: Our workforce

12. The City Corporation is committed to promoting equality and fairness in our employment practices. It is opposed to all unlawful discrimination, harassment and victimisation.
13. This policy should be read in conjunction with the City Corporation's Managers' [Guide to Transgender Equality](#) which provides a broad introduction for managers and guidance on supporting an individual who is transitioning, time off and use of facilities. A Trans Awareness course is available for staff online.
14. The Equality Act gives protection against less favourable treatment of employees in relation to an absence that is because of their gender reassignment. Our policy for staff makes clear that time off for medical or other treatment should be treated no less favourably than time off for illness or medical appointments. In addition, it states that a trans employee must be able to use the toilet or changing room of their expressed gender identity without fear of harassment.

Responsibilities

15. Chief Officers will be responsible for the provision, design and development of their services / departments to ensure compliance with the Equality Act. All Departments within the City Corporation will report on their progress on Gender Identity through the Equality and Inclusion Annual Report, which is publicly available on the City Corporation's website.
16. Departmental Leadership Teams are required to refer to the Managers Guide on Transgender Equality and ensure that all managers access and implement appropriate training.
17. The City Corporation's Human Resources Department will ensure that the Manager's Guide to Transgender Equality and this policy are included in mandatory equality training for managers and will facilitate appropriate training packages for staff.

Conclusion

18. The City Corporation takes its responsibilities under the Public Sector Equality Duty very seriously, and aspires to be a leader on equality and inclusion issues, including the implementation of our Equality Act responsibility for trans inclusion.

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City of London Gender Identity Survey: Report April 2019



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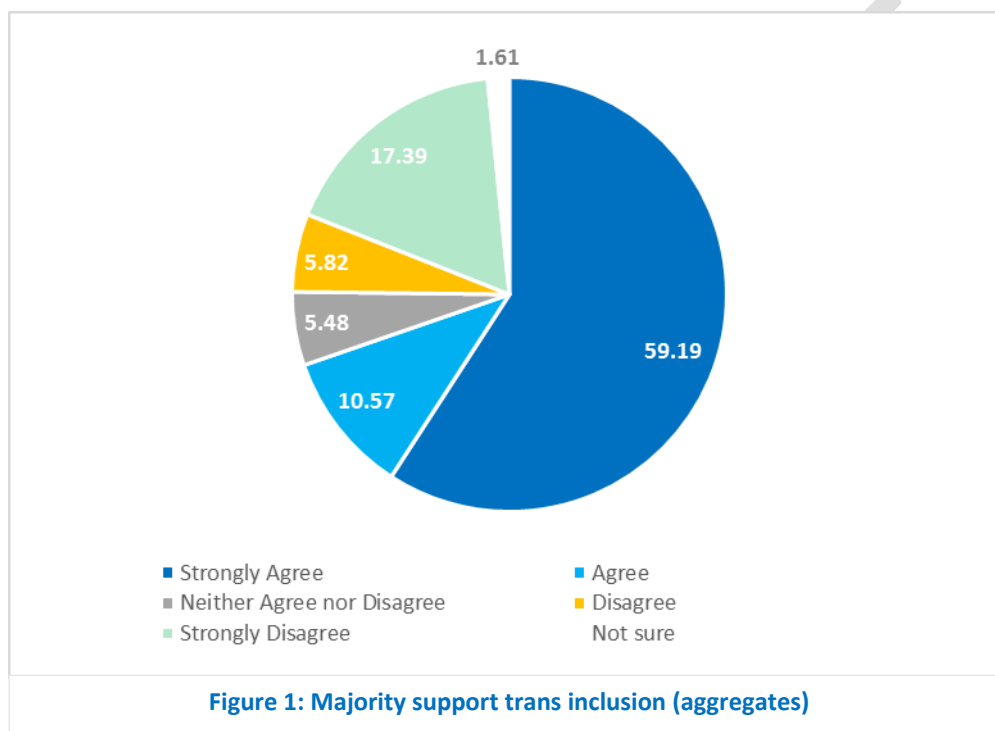
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Executive Summary

Survey findings

- For all stakeholder groups there was a clear majority in favour of the principles and propositions on gender identity that were set out in the survey, with between two and four times as many respondents strongly supporting or agreeing as said they opposed or strongly disagreed.



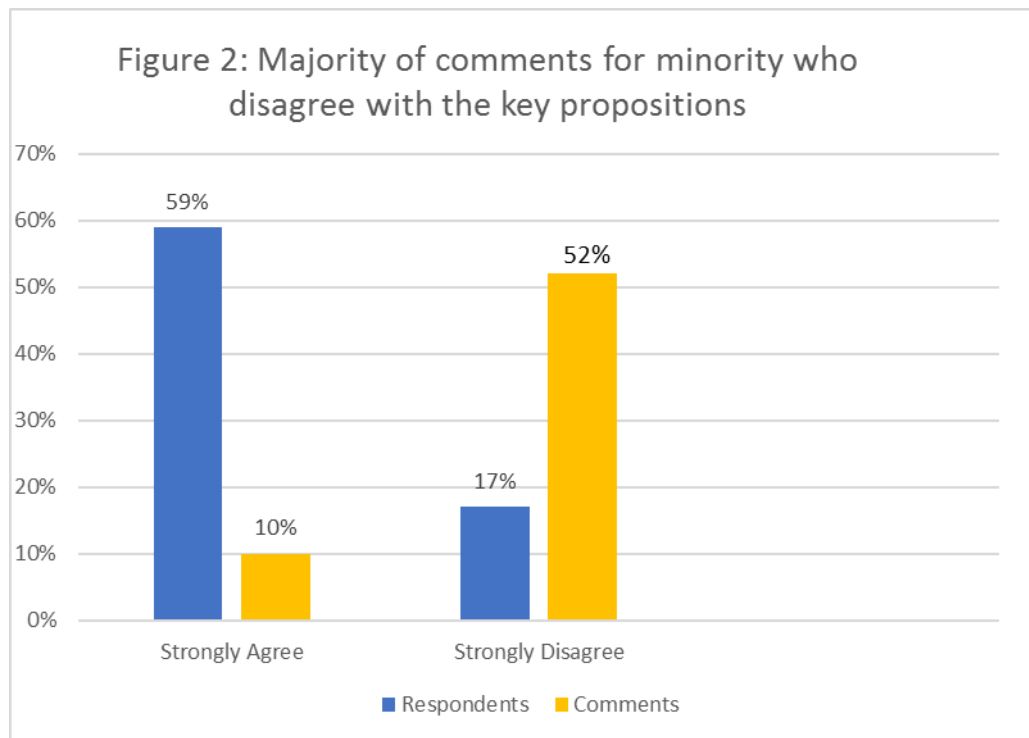
Responses

- There were 21,191 valid responses to the survey. 1,564 respondents identified as 'City Resident' and a further 3,148 as 'City Resident and Worker' (22% of responses in total). Analysis using postcode information to narrow this down to 'Square Mile' residents suggests that 318 responses were from 'City Residents' and 657 from 'City Residents and Workers'. Most of the rest of this self-identified group were Londoners.
- The demographic profile of respondents was similar across all groups, with women in the majority, and most respondents (a) aged 18 to 54 years and (b) of white British ethnicity.

Free text analysis

- While most respondents were supportive, those opposed to the proposals were much more likely to use free text facilities, and this is reflected in the balance of comments provided, which does not reflect the balance of opinion on the issues reflected in the survey.
- Many of these respondents took the opportunity to question the consultation process itself, with a recurrent theme being the use of language (particularly 'gender' and 'sex').

- The importance of appropriate safeguarding was a recurrent theme.
- A consistent message in the responses was the importance of respect, acceptance, ensuring the voices of all of those affected are heard and the need to involve and consider the views of all, particularly the most vulnerable.





Key Findings

1. Introduction

- 1.1 This report was commissioned by the City of London Corporation (City Corporation) to provide an independent analysis of the findings of a Gender Identity Survey.
- 1.2 The survey ran on the Survey Monkey Platform from 25 July to 14 September 2018. It was widely publicised to provide those who accessed City services, both within and outside the Square Mile, with the opportunity to respond – whether as residents, visitors or workers. It also sought views from relevant experts and interested organisations.
- 1.3 The Survey was an action of the City Corporation’s Establishment Committee, which is responsible for all workforce and inclusion matters. It was designed to assist the City Corporation to develop an overarching Gender Identity Policy, and to discharge its duties under the Equality Act 2010.
- 1.4 The survey was constructed in four parts:
 - About You – including association to the City Corporation
 - Gender identity – Basic Principles
 - Gender Identity – Access to Services
 - Demographic and Equalities information.

In total there were 18 multiple response questions, of which 12 allowed for free text comments (see Appendix 1 for a full list of questions).
- 1.5 The survey generated nearly 40,000 responses of which 21,191 were valid responses (see below for criteria for validity).

2. Approach to Analysis

Respondents

- 2.1** There were 39,650 responses, with the large majority from members of the public. Almost half of these responses did not address any of the questions on gender identity. Once these were excluded there were 21,191 valid responses, which formed the basis for this evaluation.¹ For the purposes of this report this group are referred to as ‘all respondents’² Respondents were grouped according to whether they were responding as an individual, expert on gender identity or organisation representative.

TABLE 1: BREAK DOWN OF RESPONDENTS BY STAKEHOLDER STATUS

Respondent	Valid	Invalid	Total
An individual member of the public	19,333	17,467	36,800
A relevant expert in respect to gender identity	1,671	851	2,522
A representative of a specific organisation	167	133	300
Not Stated	20	8	28
Grand Total	21,191	18,459	39,650

- 2.2** The overall response from self-defined experts were regrettably of limited value, as many did not have genuine expertise (for example, many cited basic biological qualifications as constituting ‘expertise’ on physical sex differences). It did, however, include responses from people with relevant academic, professional and lived experience, which have been considered as part of the free text analysis. Expert opinion was considered as part of the wider research that was undertaken to inform the policy. The same broadly applies to organisational responses.
- 2.3** 1,564 respondents identified as ‘City Resident’ and a further 3,148 as ‘City Resident and Worker’ (22% of responses in total). Postcode information suggests that in fact 318 responses were from ‘City Residents’ and 657 from ‘City Residents and Workers’, while others who self-identified as such were residents of Greater London.

Coding

- 2.4** The survey was a mixture of:
- Closed questions – multiple response questions with defined answers (e.g. agree, disagree), these received statistical analysis.
 - Open questions - free text comments.

¹ The 46% (18,459) response which were deemed invalid were respondents who primarily answered the introduction About You section which sought to identify the respondent’s stakeholder status. The one question some of this group answered was Q10 which enquired about their interest in the survey. 5% (989) responded with answers to this question ranging from transgender rights, to protecting women’s spaces, feminism, equality, interest in the subject, being a visitor to London and social media promotion.

² To ensure that only relevant responses were included for analysis, and findings were not adversely skewed, the eligibility criteria for inclusion was determined as respondents who had answered one of the questions posed (in Section 2 and Section 3) rather than limited their contribution to commenting on Question 10². This group of valid responses is identified as the core cohort. For the purpose of this report they are referred to as all respondents.

As part of this analysis the open questions were coded into key themes and grouped by frequency using a text analytics approach.

2.5 While all questions were coded in this way, where the assertion is made in this report that a respondent agrees with the ‘basic principles’, this refers to those who answered Question 13 affirmatively³. Similarly, when there is reference to agreement with the access to City Corporation Services, this refers to those who answered Question 14 affirmatively⁴. Quotes from respondents have been used to help illustrate some of the key themes. The respondent’s stakeholder status and any other demographic information - for instance self-reported gender identity - is used here.

Other considerations

2.6 This was an open survey, so the respondents are a self-selecting group.

2.7 *GDPR*. The City Corporation excluded any data that could potentially identify individuals from the dataset that was provided for analysis by Smart Consult:

- Full Postcode information – first two characters were supplied for geographical analysis
- Position within organisation of people submitting on behalf of an organisation.

2.8 *Age Bands*. This was a free text question, which has been aggregated into standard age bands as part of the analysis.

2.9 *Percentages*. These have been rounded for this report, which is why there are respondent categories recorded as 0% when there were some responses from these stakeholder groups.

2.10 *Terminology*. A glossary of acronyms and terms used within the survey and analysis can be found at the end of this report.

2.11 *Quotations and free text comments*. Comments that are abusive, discriminatory and/or contrary to the Equality Act 2010 have not been used in this report. An Excel document containing free text comments received in response to the survey is available on request from the City Corporation.

³ Q.13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

⁴ Q.14. Do you support or oppose the following proposal...?

Where access to services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

3. Key Messages: All responses

Stakeholder Groups

- 3.1 There were 21,191 valid responses to the survey, which were categorised according to their association to the City of London as outlined in Table 3. This broadly replicates the ratios of people who live, visit and work in the City. The resident population is relatively small at 7,500 people; over 500,000 people commute daily for work purposes. There are over 10 million tourists each year.

TABLE 2: BREAKDOWN OF RESPONDENTS BY RELATIONSHIP TO CITY OF LONDON

Respondent	Total	Percentage %
City Resident (self-identified)	1,564	7%
City Resident & Worker (self-identified)	3,148	15%
Worker	2,900	14%
Service User	3,800	18%
Visitor	692	3%
Member of Public	15	0%
Interested Participant	7,301	34%
Organisation Rep	161	1%
Expert	1,590	8%
Not stated	20	0%
Grand Total	21,191	100%

TABLE 1 RESPONDENTS BY STAKEHOLDER STATUS

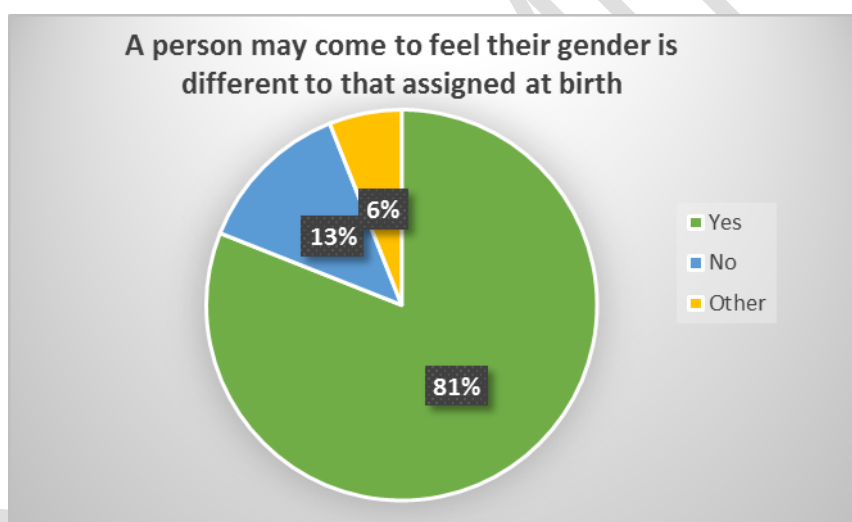
- 3.2 Interested Participant are the largest stakeholder group to respond to the survey. Over a third of the total number of respondents do not live or work in the City of London, or use Corporation services. The most common demographic features of respondents identified them as White British, female and aged between 18 and 54.
- 3.3 Those with no link to the City of London provided a number of reasons why they had chosen to complete the survey:
- The survey was accessible to all, so believed they should respond.
 - Policies that are implemented in London may affect those that live in other cities in the UK.
 - Because they had transgender friends.
 - Members of the transgender community were contacted by their friends to participate.
 - They responded to social media promotion.
- 3.4 While 22% of respondents stated that they lived in the City of London, this did not seem plausible given the small overall resident population. Postcode analysis was conducted and reduced this to 5%. The responses from respondents identifying as City Residents were comparable to other stakeholder groups in terms of levels of support for the key propositions.

Key findings: Overall results

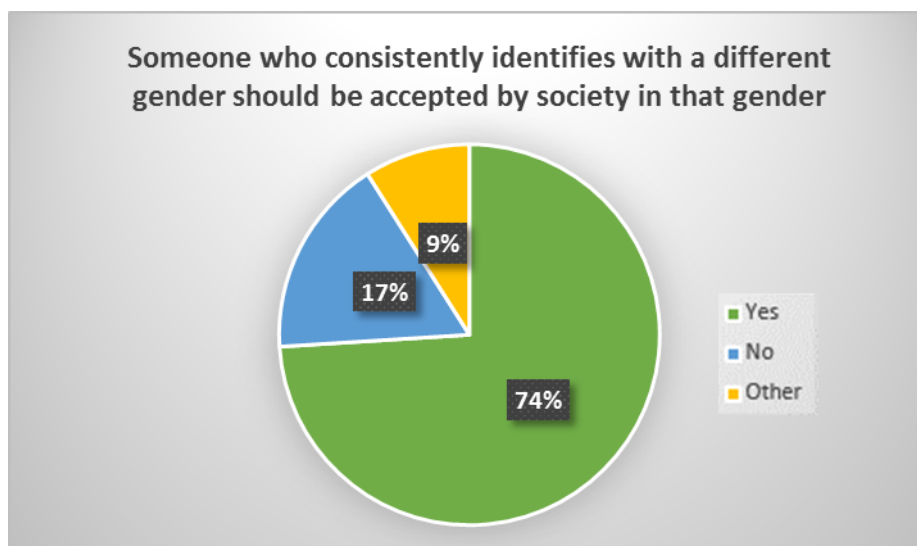
- 3.5 There was a clear majority in favour of the principles and propositions on gender identity that were set out in the survey, with between two and four times as many respondents strongly supporting or agreeing as said they opposed or strongly disagreed. This was the case for all six questions and for all the key stakeholder groups, including City Residents.
- 3.6 Most respondents had strongly held opinions, either in favour or against the principles and proposals, with between 70% and 82% saying they 'strongly agreed' or 'strongly disagreed'.

Gender Identity: Principles

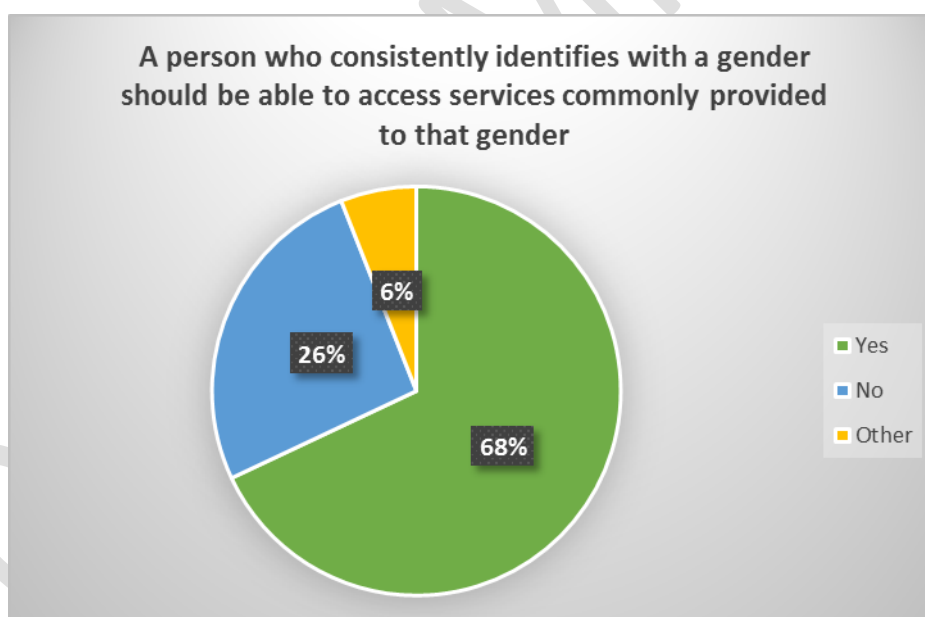
- 3.7 Overall, on aggregate, three quarters of respondents (74%) agreed with the general principles, while one in five (19%) disagreed.
- 81% of respondents agreed that a person may come to feel their gender is different from that assigned to them at birth, with 65% strongly agreeing. 13% disagreed, with 9% strongly disagreeing.



- 74% agreed that a person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity, with 64% strongly agreeing. 17% disagreed, with 11% strongly disagreeing.



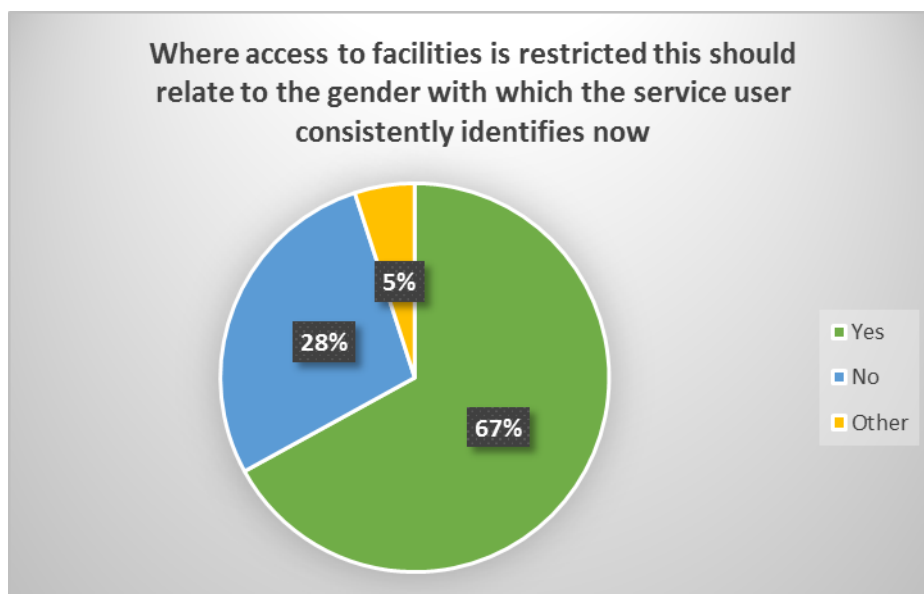
- 68% agreed that a person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify, with 61% strongly agreeing. 26% disagreed, with 18% strongly disagreeing.



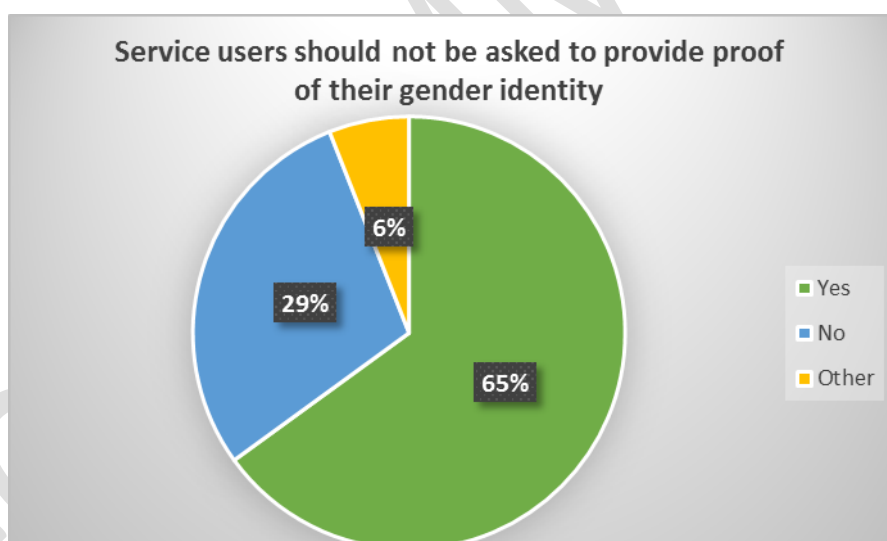
Gender Identity: Access to City Services

3.8 Overall, on aggregate, two thirds of respondents (65%) supported the proposals on access to City Corporation Services, while over a quarter (28%) opposed them.

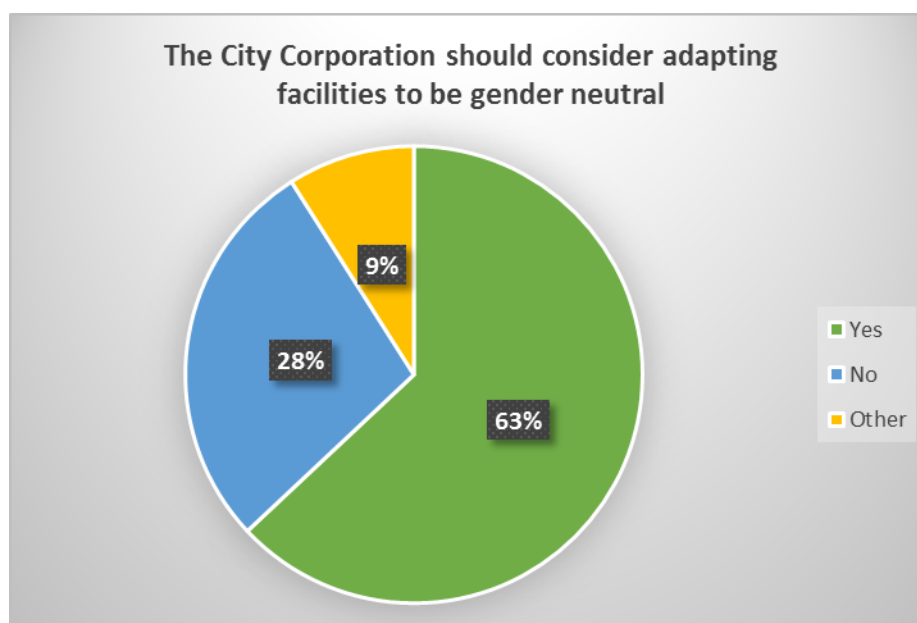
- 67% supported the proposal that where facilities are restricted by gender, those restriction should relate to the gender with which the service user consistently identifies now, with 60% strongly supporting this. 28% were against this, with 22% strongly opposed.



- 65% supported the proposal that service users should not be asked to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender, with 56% strongly agreeing. 29% were against this, with 23% strongly opposed.



- 63% agreed that the City Corporation should consider adapting facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity, with 49% strongly agreeing, 28% were against this, with 21% strongly opposed.



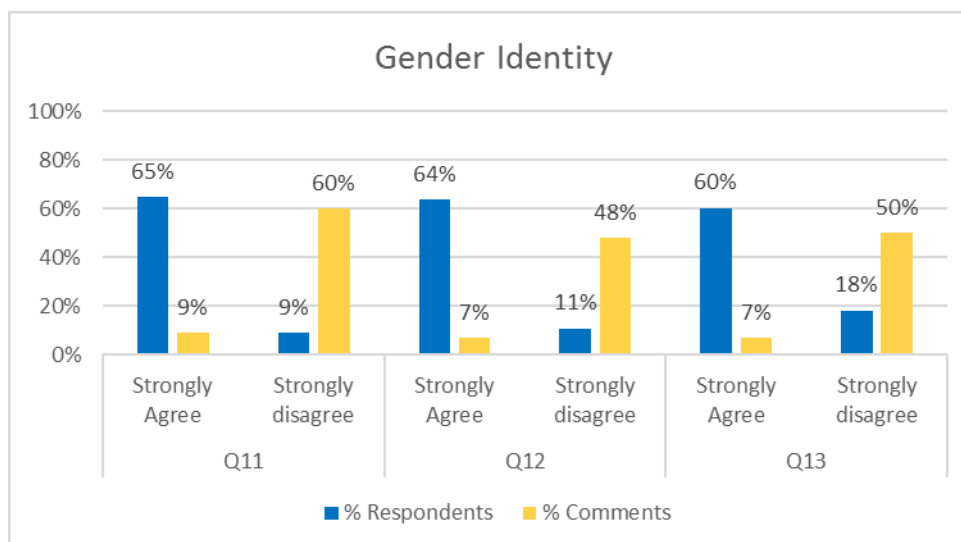
Free text comments

3.9 Each of these questions included a free text box to enable respondents to comment. Overall, the response rate to the survey was exceptionally high at 99% of valid responses. However, the MEAN average of respondents who provided free text comments on Gender Identity (Q11-13) was 22%. Half of respondents provided further comments on the questions on Access to Corporation services (Q14, 16-17).

3.10 It is usually beneficial in surveys to use closed questions (quantitative) in conjunction with free text questions (qualitative), to improve understanding of respondents' views and provide greater insight. However, in the case of this survey, this is problematic for two main reasons:

- I. The open nature of the survey attracted a high volume of response from people with well-established points of view on a controversial and polarizing issue. Some comments were off topic and flippant or presented offensive, abusive and vulgar views. These comments were often, but not exclusively, from respondents with no clear link to the City of London (e.g. non-UK, interested participants). Abusive comments were coded as such, but were retained in the dataset.
- II. While most respondents agreed with the key propositions in the survey, this is not reflected in the balance of free text comments. On the contrary, those who supported the principles and approach supplied few, if any, free text comments, while respondents who strongly opposed them were much more likely to add comments. It is a common issue that people are much more likely to provide critical than supportive comments. This is illustrated by the tables below which show the disparity between comments given dependent on whether the respondent strongly agreed or strongly disagreed. For example, of the 60% who strongly agreed that 'people should be able to access services commonly provided to the gender with which they now identify' (Q13) only 7% provided comments. Half of the 18% who strongly disagreed with this provided a comment.

TABLE 4 COMPARISON OF RESPONDENTS' AGREEMENT TO PERCENTAGE OF COMMENTS RECEIVED - GENDER IDENTITY

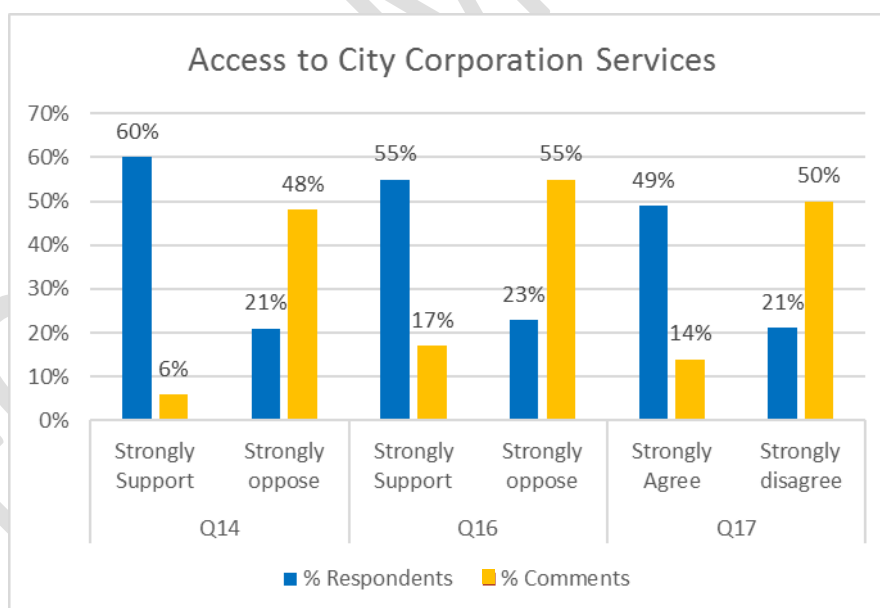


Q.11. Do you agree or disagree with the following statement...? A person may come to feel that their gender is different from that assigned to them at birth?

Q.12. Do you agree or disagree with the following statement...? A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

Q.13. Do you agree or disagree with the following statement...? A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

TABLE 5 COMPARISON OF RESPONDENTS' AGREEMENT TO PERCENTAGE OF COMMENTS RECEIVED - ACCESS TO SERVICES



Q.14. Do you support or oppose the following proposal...? Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

Q.16. Do you support or oppose the following proposal...? The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

Q. 17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

- 3.11** Most respondents who provided free text comments raised issues about the consultation process itself – i.e. the dissemination, construct and format of the survey. A recurrent theme was challenge to the use of ‘sex’ and ‘gender’ within the survey, and the use and definition of these terms. Some felt that the consultation was inconsistent with the Equality Act 2010 in the way it used the terms ‘sex’ and ‘gender’, a claim that was considered and rejected by the City Corporation. Others felt that more should have been done to restrict responses to London residents. Respondents raised questions about the cost of implementing a gender identity policy. A common theme was the importance of respect and acceptance for all and the voices of all being heard, particularly vulnerable and equalities groups.
- I object to the implication that I was 'assigned' a gender at birth. Genders are socially constructed roles based on sexist stereotypes to the (mainly) disadvantage of women.*
Interested Participant, White British, Male, Heterosexual/Straight, 52
- 3.12** A common view among those who did not support the proposals was that biology is a given. Gender was portrayed as a social construct, a learned social phenomenon that shapes assumptions about behaviour, clothing, feelings and identity. It was felt that acceptance of other’s gender identity should not be at the expense of other vulnerable groups. A minority stated that acceptance should be contingent on transition – which is inconsistent with the legal requirements of the Equality Act 2010. At the same time, there was a broad consensus that everyone deserves to be treated with equal respect, and on the need to adapt services so that they work for everyone, so long as people’s rights are protected.
- 3.13** On access to City Corporation services some respondents said that they or others would feel awkward, uncomfortable or ‘at risk’ sharing services with people who were not biologically the same. There were also concerns about the potential for a gender identity policy to be abused by men who may harm women and girls. Others highlighted the risks to transgender people where they were required to continue to use services based on the gender assigned to them at birth. On proof of gender identity, some proposed restricting access to services depending on ‘biological sex’, which would be inconsistent with the Equality Act 2010, other than in exceptional circumstances. Others questioned the possibility of ‘proof’, given the complexities of gender identity. Some commented on the difficulties of relying on appearances, and the subjective nature of this approach, which could leave security personnel and other staff in an awkward situation.
- ‘Transgender people just want to be treated like human beings. We are not dangerous, contagious, or doing anything to bother anyone. Not allowing us access to the recourses we need such as proper bathrooms is hurtful both on an individual level and to a large group of the people you serve.’*
Expert, White, Agender, Bisexual, 22

- 3.14** Some respondents offered practical proposals for the design of inclusive services and facilities. Supplying individual cubicles and stalls in gender neutral toilets was one of the most frequent suggestions of this kind, and it was noted that these are available in many settings (e.g. educational institutions and airplanes). A number said that gender-neutral toilets with lockable cubicles and without urinals would be comfortable for most people, but a small minority canvassed for the inclusion of urinals to keep change to the minimum. Similar suggestions were made regarding the provision of changing areas/ cubicles in swimming areas.

I think gender neutral toilets should indicate whether they contain stalls, urinals or both and indicate gender neutral on the door or have no gender marker. Which is a working model I've seen on many occasions and has eradicated confusion and discomfort. I think that in general people like to have the option of cubicles anyway in terms of varying levels of personal comfort with their bodies and for trans women and non-binary folks this can be advantageous for safety as well, to avoid potential harassment or microaggressions from transphobic people which sadly is common in our society at present - which can be a traumatic situation and cause undue anxiety.

Visitor, Chinese Polish, Queer, 31

FOR COMMENT

Summary of key issues raised

		FOR	AGAINST	COMMON GROUND
	<i>Restrictions should be based on gender identity</i>	<ul style="list-style-type: none"> Safety risks for trans people Transgender rights Wellbeing and inclusion of transgender people 	<ul style="list-style-type: none"> People must complete transition first* Restrict access based on biological sex* Prioritise dignity of women and girls Single sex provision is itself an equalities 	<ul style="list-style-type: none"> Safety risks Respect for human rights
	<i>A person may feel their gender is different than assigned at birth</i>	<ul style="list-style-type: none"> Transgender people exist and should be recognised Gender identity can be fluid 	<ul style="list-style-type: none"> Sex should be defined biologically Gender is not 'assigned' but 'given' by sex* 	<ul style="list-style-type: none"> Importance of correct definition of sex and gender
	<i>Acceptance by society in that gender</i>	<ul style="list-style-type: none"> Impact of gender dysphoria Transgender people should be accepted Transgender experience of victimisation and exclusion 	<ul style="list-style-type: none"> This may impact on other vulnerable groups Acceptance should not be forced or an expectation Acceptance should be contingent on complete transition* 	<ul style="list-style-type: none"> Gender as a social construct
	<i>Access to services should be based on the individual's gender identity</i>	<ul style="list-style-type: none"> This will improve equality This will improve the health and wellbeing of transgender people 	<ul style="list-style-type: none"> Access should be based on biological sex* Transgender people are a small minority and 'can't program' for this group* This would exclude others for religious and cultural reasons 	<ul style="list-style-type: none"> This should not be in ways that infringe the rights of other people Adapt services for everyone Put safeguards in place to protect vulnerable groups

Note that free text comments were disproportionately from those who disagreed with/opposed the principles and proposals in the survey

Basic Principles

* These comments are inconsistent with the legal requirements of the Equality Act 2010.

			issue	
	<i>Safeguarding Measures (free text)</i>		<ul style="list-style-type: none"> There should be separate pools for males and females 	<ul style="list-style-type: none"> Prioritise safeguarding vulnerable groups Diverse options Importance of individual privacy Separate cubicles (for/against) Urinals (for/against)
	<i>Proof of gender identity</i>	<ul style="list-style-type: none"> No need for proof Proof should be only in instances of doubt/concern Proof of identification is discriminatory 	<ul style="list-style-type: none"> Identity documents should be provided Self-identification should be discouraged Self-identification is subjective 	<ul style="list-style-type: none"> Risks of assault Protect vulnerable groups
	<i>Gender Neutral Facilities and Services</i>	<ul style="list-style-type: none"> Hygiene issues 		<ul style="list-style-type: none"> Gender neutral facilities are a feasible option Gender neutral facilities are less stigmatising Protection of vulnerable groups

Access to Corporation Services

* These comments are inconsistent with the legal requirements of the Equality Act 2010.

4. Key findings City Residents, Workers and Service Users

City Residents: Response

- 4.1 City residents will have identified as either 'living in the City of London' or 'living and working in the City of London'. 1,564 respondents self-identified as a City resident and 3,184 as a City resident and worker. However, analysis by postcode suggested that most of these respondents lived in Greater London, rather than the Square Mile (see Table 6a and 6b below), and that a little under 1,000 respondents were residents on the narrower and intended definition.

TABLE 6A: SELF-IDENTIFIED CITY RESIDENTS BY HOME POSTCODE

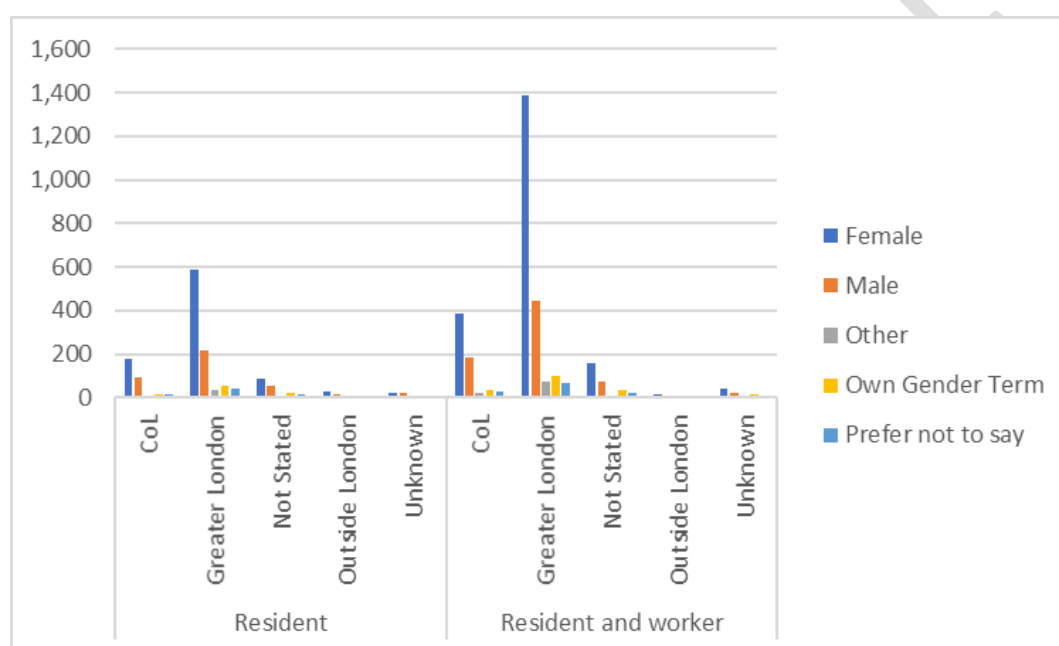


TABLE 6B: CITY RESIDENT NUMBERS BASED ON POSTCODE ANALYSIS: GRAPH

Respondent	Female	Male	Other	Own Term	Prefer not to say	Grand Total	% Total Respondents
City Resident	181	93	12	17	15	318	2%
City Resident & Worker	386	183	21	37	30	657	3%
Grand Total	567	276	33	54	45	975	5%

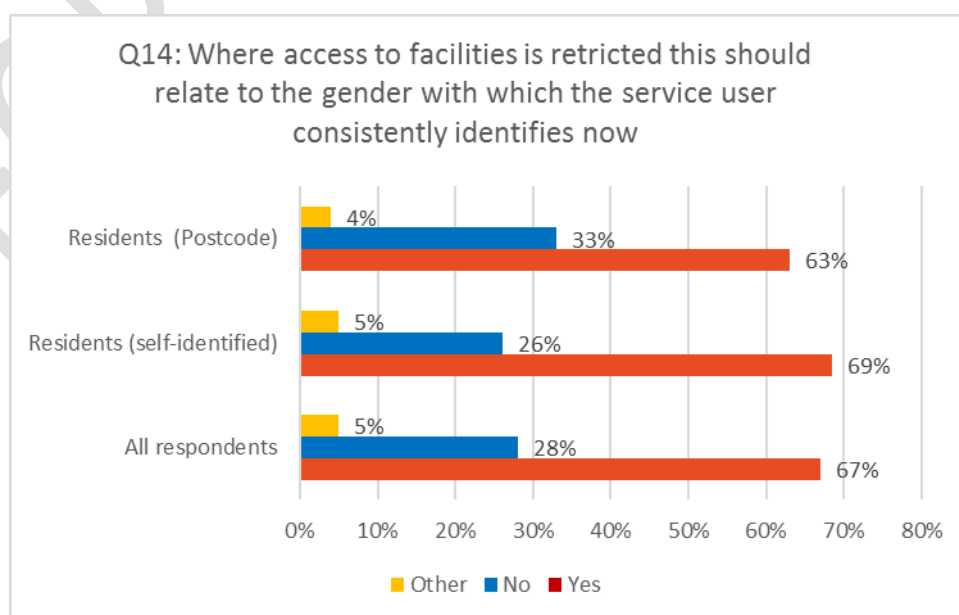
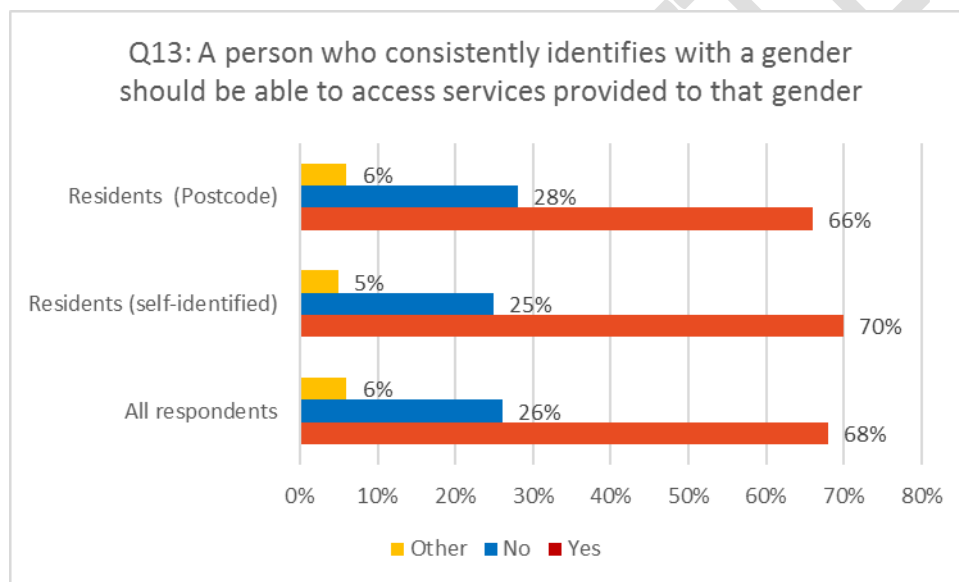
TABLE 2 CITY RESIDENTS, AS IDENTIFIED BY HOME POSTCODE

- 4.2 The demographic profile of this group is comparable to that for respondents generally, with 58% identifying as female, 56% as White British and 43% in the age range 25-34 (but, note, that 24% of City Residents did not provide information about their age).⁵

City Residents: Views on Gender Identity

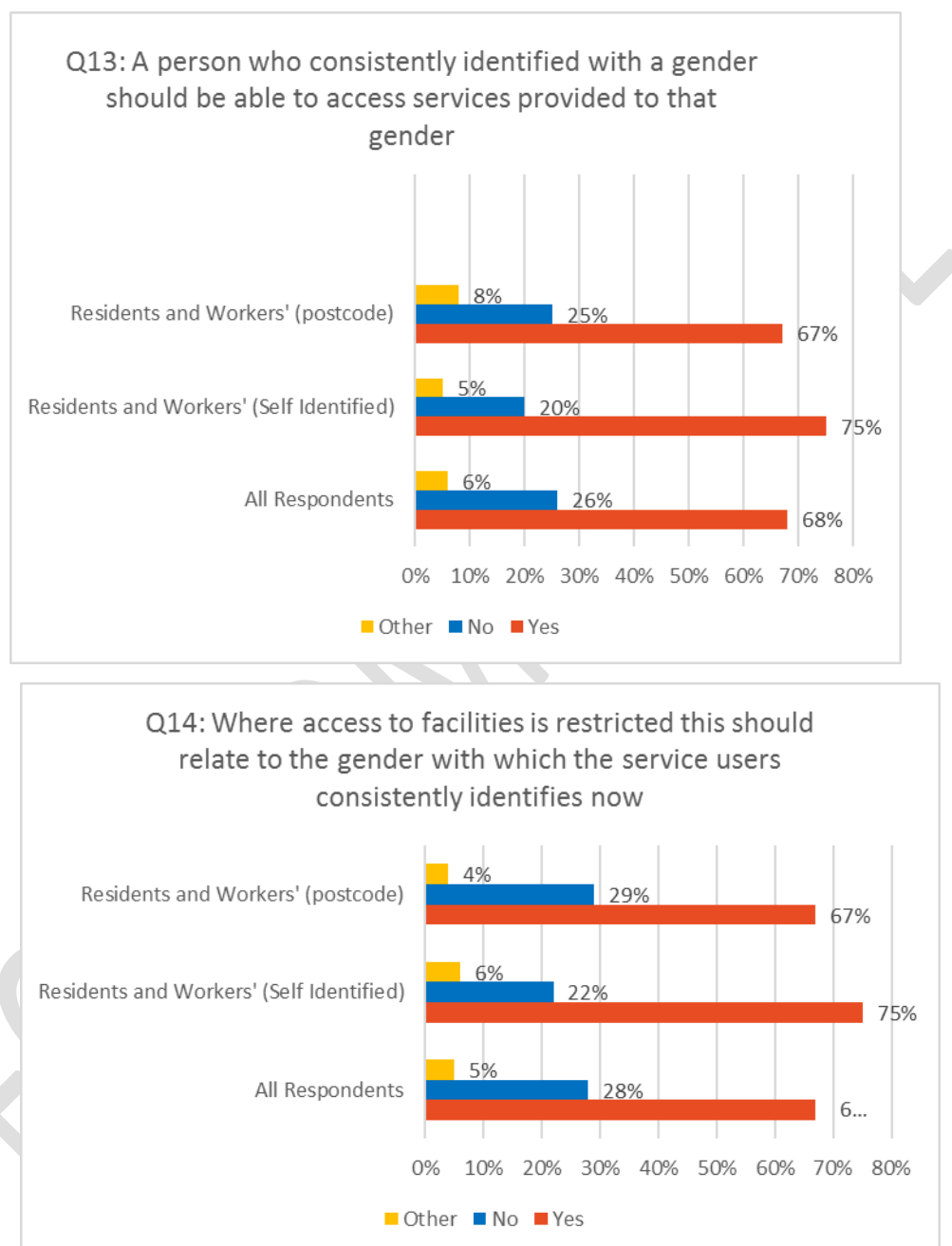
- 4.3 The views of City Residents were broadly in line with other stakeholders, with an aggregate of two thirds (65%) supporting the basic principles, contrasted with 15% who strongly disagreed with them. Two thirds of City residents strongly agreed that restrictions on access to services ‘should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth’.
- 4.4 Those who self-identified as City residents were marginally more likely to be supportive of the key propositions than respondents overall. Those identified as City residents following postcode analysis were a little less likely to be supportive, but with a majority in favour of the proposals.

‘Resident’ response compared to All Respondents – Q13 and Q14



4.5 The same overall pattern was reflected in the responses of those who self-identified as ‘Residents and Workers’ and following a postcode analysis of the responses from this group.

‘Resident and Worker’ response compared to all responses – Q13 and Q14



4.6 As with respondents in general, City residents who opposed the principles and/or proposals on access to services were much more likely to comment in the free text boxes. A sample of resident comments on access to City services on the basis of current gender identity is provided below.

For	Against
<p><i>I am happy to share services for women with those not born into female bodies. I think their safety would be more compromised in male spaces than mine would be by having trans women (women) in a female space with me.</i></p> <p>City Resident and worker, White British, Female, Heterosexual - Straight, 31</p>	<p><i>I am a man (and nothing will change that) and I use male facilities - I do not expect to see ANYBODY of the opposite sex within those facilities regardless of whether they "identify as male" or not. And I'm sure most women (including my wife) don't want to see men in their facilities.</i></p> <p>City Resident and worker, White British Male, Heterosexual - straight</p>
<p><i>Not doing so [i.e. enabling access] would be unsafe for the person in question (i.e. women being forced to use men's facilities simply because they were assigned male at birth).</i></p> <p>City Resident and worker, Asian or Asian British: Pakistani, Female, Heterosexual - Straight, 34</p>	<p><i>I will no longer be able to use women only pool and changing area if men are allowed in. My nieces are not allowed to be uncovered around men and will not be able to learn to swim. Muslim girls are put at risk and discriminated against by this change.</i></p> <p>City Resident, Asian or Asian British: Pakistani, Female, Heterosexual-straight</p>
<p><i>I am "passing" meaning that others see me as a woman. For me to enter the men's room would be disruptive if not dangerous!</i></p> <p>Resident, Mixed - Asian and White, Female</p>	<p><i>This is opening-up opportunities and safe spaces for women to any man who claims to self-ID as a woman. Statistics show that women are at risk of male violence. This includes genuine transwomen - these transwomen with GRC and cis women need safe places and not to have misogynistic self-ID advocates trying to erode their rights and safe spaces.</i></p> <p>Resident and Worker, Female, (Ethnicity not stated)</p>

4.7 Almost all City Residents answered Q15⁶ which requested that respondents note any safeguards that would be required if the policy under consultation was adopted.

4.8 City Residents noted the safeguards in the question (individual cubicle and gender-neutral toilets) and felt that these were reasonable options. Most of those who commented felt that gender neutral spaces would be the best option for inclusiveness (see para 3.14 above). Supplying individual cubicles and stalls in toilets was the most common practical suggestion for City Residents, along with changing areas/cubicles in swimming areas.

⁶ Q15 If this policy were adopted, what safeguards, if any, do you believe the City Corporation should put in place to preserve the dignity of all service users? For example, at swimming facilities, should changing areas have individual cubicles to allow users to dress unseen by others? And where toilets are offered on gender neutral basis, should urinals be removed, and only individual stalls be made available?

Service users: Response

4.9 18% (3781) of all respondents said that they used City Corporation Services (in addition, of course, it is a reasonable assumption that many of those identifying as City Residents or City Workers and Residents will also be users of City services).

4.10 A common challenge was that the survey had not provided a list of services which might be affected by the consultation, and had left it to respondents to establish this information for themselves. Comments ranged from it should not be the expectation of the respondent to list services and it was likely that the services they did use would be affected, to general terms such as 'Various', or 'All'.

4.11 Where respondents provide further information on their service use, by far the largest number focused on their use of swimming facilities - Hampstead Heath Ponds, Kenwood Ponds, the Parliament Hill Lido, Highgate/Female/Women's ponds/ Men's ponds/ changing rooms. This was followed by: arts centres, galleries and museums notably Barbican but also Guildhall; Public Toilets (Bathroom, Restrooms, lavatories and urinals); Green spaces (Epping Forest/Parks) and Transport services (Trains/Tube/Bus).

5. Conclusion

5.1 A substantial majority of respondents to the survey supported its six key propositions:

- ✓ a person may come to feel that their gender is different from that assigned at birth
- ✓ in these circumstances, they should be accepted in their stated gender identity
- ✓ in these circumstances, they should be able to access services commonly provided to the gender with which they now identify
- ✓ that, where access to services or facilities are restricted by gender, those restrictions should relate to the gender with which the service user consistently identifies now
- ✓ That the City Corporation should not require service users to provide 'proof' of their identity at single gender services and facilities but rely on each service user to self-identify their gender
- ✓ That the City Corporation should consider adapting facilities to be gender neutral.

This should be reflected in the development of the City Corporations approach to Gender Identity.

5.2 A significant minority of respondents did not support these propositions, and their views too should be considered. This group were much more likely to provide comments, and their views are therefore disproportionately represented in analysis of free text responses. Key messages were:

- The importance of language and clarity in the use of language (e.g. 'sex' and 'gender')
- The need to consider and address safeguarding risks.
- The need to balance the rights and interests of the transgender community against those of other protected groups under the Equality Act (e.g., sex and religion and belief)
- The need to consider the cost implications of any gender identity policy.

5.3 Respondents proposed constructive ways forward to address the issues they identified. For example, the benefits of individual lockable cubicles in gender neutral toilets. These views should be considered in the development and implementation of a Gender Identity policy.

5.4 To conclude, most respondents supported the statements posed in the survey and highlighted the need to respect all groups which would ensure equality and basic human rights were upheld. Those who were least supportive were also most 'vocal'. Despite the differences in views, a common thread in the free text responses was the importance of the Equality Act 2010 and the need for the voices of all to be heard and considered, particularly those of vulnerable groups.

Glossary

The following sets out a glossary of terms and acronyms used within this report

BAME	Black, Asian, and minority ethnic (commonly used to refer to members of non-white communities in the UK)
Cisgender	A respondent whose gender identity matches their sex assigned at birth, e.g. who is not transgender
Core Cohort	A respondent who has answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services Valid response to the survey
GDPR	The General Data Protection Regulation 2016/679 is a regulation in EU law on data protection and privacy for all individuals within the European Union and the European Economic Area
Gender fluid	Refers to someone who prefers to be flexible about their gender identity. They may fluctuate between genders or express multiple gender identities at the same time
Gender Neutral facilities	Facilities that can be accessed regardless of gender.
Interested Participant	A respondent who does not live, work, visit or use City Corporation service
Member of the Public (MoP)	An individual member of the public who did not supply their City Stakeholder status Did not answer Q7
Non-Binary	An umbrella term used to describe gender identities where the individual does not identify exclusively as a man or a woman. There are many included within this, such as agender, genderqueer and gender fluid.
Non-Core Cohort	A respondent who has not answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services. An invalid response to the survey
Not a gender	A respondent who identified as their biological sex not by gender.
Not stated	Not stated indicates that the answer was blank, and the respondent did not complete the question.
Relevant Expert	A respondent who self-identified as a relevant expert in respect to gender identity – Answering Q1a of survey
Representative	A respondent who has indicated that they are a representative of a specific organisation – Answering Q1b of survey
Resident	<i>Self-defined:</i> A respondent who has stated that they live in the City of London <i>By postcode:</i> A respondent who provided a postcode that is in the City of London
Resident and Worker	<i>Self-defined:</i> A respondent who has stated that they live and work in the City of London <i>By postcode:</i> A respondent who provided a postcode that is in the City of London

Respondent	An individual who has completed the survey
Service User	A respondent who has stated they regularly use City Corporation services which may be affected by this consultation
Text/Phrase (related)	Text or phrase relating to sex and/ or gender but not specifically noting the respondent's own gender
Text/Phrase (unrelated)	Text or phrase not relating to sex and/ or gender, nor stating respondent's own gender
Transgender	Umbrella terms used to describe individuals who have a gender identity that is different to the sex recorded at birth. This might lead to gender dysphoria. Non-binary people may or may not consider themselves to be trans.
Transsexual	Used in the past to refer to someone who transitioned to live in the 'opposite' gender to the one assigned to them at birth. Many now prefer trans or transgender
Valid response to the survey	A respondent who has answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services Also known as the Core Cohort
Visitor	A respondent who has stated that they do not live or work in the City of London. Visitors who are also service users are those who supplied a home postcode.
Worker	A respondent who has stated that they work in the City of London but are not also a resident.
Visitor	A respondent who has stated that they do not live or work in the City of London. Visitors who are also service users are those who supplied a home postcode.

Appendix 1: Survey Questions

About You

Question 1

1. In what capacity are you answering this consultation? As... (Please select the ONE option that best applies)

- a) A relevant expert in respect to gender identity
- b) A representative of a specific organisation
- c) An individual member of the public

Question 2

If 1=a

2. Using the box below, please tell us about your qualifications as an expert in this field

(Free text box)

Question 3

If 1=b

3. What is the name of the organisation you are submitting a response from?

(Free text box)

Question 4

4. What position do you hold in the organisation?

(Free text box)

Question 5

5. What is your organisation's interest in this consultation?

(Free text box)

Question 6

6. Please confirm that you have been authorised by the board, management committee, or chief executive to respond on behalf of your organisation and that this is the only response that your organisation will be submitting to this consultation.

- a. Yes, I have been authorised and this will be the only response from my organisation
- b. No, I have not been authorised or my organisation may be submitting other responses

Question 7

If 1 = c

7. Which of the following applies to you? Please select all that apply.

- a. I live in the City of London
- b. I work in the City of London
- c. I do not live or work in the City of London
- d. I live and work in the City of London

Question 8

If 7= a or b

8. Please enter your work and/or home postcodes into the boxes below

- a. Home (Free text box)
- b. Work (Free text box)

Question 9

9. Do you regularly use any of the City Corporation's services which may be affected by this consultation?

- a. Yes, I do
- (Please specify) (Free text box)
- b. No, I do not

Question 10

If 7 = c and 9=b

Q.10. You indicated that you do not live or work in the City and are not a service user. Using the box below, please explain your interest in this consultation. (Free text box)

FOR COMMITTEE

GENDER IDENTITY – BASIC PRINCIPLES

Looking at your views on gender identity to begin with.

Question 11

11. Do you agree or disagree with the following statement...?

A person may come to feel that their gender is different from that assigned to them at birth?

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 12

12. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 13

13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Access to City Corporation Services

Question 14a

14. Do you support or oppose the following proposal...?

Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

- Strongly Support
- Support
- Neither support nor oppose
- Oppose
- Strongly oppose
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer

. (Free text box)

Question 15

15. If this policy were adopted, what safeguards, if any, do you believe the City Corporation should put in place to preserve the dignity of all service users?

For example, at swimming facilities, should changing areas have individual cubicles to allow users to dress unseen by others? And where toilets are offered on gender neutral basis, should urinals be removed, and only individual stalls be made available?

(Free text box)

Question 16

16. Do you support or oppose the following proposal...?

The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

- Strongly Support
- Support
- Neither support nor oppose
- Oppose
- Strongly oppose
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 17

17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 18

18. Please provide any further comments you would like to make about this consultation below

(Free text box)

Demographic Information

Gender

A1. Do you identify as

Female

Male

Other

Prefer not to say

If you prefer to use your own term, please provide this here: _____

A2. Is your gender now the same as the gender you were assigned at birth?

Yes

No

Prefer not to say

A3 Do you identify as trans?

Yes

No

If you prefer to use your own term, please provide this here: _____

Disability

B1. Do you consider yourself disabled?

Yes

No

Prefer not to say

Sexual Orientation

C1. Do you identify as

Bisexual?

Gay man

Gay woman/lesbian

Heterosexual/straight

Other

Prefer not to say

If you prefer to use your own term, please provide this here: _____

(Free text box)

Age

D1. What is your current age?

Prefer not to say

(Free text box)

Ethnicity

E1. Do you describe your race or ethnicity as:

Arab

Asian or Asian British: Indian

Asian or Asian British: Pakistani

Asian or Asian British: Bangladeshi

Asian or Asian British: Chinese

Asian or Asian British: Other

Black or Black British: African

Black or Black British: Caribbean

Black or Black British: Other

Mixed: Asian and White

Mixed: Black and White

Mixed: Other

White: British

White: Irish

White: European

White: Gypsy or Irish Traveller

White: Other

If 'Other' or if you would prefer to use your own definition, please specify: _____

Prefer not to say

(Free text box)

Citizenship

F1. Of which countries are you a Citizen:

United Kingdom

Other EU

Other

Please specify: _____

Prefer not to say

(Free text box)

Religion or Belief

G1. Do you consider yourself to be:

Buddhist

Christian

Hindu

Jewish

Muslim

Non-religious (including Atheist, Agnostic, Humanist)

Sikh

Other

If you prefer to use your own term, please provide this here: _____

Prefer not to say

(Free text box)

Appendix 2 – Survey Data

GENDER IDENTITY – BASIC PRINCIPLES

Looking at your views on gender identity to begin with.

Question 11

11. Do you agree or disagree with the following statement...?

A person may come to feel that their gender is different from that assigned to them at birth?

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,487	3,848	870	1,028	475	13,708	65%
Agree	1,811	1,038	53	206	235	3,343	16%
Neither agree nor disagree	621	224	22	111	84	1,062	5%
Disagree	302	250	7	143	51	753	4%
Strongly disagree	776	669	40	312	128	1,925	9%
Not sure	128	49	4	28	15	224	1%
Not Stated	99	20	4	44	9	175	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 3 AGREEMENT TO Q11 BY GENDER

Question 12

12. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,410	3,765	860	990	445	13,470	64%
Agree	1,094	691	39	173	124	2,121	10%
Neither agree nor disagree	853	358	30	157	134	1,532	7%
Disagree	646	379	15	120	102	1,262	6%
Strongly disagree	930	831	45	334	164	2,304	11%
Not sure	184	54	5	44	22	309	1%
Not Stated	107	20	6	54	6	193	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 4 AGREEMENT TO Q12 BY GENDER

Question 13

13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,025	3,555	828	950	424	12,782	60%
Agree	789	564	44	83	62	1,542	7%
Neither agree nor disagree	391	298	20	158	101	968	5%
Disagree	802	444	27	135	121	1,529	7%
Strongly disagree	1,947	1,146	67	445	251	3,856	18%
Not sure	196	74	9	45	32	356	2%
Not Stated	74	17	5	56	6	158	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 5 AGREEMENT TO Q13 BY GENDER

Question 14

14. Do you support or oppose the following proposal...?

Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly support	7,021	3,545	816	910	425	12,717	60%
Support	663	530	38	117	50	1,398	7%
Neither support nor oppose	266	269	28	120	72	755	4%
Oppose	649	383	15	103	93	1,243	6%
Strongly oppose	2,375	1,254	85	507	321	4,542	21%
Not sure	190	89	14	48	32	373	2%
Not Stated	60	28	4	67	4	163	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 6 AGREEMENT TO Q14 BY GENDER

Question 16

16. Do you support or oppose the following proposal...?

The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly support	6,406	3,203	796	895	400	11,700	55%
Support	663	530	38	117	50	1,398	7%
Neither support nor oppose	266	269	28	120	72	755	4%
Oppose	649	383	15	103	93	1,243	6%
Strongly oppose	2,375	1,254	85	507	321	4,542	21%
Not sure	190	89	14	48	32	373	2%
Not Stated	60	28	4	67	4	163	1%
Grand Total	10,609	6,098	1,000	1,872	997	21,191	100%

TABLE 7 AGREEMENT TO Q16 BY GENDER

Question 17

17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	5,445	2,934	736	857	389	10,361	49%
Agree	1,557	907	102	169	115	2,850	13%
Neither agree nor disagree	908	497	52	145	86	1,688	8%
Disagree	696	374	25	105	79	1,279	6%
Strongly disagree	2,338	1,281	73	456	303	4,451	21%
Not sure	199	82	11	30	20	342	2%
Not stated	81	23	1	110	5	220	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 8 AGREEMENT TO Q17 BY GENDER

DEMOGRAPHIC INFORMATION

A LITTLE MORE ABOUT YOU

Gender

A1. Do you identify as

Respondents	Number	Percentage%
Female ⁷	11,224	53%
Male ⁸	6,098	29%
Other	1,000	5%
Own Gender Term	1,872	9%
Prefer not to say	997	5%
Grand Total	21,191	100%

TABLE 9 RESPONDENTS BY GENDER

The graph below gives a breakdown of those respondents who choose to use their own gender term. This table also includes those who subsequently noted their identity as female or male.

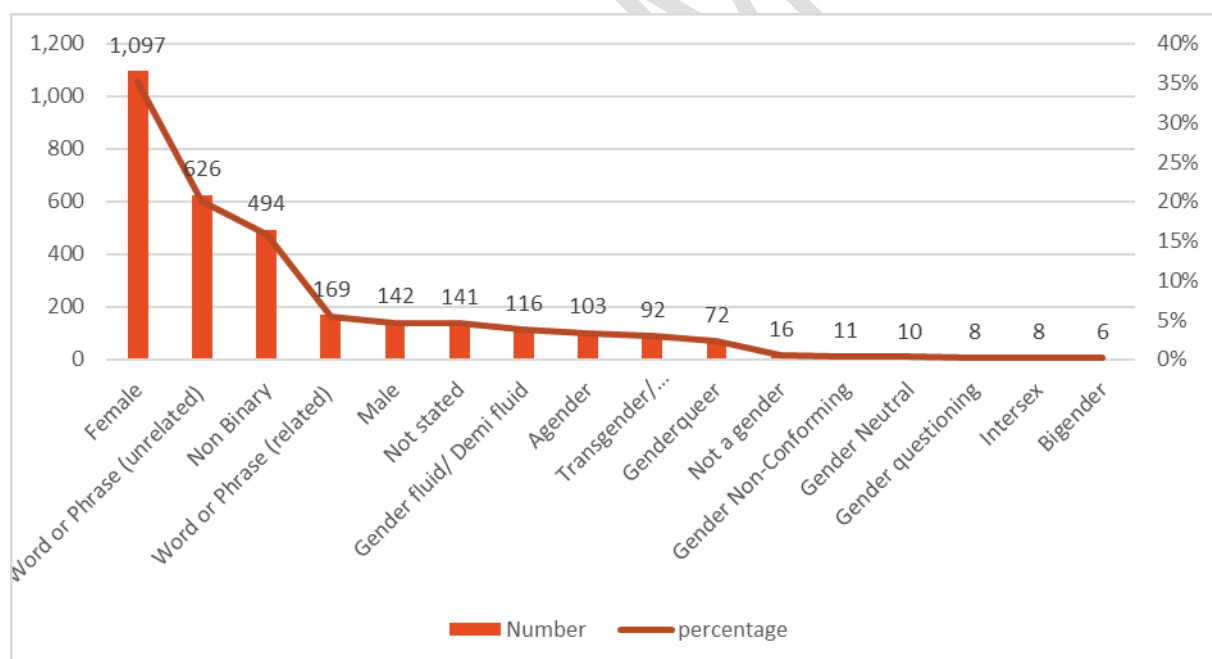


TABLE 10 RESPONDENT OWN GENDER TERM DETAILED

⁷ Includes respondents who initially indicated *Own Term*, then specified 'female' or 'woman'. Original percentage was 48% (10,127) and increased to 53% when this group was added

⁸ Includes respondents who initially indicated *Own Term*, then specified 'male' or 'man'. Original percentage was 28% (5,957) and increased to 29% when this group was added

A2. Is your gender now the same as the gender you were assigned at birth?

Respondents	Number	Percentage%
Yes	15,459	73%
No	3,270	15%
Prefer not to say	2,085	10%
Not Stated	377	2%
Grand Total	21,191	100%

TABLE 11 RESPONDENTS CONFIRMING IF CURRENT GENDER IS SAME AS THAT AT BIRTH

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Total	Percentage%
Yes	9,216	5,487	66	433	257	15,459	73%
No	1,055	421	759	957	78	3,270	15%
Prefer not to say	761	165	167	330	662	2,085	10%
Not Stated	192	25	8	152		377	2%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 12 RESPONDENTS CONFIRMING IF CURRENT GENDER IS SAME AS THAT AT BIRTH DETAILED

A3 Do you identify as trans?

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2,643	12%
No	9,821	5,539	299	737	314	16,710	79%
Prefer not to say	390	141	153	281	626	1,591	8%
Not Stated	83	18	3	142	1	247	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 13 RESPONDENTS TRANSGENDER STATUS

The table below notes their transgender status in correlation to Question A1 (gender identity). 712 respondents who used the option of specifying their *Own Gender Term* also identified as transgender.

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2,643	12%
No	9,821	5,539	299	737	314	16,710	79%
Prefer not to say	390	141	153	281	626	1,591	8%
Not Stated	83	18	3	142	1	247	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 14 RESPONDENTS TRANSGENDER STATUS DETAILED

The table below considers the 12% of respondents who identified as transgender cross referenced by stakeholder group

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2643	
City Resident	34	29	31	34	6	134	5%
City Resident & Worker	38	18	46	68	5	175	7%
Worker	76	26	33	45	6	186	7%
Service User	121	44	92	95	7	359	14%
Visitor	39	16	20	16	3	94	4%
Expert	144	64	76	143	12	439	17%
Member of Public	1			1		2	0%
Organisation Rep	9	3	4	15	1	32	1%
Interested Participant	467	200	243	294	16	1,220	46%
Not stated	1			1		2	0%
Grand Total	930	400	545	712	56	2,643	100%

TABLE 15 STAKEHOLDERS TRANSGENDER STATUS

Disability

B1. Do you consider yourself disabled?

99% of respondents consider the question of whether they were disabled and supplied an answer. 6% preferred not to say if they were or not, however 18% considered they were.

The table below illustrates respondent's confirmation on whether they are disabled. 46% (1,759) of who state yes were White British and 50% (1,903) are female.

Respondents	Expert	Member of Public	Interested Participant	Not stated	Organisation Rep	City Resident	City Resident & Worker	Service User	Visitor	Worker	Grand Total	Percentage%
Yes	507	5	1,354	3	52	258	424	645	113	434	3,795	18%
No	918	9	5,513	13	97	1,205	2,573	2,869	520	2,253	15,970	75%
Prefer not to say	150	1	406	3	9	82	135	219	49	186	1,240	6%
Not stated	15		28	1	3	19	16	67	10	27	186	1%
Grand Total	1,590	15	7,301	20	161	1,564	3,148	3,800	692	2,900	21,191	100%

TABLE 16 STAKEHOLDERS DISABILITY STATUS

Sexual Orientation

C1. Do you identify as

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage%
Bisexual	2,995	976	377	483	136	4,976	23%
Gay man	11	1,018	15	20	10	1,074	5%
Gay woman/lesbian	1,696	7	67	82	26	1,878	9%
Heterosexual/straight	4,235	3,328	31	158	88	7,840	37%
Other	375	137	251	104	61	928	4%
Prefer not to say	931	273	61	101	607	1,973	9%
Not stated	4,235	3,328	31	158	88	7,840	37%

Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%
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TABLE 17 RESPONDENTS SEXUAL ORIENTATION BY GENDER

Age

D1. What is your current age?

(Free text box)

Prefer not to say

This question allowed free text responses, which have been aggregated into standardised age bands. The response includes for the range of ages, including decimals, positive and negative numbers, in addition to text responses related and unrelated to age.

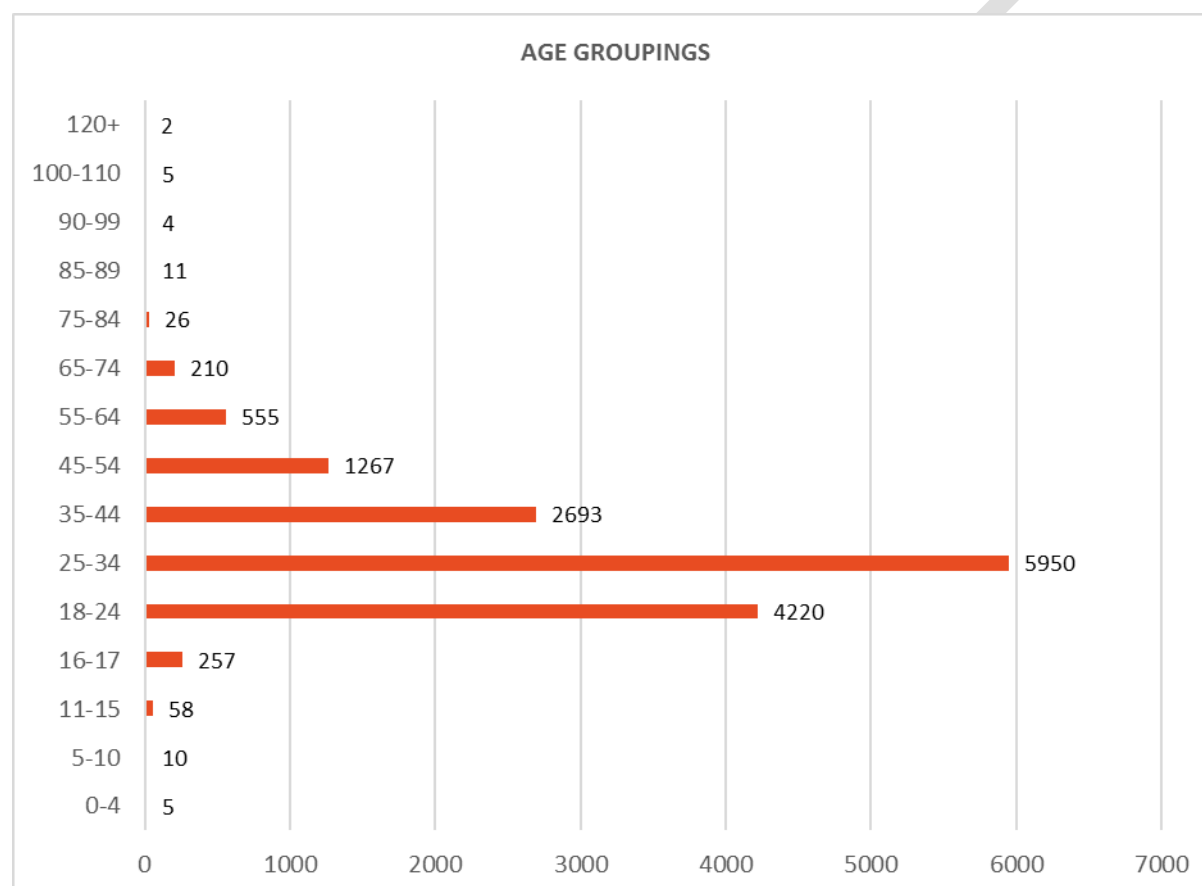


TABLE 18 RESPONDENTS AGE BANDS

A higher number of respondents were from 25-34 years age group. Not stated or information supplied in a format that couldn't be grouped into the standardised age bandings above were 5940 responses.

Ethnicity

E1. Do you describe your race or ethnicity as:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage%
Arab	64	54	14	57	25	214	1%
Asian or Asian British: Indian	112	41	2	11	6	172	1%
Asian or Asian British: Pakistani	53	45	7	16	15	136	1%
Asian or Asian British: Bangladeshi	21	9	4	3	2	39	0%
Asian or Asian British: Chinese	51	22	7	9	4	93	0%
Asian or Asian British: Other	56	32	10	7	6	111	1%
Black or Black British: African	109	44	13	23	18	207	1%
Black or Black British: Caribbean	63	24	7	13	8	115	1%
Black or Black British: Other	28	15	7	14	8	72	0%
Mixed: Asian and White	197	85	23	30	17	352	2%
Mixed: Black and White	151	76	14	35	5	281	1%
Mixed: Other	336	170	57	101	98	762	4%
White: British	6,487	3,301	435	542	308	11,073	52%
White: Europe	1,382	974	170	209	92	2,827	13%
White: Gypsy or Irish Traveller	16	24	9	20	6	75	0%
White: Irish	521	273	32	47	20	893	4%
White: Other	1,126	665	144	265	97	2,297	11%
Prefer not to say			1			1	0%
Not Stated	451	244	44	470	262	1,471	7%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 19 RESPONDENTS ETHNICITY BY GENDER

Citizenship

F1. Of which countries are you a Citizen:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage %
United Kingdom	8,699	4,256	625	979	638	15,197	72%
Other EU	926	645	115	182	72	1,940	9%
Prefer not to say	661	469	113	196	240	1,679	8%
Not Stated	938	728	147	515	47	2,375	11%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 20 RESPONDENTS CITIZENSHIP STATUS BY GENDER

Religion or Belief

G1. Do you consider yourself to be:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage%
Buddhist	130	57	10	28	11	236	1%
Christian	1,236	804	54	113	52	2,259	11%
Hindu	40	13	2	5	1	61	0%
Jewish	313	128	50	74	18	583	3%
Muslim	178	122	39	85	41	465	2%
Non-religious (Atheist, Agnostic, Humanist)	7,694	4,219	625	863	396	13,797	65%
Shinto			1			1	0%
Sikh	9	6		5	3	23	0%
Other	365	159	100	86	32	742	4%
Prefer not to say	855	287	61	113	410	1,726	8%
Not Stated	404	303	58	500	33	1,298	6%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 21 RESPONDENTS RELIGION BY GENDER

What is the Public Sec

EQUALITY ANALYSIS (EA) TEMPLATE

What is an Equality Ar

Decision

Adjustments to remove barriers identified by the assessment or to better advance equality

12 April 2019

How to demonstrate c

Deciding what needs to be assessed [Double click here for more information / Hide](#)

Role of the assessor [Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA) [Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

Assessor name: William Coomber

Contact details: William.coomber@cityoflondon.gov.uk

1. What is the Proposal?

A City Corporation Gender Identity (GI) Policy

2. What are the recommendations?

That the GI Policy will support the City Corporation to deliver its duties under the Equality Act 2010 effectively.

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

The proposal will directly affect transgender City residents, workers and visitors (including those in transition). There will be an indirect impact for other service users, particularly those who use single sex facilities and services.

Age *Double click here to add impact / Hide*

Check box if NOT applicable ☐

Key Demographic statistics:

The Square Mile has proportionately more residents aged 25-69 than Greater London and fewer young people. Summaries of the City of London [age profiles from the 2011 Census can be found on our website](#)

The City resident population is projected to grow steadily, with greatest growth amongst the over 65 years group over the next decade.

Those under 18 and over 65 years are concentrated in areas of deprivation in the east and north of the City.

City Workers tend to be younger, aged between 20-50 years of age. The younger age profile is consistent with the findings of prior independent reports and reflects the fact that finance and insurance industries represent a large % of the City workforce.

Demographics projections and analysis can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics.

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There is no reliable data currently available on gender identity by age for residents, workers or visitors in the City of London. Some young people identify with a gender other than that assigned to them at birth.

What is the proposal's impact on the equalities aims?

The GI Policy does not have a disproportionate impact on a particular age group.

The GI Policy will not apply to schools who will develop their own policies.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

N/A

Key demographic statistics:

Day-to-day activities can be limited by disability or long-term illness - In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Extract from summary of the [2011 Census relating to resident population health for the City of London can be found on our website](#).

City workers tend to be healthier than the general population and this is largely due to their younger age profile, although lifestyle choices (such as drinking, smoking and diet) may have a negative impact.

The 2011 Census identified that for the City of London's resident population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little.

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

Disability and health inequality amongst residents tends to be geographically concentrated in pockets of deprivation such as Portsoken in the east and north of the City.

NB: These statistics provide general data for these protected characteristics.

Disability

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals

There is no reliable data currently available on gender identity and disability for residents, workers or visitors in the City of London.

Some disabled people may identify with a gender other than that assigned to them at birth.

Research shows that trans people are more likely than the general population to experience mental health issues. The disability provisions under the Equality Act 2010 protect those with a 'physical or mental impairment which has a substantial and long-term adverse effect on ... ability to carry out normal day-to-day activities.'

What is the proposal's impact on the equalities aims?

The GI Policy may have a positive affect on the mental health of trans people, because it improves access to services and facilities and contributes to tackling stigma and discrimination.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Implement the GI policy and make sure that disabled trans people are aware of the policy and can access services/facilities.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

Check box if NOT applicable ☒

Key borough statistics:

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Conception and Fertility Rates](#)
- [Live Births and Still Births](#)
- [Maternities](#)

NB: These statistics provide general data for these protected characteristics.

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

The GI Policy is not expected to impact pregnancy and maternity.

What is the proposal's impact on the equalities aims?

No impact.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Not applicable.

Race [Double click here to add impact / Hide](#)

Check box if NOT applicable ☐

Key demographic statistics:

White British residents comprise 57.5% of the total population, followed by White – Other at 19%.

The second largest ethnic group amongst residents is Asian (12.7%), this group is divided between Asian-Indian (2.9%), Asian-Bangladeshi (3.1%), Asian-Chinese (3.6%) and Asian-Other (2.9%). The City has the highest % of Chinese people of any authority in London and the second highest in England & Wales.

These Asian communities tend to be concentrated geographically in the east and north of the City.

[See ONS Census information](#) or [Greater London Authority projections](#)

The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3%.

City workers are largely white (79%), compared to Asian ethnicity (12%), black groups (5%), mixed race (3%) and Arab origins (1%).

NB: These statistics provide general data for these protected characteristics.

Race

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

There is no reliable data currently available on gender identity by race for residents, workers or visitors in the City of London.

What is the proposal's impact on the equalities aims?

No direct impact on race or ethnicity.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Develop a better understanding of the potential impact of multiple levels of discrimination and mitigation to address these.

Religion or Belief [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key demographic statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

The City is a religiously diverse area, with a wider range of religious/faith identities than England as a whole. In the City, 45.3% of residents identify as Christian, with 34.2% stating that they have no religion. The next largest group is Islam (5.5%), followed by Judaism (2.3%), Hindus (2%), Buddhists (1.2%) and Sikhs (0.2%).

Since 2011 the Christian population has fallen by approximately 10% and those with no religion risen by roughly the same figure.

NB: These statistics provide general data for these protected characteristics.

Religion or Belief

Additional Equalities Data (Service level or Corporate)

There is no reliable data currently available on gender identity and religion or belief for residents, workers or visitors in the City of London.

The GI Policy may challenge beliefs about single sex services and facilities in some religious communities. The GI Policy could therefore have a challenging impact on the use of services and facilities by members of those communities.

What is the proposal's impact on the equalities aims?

The proposal is consistent with the Equality Act 2010 provisions on religion and belief.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Religious worship is exempt from the provisions of the Equality Act 2010.

The Public Sector Equality Duty includes a responsibility to 'foster good relations between people who share a relevant protected characteristics and persons who do not share it', and the City may want to consider what opportunities the GI Policy creates for dialogue with and between different communities.

Page 80

Sex Double click here to add impact / Hide

Check box if NOT applicable ☐

Key demographic statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics.

Sex

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Some males and females who use single-sex facilities have concerns about and/or are uncomfortable with trans access to those facilities (as illustrated by some of the responses to the City Corporation's GI Survey).

What is the proposal's impact on the equalities aims?

Sex is a protected characteristic under the Equality Act 2010.

The Act also has a strong inclusive presumption for trans people with respect to single sex services and facilities.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The City Corporation should consider exclusion of trans people from single-sex services in exceptional circumstances where this is a proportionate means to a legitimate end.

The Public Sector Equality Duty includes a responsibility to 'foster good relations between people who share a relevant protected characteristics and persons who do not share it', and the City may want to consider what opportunities the GI Policy creates for dialogue with and between different groups in the community.

Page 6

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

Check box if NOT applicable ☐

Key demographic statistics:

It is estimated that 10% of the UK population belong to the lesbian, gay and bisexual communities in the UK. Stonewall have estimated that 1% of the UK population are Transgender or identify as non-binary or gender fluid.

Please refer to:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity – ONS](#)

NB: These statistics provide general data for these protected characteristics.

Sexual Orientation and Gender Reassignment

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There is currently no reliable data on the numbers of transgender people living, working or visiting the City of London.

The GI policy was strongly supported by trans respondents to the GI Survey.

What is the proposal's impact on the equalities aims? Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact**

The GI policy will have a positive impact on transgender inclusion, and for LGBTQ

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

As it implements the policy, the City Corporation may have opportunities to

Sexual Orientation and Gender Reassignment

rights (noting that this is a diverse community, and includes people who do not support the policy, as was reflected in a minority of responses to the GI Survey).

The policy highlights the challenges for public authorities of responding to new understandings of and expectations about gender, with implications for the Public Sector Equality Duty. For example, how people who identify themselves as 'non-binary' or 'gender fluid' are covered by a gender identity policy.

promote dialogue between Trans, LGBT and Women's groups, which would be beneficial in fostering good relationships.

It would be beneficial to have more data on gender identity in the City, while recognising the challenges of monitoring on a trans classification.

There are legal limits to the degree to which people who identify as non-binary or gender fluid can be covered by this policy. However, the policy can commit to do whatever is possible (within the current limits of the law) to address issues for people who identify as non-binary/gender fluid as a matter of policy.

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☒

Key borough statistics - sources include:

[The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

NB: These statistics provide general data for these protected characteristics.

[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There were no obvious impacts upon marriage and civil partnership arising from the proposed draft policy.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

No negative impact

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Non-applicable

Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims. In addition to the sources of information highlighted above – you may also want to consider using:

- Equality monitoring data in relation to take-up and satisfaction of the service

- Equality related employment data where relevant
- Generic or targeted consultation results or research that is available locally, London-wide or nationally
- Complaints and feedback from different groups.

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations

Additional Equalities Data (Service level or Corporate)

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Non-applicable

Conclusion and Reporting Guidance

This analysis has concluded that...

The proposed policy provides a statement of the City Corporation's Public Sector Equality Duty under with the Equality Act 2010 with respect to Gender Assignment.

The City should also consider what opportunities the launch and implementation of a Gender Identity Policy creates for fostering understanding, dialogue and good relations between different equality groups.

The GI policy is an important tool in delivering the Equality Act 2010 and Chief Officers should draw up plans to promote trans equality in their service areas, with impact monitored and appropriate accountability and governance. Monitoring should also look out for evidence of any negative impact on service use by other protected groups.

There is little data on gender identity and how it intersects with other protected characteristics. It would be beneficial to build this evidence base where practicable.

Outcome of analysis - [check the one that applies](#)

☐ Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

☒ **Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality.

☐ **Outcome 3**

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

☐ **Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:

Name:

Andrew Carter

Date:

12.04.2019

Committee: Health and Wellbeing Board – For Information Community and Children’s Services Committee – For Information Culture, Heritage and Libraries Committee – For Information	Dated: 26/04/2019 08/05/2019 13/05/2019
Subject: Dragon Café in the City – future funding	Public
Report of: Andrew Carter, Director of Community and Children’s Services	For Information
Report author: Xenia Koumi, Project Lead – Business Healthy, Department of Community and Children’s Services Rachel Levy, Principal Librarian – Shoe Lane & Artizan Street	

Summary

Dragon Café in the City (DCC) provides a free, safe and quiet sanctuary in the Square Mile for both City residents and workers to support their mental and physical wellbeing and release the pressure of day-to-day life. It is hosted in the Shoe Lane Library, on Wednesdays, between 12pm and 7:30pm.

DCC is funded by the City of London Corporation and delivered by Barbican & Community Libraries and Public Health, in partnership with charity Mental Fight Club. DCC was initially trialled as a successful six-month pilot between February and June 2018, and has secured funding for the next two years, until April 2021. This report confirms the sources of funding for DCC in the short term.

Recommendations

Members are asked to:

- Note the report.
- Support efforts to promote DCC to those living and/or working in the Square Mile.

Main Report

Background

1. DCC provides a free, safe and quiet space within the City of London for both local residents and workers to engage with and look after their mental and physical wellbeing, and release the pressure of day-to-day life. It is hosted in Shoe Lane Library on Wednesdays, between 12pm and 7:30pm. A diverse and wide range of free creative activities are delivered within the DCC sessions, such as 15-minute massage, yoga, mindfulness, calligraphy, nutrition and chess strategy workshops.
2. DCC initially launched as a six-month pilot in 2018, funded by the Wellcome Trust and Carnegie UK's Engaging Libraries fund¹ and the City of London Corporation's Department of Community and Children's Services. It was delivered through a collaboration between the City Corporation's Public Health team and Business Healthy, Barbican & Community Libraries and the charity Mental Fight Club, with support from Output Arts.
3. The pilot was evaluated and demonstrated that DCC was a valuable service that was successfully helping to support the health and wellbeing needs of City workers and residents. It also demonstrated helping visitors to feel more able and inclined to engage with their mental health.
4. A case was put forward to secure further funding to continue to offer DCC beyond the pilot phase.

Current Position

5. DCC was trialled as a pilot and ran between February and June 2018, with additional sessions delivered monthly between September and December 2018.
6. An evaluation was completed in late 2018, which demonstrated that DCC was addressing the needs of the City's worker and resident populations with regard to supporting mental health. The workforce of the City's community of small and medium enterprises (SMEs) was also benefitting from the service. As a result, it was agreed that opportunities to secure future funding would be explored; in the interim, DCC could continue to be delivered, funded by the Public Health Grant. This would mean that awareness of DCC among the local community could maintain momentum.
7. Applications for funding were made to the Healthier City and Hackney Fund (HCHF) and the City Corporation's Priorities Investment Pot (PIP) in late 2018. Both were approved in March 2019, which secures funding for DCC until April 2021.
8. HCHF funding has been confirmed between April 2019 and April 2020 and enables the provision of a dedicated Network Liaison role, which will:
 - engage micro-businesses and City workers experiencing in-work poverty
 - develop new and existing relationships to promote DCC through a wide range of networks, including occupational health services within the City of London and GPs

¹ *Engaging Libraries: Learning from Phase 1:*

https://d1ssu070pg2v9i.cloudfront.net/pex/carnegie_uk_trust/2019/03/26153308/Engaging-Libraries-Learning-from-Phase-1.pdf

- ensure that DCC activities are advertised through the library network and promoted in public spaces in the City
 - organise four networking events over the course of the year to: engage Human Resources and Corporate Social Responsibility leads within City businesses; identify workplace champions within the micro-businesses; and explain the benefits of wellbeing sessions offered by DCC, so that these can be promoted to their workers.
9. PIP funding permits a full schedule of DCC sessions to be run between April 2019 and April 2021, delivering roughly 23 sessions per year on a fortnightly basis. This includes the provision of a free and healthy lunch, refreshments and snacks to DCC visitors.
10. Beyond April 2021, DCC will be reviewed to explore whether it is still meeting a need among the City's worker, resident and business communities. If it demonstrates effectiveness, efficacy and value for money, efforts will be made to secure longer-term funding. Options could include sponsorship from larger City businesses and organisations, or perhaps through dedicated funding opportunities offered by organisations such as the Wellcome Trust and Big Lottery Fund.

Corporate & Strategic Implications

11. Securing longer-term funding to continue to deliver DCC between 2019 and 2021 supports a range of corporate and strategic objectives, including:
- Corporate Plan 2018–23: Contribute to a flourishing society (objectives 2,3 and 4)
 - the Joint Health and Wellbeing Strategy 2017–20: Priorities 1, 2 and 5.

Conclusion

12. DCC is an intervention designed to support the mental and physical wellbeing of the City's residents and workers, by providing a free and open space with a range of creative activities in Shoe Lane Library. Following a successful six-month pilot in 2018, the programme has secured additional funding to ensure that it can be delivered in full until April 2021.

Appendices

- None

Background Papers

- *Dragon Café in the City evaluation – Health and Wellbeing Board Update Report*, 21 September 2018

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Committee:	Dated:
Community & Children's Services Grand Committee	10/05/2019
Subject: Primary and Secondary School Admissions of City of London Pupils 2019/20	Public
Report of: Andrew Carter, Director of Community and Children's Services	For Information
Report author: Theresa Shortland, Head of Service – Education and Early Years	

Summary

The purpose of this report is to inform Members of the allocation of primary and secondary school places to City of London pupils for the academic year 2019/20.

The City of London has complied with the statutory duty to co-ordinate school applications as part of the cross-borough, Pan-London Admissions Scheme process.

All children whose parents applied on-time for a school place for entry in September 2019 received a place on national offer day. There were three late primary applications, and those applicants will be offered places after the national offer day on 16 April.

Recommendation

Members are asked to note the report.

Main Report

Background

1. The City of London has a statutory duty to ensure that sufficient school places are available within the area for every child of school age whose parents wish them to have one. There is only one maintained primary school in the area – Sir John Cass’s Foundation Primary School. City residents also apply for school places at schools in neighbouring boroughs.
2. The School Admissions Code (the Code) has been issued under Section 84 of the School Standards and Framework Act 1998 (SSFA 1998). This Code came into force on 19 December 2014.
3. The Code applies to admissions for all maintained schools in England. It sets out how school applications are processed. It is the responsibility of admission authorities to ensure that admission arrangements are compliant with this Code. Where a school is the admission authority, this responsibility falls to the governing body or Academy Trust for that school.
4. Regulations 26 to 32 and Schedule 2 of the School Admissions Regulations 2012 requires local authorities to co-ordinate school applications and ensure that cross-borough processes are compatible with each other. The City of London is part of the Pan-London Admissions Scheme process, where all 33 London local authorities and Surrey County Council have reciprocal admissions processes.
5. The governing body of Sir John Cass’s Foundation Primary School is the admissions authority for the school. This means that the governors set the admissions policy for the school and make the decisions about which pupils are allocated places and admitted to the school. The pupil admissions number for Sir John Cass’s Foundation Primary School is 30.
6. During the autumn term 2018, we conducted our annual school census to identify where City of London children attend school. Currently we are aware of 84 schools that City of London pupils attend. Due to the new General Data Protection Regulation introduced in May 2018, we issued data-sharing agreements to all schools to enable secure and compliant data sharing. However, even with the correct processes in place, we have had a limited response from schools.
7. As of 31 March 2019, the data held on the schools attended by City resident children indicates the following:
 - 147 City resident children of statutory schools age (5–16) attend schools within the City of London local area. This includes the independent schools.
 - 193 City resident children of statutory school age attend schools in the immediate neighbouring boroughs (Camden, Hackney, Islington, Southwark, Tower Hamlets, Westminster).

- City children attend schools in an additional 17 London Boroughs and home counties.
- Three children are being electively home educated.

Primary School Places

8. The deadline for applications for a primary school place for entry in September 2019 was 15 January 2019. Confirmations of offers for school places were received on 16 April 2019.
9. When parents make their application for a primary school place, they can apply to a maximum of six schools in order of preference. They receive only one offer, which is based on their order of preference and is the highest preference offer that can be allocated. Table 1 illustrates the primary school place offers for City of London pupils on 16 April 2019.

Table 1. Primary school place offers for City of London pupils 16 April 2019			
SCHOOL	Total number of children offered a place at each school	Place offered – 1st preference offer	Place offered – (other preference offer)
Christchurch CofE School	2	2	0
City of London Primary Academy Islington	9	8	1 (2 nd preference)
English Martyrs' Roman Catholic Primary School	1	1	0
Harry Gosling Primary School	1	0	1 (3 rd preference)
Prior Weston Primary School	5	4	1 (allocated)
Sir John Cass's Foundation Primary School	6	6	0

10. There were 24 applications received by the closing date, 15 January 2019, for primary school places in the City of London. In April 2019, primary school pupils were allocated places. Of City of London pupils, 88% received their first preference and 8% received other preferences; 4% received no offer, which equates to one child that was subsequently allocated a place. In comparison, in 2018, 85% of primary-aged pupils got their first preference and 15% received other preferences. In 2019, there was a 3% increase, which was one child that additionally received their first preference.

11. In 2019, Sir John Cass's Foundation Primary School was oversubscribed. The school received 107 school applications for places. The governing body met during February 2019 to process all applications and allocate places at the school for entry in September 2019 in line with their oversubscription criteria. Both Sir John Cass's Foundation Primary School and COLPAI received significantly more first preference applications than places available.

Secondary School Places

12. The deadline for applications for a secondary school place for entry in September 2019 was 31 October 2018. Confirmations of offers for secondary school places were received on 1 March 2019.
13. When parents make their application for a secondary school place, they can apply to a maximum of six schools, in order of preference. They receive only one offer, which is based on their order of preference and is the highest preference offer that can be allocated. Table 2 illustrates the secondary school place offers for City of London pupils on 16 April 2019.

Table 2. Secondary school place offers for City of London pupils 16 April 2019			
SCHOOL	Total number of children offered a place at each school	Place offered – 1st preference offer	Place offered – (other preference offer)
Anglo European School	1	1	0
Central Foundation Boys' School	6	5	1 (2 nd preference)
City of London Academy Islington	2	0	2 (2 nd and 5 th preference)
City of London Academy (Southwark)	1	1	0
Colchester Academy	1	0	1 (4 th preference)
Haggerston School	4	3	1 (5 th preference)
Sir John Cass's Foundation and Red Coat CofE Secondary School	2	1	1 (2 nd preference)
The Grey Coat Hospital	2	1	1 (2 nd preference)
The St Marylebone CofE School	1	1	0
Wapping High School	1	0	1 (3 rd preference)
William Ellis School	1	0	1 (2 nd preference)
City of London Academy Highbury Grove	2	0	2 (Allocated)

14. There were 24 applications received for secondary school places in the City of London by the closing date of 31 October 2018. In March 2019, 54% of City of London secondary-aged pupils got their first preference and 38% received other preferences; 8% received no offer, which equates to two children who were subsequently allocated places. In 2018, 53% of secondary-aged pupils got their first preference and 42% received other preferences.
15. Of the 24 secondary school applications, two of the City of London Academies that give priority to City of London pupils were not identified as their first preference. Our research suggests that the parents' main reason for choosing other schools is because of the distance and ease of travel to these schools. There is also a trend among some City of London parents to identify only one preference, usually at a highly sought-after, outstanding school. If the preference is not allocated, they then opt to take up places at independent schools.

Conclusion

16. The City of London has complied with the statutory duty to co-ordinate school applications as part of the cross-borough, Pan-London Admissions Scheme process. All children and young people who applied for a school place for entry in September in 2019 received a place.

Appendices

- None

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Committees: Community and Children's Services Policy and Resources	Dates: 8 May 2019 6 June 2019
Subject: Request for additional support for unaccompanied asylum-seeking and refugee children	Public
Report of: Andrew Carter, Director of Community and Children's Services	For Decision
Report author: Simon Cribbens, Assistant Director – Commissioning and Partnerships	

Summary

The City of London Corporation has been asked to make a pledge of additional resettlement support and accommodation to unaccompanied asylum-seeking and refugee children. The City Corporation already exceeds the level of support for this group that is expected of local authorities. As such, officers recommended to Members that the City Corporation does not pledge additional support and resources at this point.

Recommendations

Members of Community and Children's Services are asked to:

- note the request to support the Our Turn campaign to provide for additional unaccompanied asylum-seeking and refugee children
- note the significant level of support provided by the City Corporation to this group, and the Corporation's ongoing commitment to meet these obligations
- to decide to either resettle additional children and seek funding from the City Corporation to do so, or to endorse the recommendation of officers not to support the Our Turn campaign at this time, and not to resettle additional children and young people as part of it.

Members of Policy and Resources are asked to:

- note the request to support the Our Turn campaign to provide for additional unaccompanied asylum-seeking and refugee children
- note the significant level of support provided by the City Corporation to this group, and the Corporation's ongoing commitment to meet these obligations
- to decide to either resettle additional children and provide funding from the City Corporation to do so, or to endorse the recommendation of officers not to support the Our Turn campaign at this time, and not to resettle additional children and young people as part of it.

Main Report

Background

1. The Our Turn campaign seeks to resettle 10,000 unaccompanied asylum-seeking and refugee children in the UK and is led by the organisation Safe Passage, working in partnership with the Alf Dubs Children's Fund.
2. The City of London Corporation has been asked to support the campaign by calling on Government to:
 - agree to a resettlement target of 10,000 children at risk over a 10-year period from Europe and conflict regions across the world
 - ensure that children granted protection in Britain have the support to rebuild their lives.
3. To deliver such a pledge will require all local authorities to provide additional resettlement and ongoing support for these children year on year. As such, the City Corporation has been further asked to commit to support an additional number of unaccompanied children.
4. The assistance requested is in addition to existing statutory duties, and to the Government's commitment to a package of support to provide resettlement in the UK for 480 unaccompanied asylum-seeking and refugee children.
5. The City Corporation is currently providing statutory care to 23 looked-after unaccompanied asylum-seeking children (UASC) and ongoing support to a further 22 young people who have left care, but who entered services as UASC, as at 18 April 2019.

Current Position – UASC

6. Local authorities already have a duty to protect and support UASC as soon as a child is referred to a local authority or is found in the local authority area. These are children and young people who are seeking asylum in the UK, but who have been separated from their parents or carers.
7. The care provided by a local authority can be for several years and typically includes providing a child with accommodation, education and social work support while in care and as a care leaver.
8. UASC arrive in the UK in the following ways:
 - **Spontaneous arrivals:** most UASC arrive in the UK by their own means and are encountered at their port of entry or by police/social services. The local authority in which the child first presents is normally responsible for their care.
 - **Section 67 of the Immigration Act 2016 (commonly known as the Dubs amendment) resettlement:** this allows for UASC already in European refugee camps to transfer to the UK. The Government has currently committed to accept 480 such children.
 - **The Vulnerable Persons and Vulnerable Children's Resettlement Scheme:** this mostly resettles children with their families, although a small number of UASC are housed through this scheme.

- **Dublin III regulation:** this reunites children claiming asylum who have an identified family member within the UK.
9. The largest majority of UASC are those that have spontaneously presented in the UK. They have very similar characteristics to children who enter the UK through the Dubs amendment in terms of their age and reasons for seeking asylum.

Current Position – Distribution

10. In order to fairly distribute the additional demand on services and budgets required to support such children and young people, London local authorities operate the Pan London Rota for allocation. This has achieved a more equitable distribution of responsibility between London's local authorities. However, this rota does not impact on the imbalance between London and other regions.
11. In response to the uneven distribution of children needing care, the Home Office introduced the National Transfer Scheme (NTS) in July 2016. The NTS is designed to ensure that no local authority is required to care for more UASC than it can cope with (determined by Government to be 0.07% of the child population). Where such a threshold has been met, the scheme expects an authority to arrange for the transfer of the child to another authority. Where the region (in this case, London) is above the 0.07% threshold, such a transfer would be to another region through the NTS.
12. As of March 2019, all London local authorities reported that they were caring for more UASCs than 0.07% of their total child population. Many London authorities far exceed this threshold – including the City Corporation and those authorities where it has housing stock. London is responsible for more than 1,500 UASC – around a third of the overall population in England – and this proportion is rising.
13. In practice, the NTS is not working effectively. There are around 140 children currently awaiting transfers from entry local authorities. Some councils outside of London have stopped receiving any UASC pending the outcome of a Home Office review of funding. The current funding from Government supporting the resettlement of UASC falls short of the total cost to authorities.
14. Members should note that the Government's commitment to resettle an additional 480 children as part of the Dubs amendment already relies on additional local authority support and that, despite the pledges of many, they have yet to meet this target.

Current Position – City of London Corporation

15. As of 15 April, the City of London is looking after 23 UASC. This equates to 1.89% of the overall child population or 27 times the Government's maximum expectations. This is the highest rate of any local authority in the UK – and continues to increase.

16. In addition, the City of London supports 22 care leavers who were formerly UASC. In 2016, it provided homes to two Syrian families under the Vulnerable Persons Scheme.
17. In response to the additional budgetary and resource pressures related to the growing number of UASC supported by the Department of Community and Children's Services (DCCS), Members agreed a £232,000 uplift in its baseline budget from 2017/18 onwards.
18. The Department's budget to support UASC in 2019/20 is £795,000 against which it will receive only £264,000 in Government grant for this purpose. A child or young person in the long-term care of the City Corporation typically costs in excess of £50,000 per annum.
19. The City Corporation is a committed corporate parent to the children it looks after and those who it supports who have left care. In support of this duty, the DCCS invests significantly in the housing, care, health and education of these children and young people. It remains committed to supporting the Pan London Rota system, and will continue to provide emergency support to UASC who present locally.

Proposals

20. The DCCS recognises the vital role that local authorities play in supporting vulnerable unaccompanied children. However, this has resulted in significant financial pressures. Officers consider that any undertaking to accept more children, whether by the City Corporation, or other local authorities, should be accompanied by a commitment from Government to meet the full cost of support, and ensure the fair distribution of responsibility.
21. Therefore, while officers support the principle of the Our Turn campaign, they feel it needs to be clearer in its call on Government, so as not to create unfunded or undeliverable commitments.
22. Officers further note that the City Corporation has already provided significantly above the expected level of provision by local authorities. Given the size of the department's Social Work and Commissioning teams, a further commitment would not be viable without significant additional investment. It is therefore proposed that Members do not pledge to provide additional support to UASC as part of this campaign at this time.
23. Members may wish to note that the Home Office has committed to a review of funding for UASC. Should such a review deliver a package of full cost recovery for meeting additional need, the City Corporation may wish to reassess its ability to provide additional support.

Conclusion

24. The City Corporation is committed to supporting those children and young people it provides care to – the vast majority of whom are UASC. It provides for many

more children than the Government's recommended threshold for local authorities, and invests significant resources to ensure that those in its care receive the housing, education and care they require.

Appendices

- None

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Committees	Date
Policy and Resources Committee (for decision)	04/07/2019
Public Relations and Economic Development Sub-Committee (for information)	11/06/2019
Hampstead Heath Committee (for information)	05/06/2019
Education Board (for information)	23/05/2019
Epping Forrest and Commons Committee (for information)	20/05/2019
Community and Children's Services Committee (for information)	08/05/2019
Hampstead Heath Consultative Committee (for information)	29/04/2019
Health and Wellbeing Board (for information)	26/04/2019
Subject The City of London Corporation's Sport and Physical Activity Strategy for 2019-23.	Public
Report of Kate Smith – Head of Corporate Strategy and Performance	
Report Author Sufina Ahmad – Corporate Strategy Manager	For information

Summary

This paper presents at Appendix One the proposed final version of the City of London Corporation's (City Corporation) Sport and Physical Activity Strategy for 2019-2023. The vision is that: *London and the UK are world-class sport and physical activity destinations, supporting the economy, communities and individuals.* The key outcomes and activities include the City Corporation working with others to deliver successful major sporting events for London and the UK, sport engagement activities that strengthen community cohesion, and work that ensures people have access to and participate in sport and physical activity.

The Corporate Strategy and Performance Team (CSPT) developed this strategy following a decision in December 2018 at Policy and Resources Committee to invest in sport engagement work. It is based on research and discussions with internal officers in the following departments, who will also support its delivery: Town Clerk's, Community and Children's Services, Remembrancer's, Built Environment and Open Spaces. External colleagues from Sport England and London Sport also offered their input. The strategy aligns to our Corporate Plan for 2018-23, specifically outcomes 2, 3, 4, 7 and 10. Policy and resources Committee is asked to approve the strategy and Public Resources and Economic Development Sub Committee is asked to endorse it.

Recommendations

Public Relations and Economic Development Sub-Committee/Hampstead Heath Committee/Education Board/Epping Forest and Commons Committee/Community

and Children's Services Committee/Hampstead Heath Consultative Committee/Health and Wellbeing Board is asked to:

- i. Note and endorse the proposed final version of the Sport and Physical Activity Strategy – subject to any changes discussed in the meeting being incorporated.

Policy and Resources Committee is asked to:

- ii. Approve the proposed final version of the Sport and Physical Activity Strategy – subject to any changes discussed in the meeting being incorporated.

Main Report

Background

1. In December 2018, Policy and Resources Committee approved a paper setting out a strategic approach to sport engagement activities by the City Corporation, which included the decision to invest in a Sports Engagement Manager, based in the Corporate Affairs Team. Consequently, it was felt that the City Corporation would benefit from a strategy document on sport and physical activity. The CSPT was asked to develop this strategy, which it did through desk-based research and meetings with the following internal and external colleagues:
 - a) Sam Hutchings – Town Clerk's
 - b) Eugenie de Naurois – Town Clerk's
 - c) Nick Bodger – Town Clerk's
 - d) Daniel McGrady – Community and Children's Services
 - e) Andrea Laurice – Built Environment
 - f) Gerry Kiefer – Open Spaces
 - g) Xenia Koumi – Community and Children's Services
 - h) Sam Bedford – Community and Children's Services
 - i) Simon Cribbens – Community and Children's Services
 - j) Greg Knight – Community and Children's Services
 - k) Steve Garrett – Sport England
 - l) Emily Neilan – London Sport.

Current Position

2. The strategy, in terms of its vision, outcomes, activities and success measures are summarised on the second page of Appendix One. The content has been inspired by the City Corporation's existing work supporting major sporting events, major mass participation sporting events, campaigns and commissioned work to encourage people from all backgrounds to participate meaningfully in sport and physical activity. It also draws from the strategic sport and physical activity work that is being carried out by the Department for Digital, Media, Culture and Sports, Sport England, London Sport, Public Health England, the Greater London Authority and the World Health Organisation.
3. For the purpose of this strategy, the City Corporation has defined sport and physical activity as follows:

Sport relates to any and all individual or team sports and physical activity is any bodily movement that requires the expenditure of low, moderate or high levels of energy, this can include activities such as walking, dancing, playing and other recreational pursuits. Exercise is a sub-category of physical activity, and it is defined as something that is planned, structured and repetitive, and aims to improve or maintain one or more components of physical fitness.

4. The City Corporation's vision is that '*London and the UK are world-class destinations for sport and physical activity, supporting the economy, communities and individuals*'. The City Corporation will work with relevant local, regional and central governments, infrastructure bodies including Sport England and London and Partners, national governing bodies for sport, businesses, civil society organisations and individuals and communities directly to deliver the work outlined in the strategy.
5. The three key outcomes the City Corporation aims to achieve are:
 - a) London and the UK are world-class global destinations for major sporting events.
 - b) Community cohesion is strengthened through sport and physical activity.
 - c) People have access to and participate in sport and physical activity.
6. The City Corporation will achieve these outcomes by building on our existing work and supporting the development and delivery of bids for major sporting events that benefit communities and the economy in London and the UK, alongside events, campaigns and activities that encourage individuals and communities to access and participate in sport and physical activities, including those activities that bring communities together positively.

Recommendation

7. This Committee is asked to review, discuss and approve/endorse the Sport and Physical Activity Strategy today. If there are any changes required following today's discussions, then these will be incorporated before the strategy is shared externally with stakeholders.
8. It is also recommended that in the future, the direction of travel outlined in this strategy would be integrated into the wider City Corporation Health and Wellbeing Strategy, rather than continuing to require a separate strategy.

Implementation

9. If this strategy is approved, it is proposed that the Sports Engagement Manager, currently being recruited to, would lead on ensuring that it is delivered, by working in partnership with colleagues from Town Clerk's (Corporate Affairs, Cultural and Visitor Development, Events and Economic Development teams), Community and Children's Services (Commissioning, Public Health and Community Engagement teams), Remembrancer's (Events team), Mansion House, Built Environment (Strategic Transportation team) and Open Spaces (Central Management team) to:

- a) Look at the effectiveness and impact of existing and planned activities.
- b) Ensure that all activities relating to the strategy align to at least one of the three identified outcome areas and therefore the Corporate Plan.
- c) Determine the effectiveness of all activities against the to be agreed qualitative and quantitative success measures for each activity.
- d) Recommend if the activities should be continued as they are, repurposed, or stopped.
- e) Deliver activities within the resources available – monitoring impact and spend to inform corporate planning.
- f) Design and implement the action plan for the strategy.

Corporate and Strategic Implications

10. Corporate and Strategic Implications:

This strategy will support the following outcomes and associated high-level activities within the City Corporation's Corporate Plan for 2018-23:

Outcome 2: People enjoy good health and wellbeing

Outcome 3: People have equal opportunities to enrich their lives and reach their full potential.

Outcome 4: Communities are cohesive and have the facilities they need.

Outcome 7: We are a global hub for innovation in financial and professional services, commerce and culture.

Outcome 10: We inspire enterprise, excellence, creativity and collaboration.

This strategy also supports the work outlined in the following corporate strategies: Joint Health and Wellbeing, Social Wellbeing, Mental Health, Education, Visitor Destination, Corporate Volunteering and Transport.

- 11. **Security Implications:** The City Corporation will ensure that security needs are met when delivering major sporting events, involving Health and Safety, Security and City of London Police colleagues as needed.
- 12. **Financial and Resourcing Implications:** Existing budgets and the Hospitality Working Group budget will be used to deliver the activities outlined in this strategy. The work will be coordinated by the Sports Engagement Manager – which is a new permanent resource – alongside existing officer resource.
- 13. **Equalities Implications:** All activities will need to comply with the priorities set out in the City Corporation's Equalities and Inclusion Action Plan, ensuring that the diverse needs of individuals and communities this work is aimed at are met.
- 14. **Legal Implications:** Any legal agreements or partnerships that the City Corporation considers or enters in to, particularly as part of major sporting events, will need to be signed off by the Comptroller and City Solicitor's department – ensuring that early steer and sign off is sought wherever possible.

Conclusion

15. This Committee is asked to approve/endorse the proposed final version of the Sport and Physical Activity Strategy for 2019-23, which utilises the City Corporation's role across different sectors and geographical areas in pursuit of a vision that *'London and the UK are world-class destinations for sport and physical activity, supporting the economy, communities and individuals.'* If approved, its delivery will be led on by the Sports Engagement Manager with a range of colleagues from different internal departments.

Background Papers

Enhancing Sport Engagement – Policy and Resources Committee, 13/12/2018

Appendices

Appendix One – Proposed Final Version of Sport and Physical Activity Strategy, 2019-23.

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Appendix One – Proposed Final Version of Sport and Physical Activity Strategy, 2019-23

Sport and Physical Activity Strategy – Proposed Final Version, 04.04.19
Strategy Authors: Sufina Ahmad, Corporate Strategy Manager and Ioana Tamas, Graduate Trainee

Sport and Physical Activity Strategy, 2019-23.

Foreword by the Chair of Policy and Resources and Town Clerk

To be added, post approval at officer and Member Committees.

Deputy Catherine McGuinness
Chair of Policy and Resources
Committee

John Barradell
Town Clerk and Chief Executive

April 2019

Our definition of sport and physical activity

Sport refers to activities that require physical exertion and involve individuals or teams, and physical activity is any bodily movement that requires the expenditure of low, moderate to high levels of energy, e.g. walking or dancing. Exercise is a sub-category of physical activity.

Why sport and physical activity matters to us

The City Corporation aims to contribute to a flourishing society, support a thriving economy and shape outstanding environments, as set out in our Corporate Plan (CP). We want to raise London and the UK's profile globally: driving and inspiring engagement with and participation in sport and physical activity and contributing to London and the UK's attractiveness for individuals, communities and business. This drives improvements in physical and mental health, individual development, social and community development and economic development.

Who we will work with

We will continue to work with individuals and communities across London and the UK, including our residents and workers in the Square Mile – focussing on those that are 'inactive' and less likely to engage with sport and physical activity. The Sports Engagement Manager alongside colleagues from across the organisation will work with relevant local, regional and central governments, sport infrastructure bodies, businesses, civil society organisations, national governing bodies of sport and individuals and communities to deliver the work outlined in this strategy.

Our Vision

London and the UK are world-class destinations for sport and physical activity, supporting the economy, communities and individuals.

Our Outcomes

London and the UK are world-class global destinations for major sporting events .

Links to CP Outcomes 7 and 10

Community cohesion is strengthened through sport and physical activity.

Links to CP Outcomes 3 & 4

People have access to and participate in sport and physical activity.

Links to CP outcomes 2 & 3

Our Activities

- Support the development and delivery of bids and partnerships for major sporting events.
- Deliver events and activities to celebrate and promote major sporting events.
- Offer signposting and information services to visitors.
- Promote London and the UK's major sporting events offer nationally and internationally.

- Promote major sporting events to local communities to drive engagement with sport and physical activity.
- Develop and deliver inclusive events during major sporting events.
- Attract mass participation sporting events are delivered for the benefit of local communities and local schools.
- Champion resident-led ideas for sport and physical activity.

- Promote active travel.
- Commission sport, exercise and physical activity services for our residents.
- Deliver public health led campaigns on sport and physical activity for our residents, workers and pupils.
- Make best use of our own assets to encourage sport and physical activity.
- Raise awareness of the benefits of sport, exercise and physical activity across our activities, institutions and assets.

Our Success Measures

This strategy will result in an increased number of major sporting events in London and the UK, driving economic benefits and delivering improvements in physical and mental health for individuals and communities, including our residents, workers and pupils in the Square Mile, through increased access to and participation in sport and physical activity. Finally we will support Londoners to be more active.

Introduction and vision

The City of London Corporation (City Corporation) is the governing body for the Square Mile, dedicated to a vibrant and thriving City, supporting a diverse and sustainable London within a globally-successful UK. This strategy outlines our vision, approach and commitment to sport and physical activity until 2023. It is an externally-focussed strategy that complements the strategic priorities set out in Central Government's '*Sporting Future*' Strategy; Sport England's '*Towards an Active Nation*' Strategy; Public Health England's '*Everybody Active, Every Day*' Briefing; and the Greater London Authority's (GLA) '*Sport for All of Us*' Strategy.

Our definition of sport and physical activity is based on the definitions used by Sport England and the World Health Organisation. Sport relates to any and all individual or team sports and physical activity is any bodily movement that requires the expenditure of low, moderate or high levels of energy. This can include activities such as walking, dancing, playing and other recreational pursuits. Exercise is a sub-category of physical activity, and it is defined as something that is planned, structured and repetitive, and aims to improve or maintain one or more components of physical fitness.

According to 2017/18 figures published by the Department for Digital, Culture, Media and Sport on physical activity among the UK's population, 25% of people aged 16 years and over in England are categorised as physically inactive. Specific groups are more likely to be physically inactive compared with the wider population, including women and people from black, Asian and minority ethnic (BAME) backgrounds.

We are keen for this strategy to encourage and inspire individuals from all backgrounds and abilities to be active every day, as per the UK Chief Medical Officer's recommendations. We are defining an inactive person as someone who has done less than 30 minutes of moderate intensity activity per week – which is the definition used by Sport England in its '*Active Lives Survey*'. The Chief Medical Officer's definition of an 'active' person is someone who is physically active for more than 150 minutes a week, in sessions of at least 10 minutes.

Central Government is clear that investment in sport and physical activity brings significant benefits to individuals and communities in the UK through improvements in the following outcome areas:

1. Economic development –

Sport and physical activity can create jobs, promote growth, drive exports and increase levels of inward investment. The sport sector contributes £39 billion to the UK's Gross Domestic Product and it plays a significant role in supporting the UK Government's GREAT Britain Campaign, which promotes the UK abroad in a number of areas including our tourism offer.

2. Social and community development –

Sport and physical activity can bring people together, often from different backgrounds, highlighting the positive aspects of their community and the place where they live, resulting in greater levels of community cohesion.

3. Physical health –

Sport and physical activity can reduce the risks associated with a range of common health conditions, including musculoskeletal disorders (MSDs), cancer, dementia, strokes, heart disease and diabetes. In addition to the health benefits, tackling symptoms associated with common physical and mental health (see below) conditions, also helps to reduce costs to businesses associated with sickness absence among the workforce.

4. Mental health –

Sport, exercise and physical activity can increase self-confidence and contribute to the reduction of symptoms relating to a range of mental health conditions, such as stress, anxiety and depression.

5. Individual development –

Sport and physical activity can positively contribute to improving educational attainment and learners' behaviours and attitudes, as well as support the development of characteristics and skills, for example team working, communication and problem solving.

These outcome areas align to our organisational strategic aims, as set out in our Corporate Plan for 2018-23, to contribute to a flourishing society, to support a thriving economy and to shape outstanding environments.

In London, the GLA, Sport England and London Sport are working in partnership to make London ***the most physically active city in the world***. There are two major priority areas within our own Sport and Physical Activity Strategy which resonate with this work and which we wish to prioritise:

1. Major Sporting Events

London is globally recognised for its ability to host inspiring major sporting events, resulting in increased levels of positive social and community development, as well as improvements in the local, regional and national economy – especially through increased levels of inward investment and increased numbers of visitors.

2. Increased levels of sport and physical activity

All Londoners can access and participate in sport and physical activity, resulting in improvements in their physical and mental health, individual development and community cohesion.

Furthermore, we feel that investment in sport and physical activity is essential right now, in the face of:

- Economic uncertainty and risks of stagnation alongside cost of living increases.
- Political uncertainty relating to UK trade agreements and our ability to develop partnerships abroad.

- Changing perceptions of London as a welcoming and attractive place to be for residents, workers, visitors and businesses, as highlighted through London's ranking in the Global Brand Index.
- Challenges to community cohesion – exacerbated in London due to the levels of transience across different population demographics and well evidenced in strategies and research by the Greater London Authority.
- Reductions in public sector spending on sport and physical activity.
- Higher prevalence of mental and physical health conditions for people that are inactive, as evidenced by Public Health England and Sport England.
- An ageing population and the health and social challenges that this brings, including increasing levels of loneliness and isolation, as evidenced by Public Health England and Sport England.

Going forward, **our vision** is that:

London and the UK are world-class destinations for sport and physical activity, supporting the economy, communities and individuals.

What we will do

The outcomes and activities that we have identified for this strategy are based on our existing expertise and work in this space, which relates to co-designing and co-delivering major sporting events and mass participation sporting events; encouraging recreation and physical and sporting activities across our 11,000 acres of open spaces; and designing and delivering commissioned and public-health led activities for residents and workers in the Square Mile. Activities relating to these areas or work include, but are not limited to:

1. Technical support, such as volunteer training, road closures and route planning and an extensive hospitality offer for major sporting events and mass participation sporting events.
2. Campaigns and activities to encourage sport and physical activity among the City's worker population, such as those delivered through the Business Healthy programme and the Active City Network.
3. Commissioned services that encourage sport and physical activity for our residents in the Square Mile.
4. Open Spaces designed and maintained to encourage physical recreation, as well as access to sporting facilities such as playing fields, athletics tracks, tennis courts etc.

We have therefore outlined the following three outcomes and associated activities in order to fulfil our vision –

Outcome 1: London and the UK are world-class global destinations for major sporting events.

This means that we will prioritise the following types of activities:

- a) Contribute proactively to all stages of bid development and delivery for London and the UK to host major sporting events.
- b) Facilitate the development of cross-sectoral partnerships, collaborations and promotional materials to support with bids for major sporting events. These should align with – and seek to support where possible – existing strategic goals and aspirations set out in our Corporate Plan, including for example our commitments to responsible business practices, health and wellbeing, the promotion of sugar reduction and healthier eating and ensuring the City remains a global destination for financial and professional services, commerce and culture.
- c) Deliver exceptional events and activities for major sporting events in our iconic venues, through welcome receptions and dinners, celebrations with athletes, Freedom of the City ceremonies etc.
- d) Provide support to others in delivering outdoor major sporting events, including route decision-making, road closures, traffic diversions, parking enforcement etc.
- e) Facilitate and/or support volunteer training programmes during major sporting events.
- f) Offer signposting and information services to visitors at major sporting events.
- g) Promote London and the UK's major sporting events offer during international and national trade visits undertaken by our staff, the Chair of Policy and Resources and the Lord Mayoralty.
- h) Promote the positive benefits of London and the UK's major sporting events to the media at a local, national and international level.

To deliver this outcome, we will work in partnership with the relevant local, regional and central governments, infrastructure bodies, such as Sport England and London and Partners, businesses, national governing bodies and civil society organisations involved in the major sporting event that is being bid for.

Outcome 2: Community cohesion is strengthened through sport and physical activity.

This means that we will prioritise the following types of activities:

- a) Co-design of bids for major sporting events to include provision for a range of inclusive events, including 'fringe' events that positively engage and benefit local communities, including our residents, workers and local schools, including the City of London family of schools.
- b) Support the design and delivery of mass participation sporting events for local communities, including our residents and workers.

- c) Champion resident and worker-led ideas in the Square Mile, as well as ideas from other local communities we work with, e.g. through our Open Spaces, that encourage sport and physical activity.
- d) Engage City businesses in sporting activities as supporters and contributors, e.g. through funding, volunteers etc.

To deliver this outcome, we will work in partnership with local communities, our residents in the Square Mile, event organisers and visitors to our Open Spaces. This work will particularly seek to target:

- Individuals within communities that are completing less than 30 minutes of moderate intensity activity per week, who are therefore considered 'inactive'.
- Communities in London that are less likely or able to engage with sport and physical activity, e.g. disabled people, older people etc.

Outcome 3 People have access to and participate in sport and physical activity.

This means that we will prioritise the following types of activities:

- a) Promote and support active travel, i.e. cycling and walking, for all abilities throughout the Square Mile.
- b) Adopting an evidence-based commissioning approach, using feedback from residents and insights collected through the Sport England '*Active Lives Survey*'.
- c) Delivery of public health-led campaigns for residents and workers in the Square Mile that result in increased access to and participation in sport and physical activity.
- d) Utilisation of City Corporation-owned assets, such as our cultural venues, our estates and our open spaces to encourage sport, physical activity and recreation for residents and workers.
- e) Continue to remove barriers to engaging in outdoor recreation activities, such as walking, cycling and jogging across City Corporation-owned open spaces.
- f) Raise awareness of the importance of sport and physical activity across our various activities, institutions and assets.

To deliver this outcome, we will work in partnership with our residents and workers in the Square Mile. This outcome seeks to support mainly:

- Residents and workers that are completing less than 30 minutes of moderate intensity activity per week and are therefore considered 'inactive'.
- Residents, workers, visitors and pupils that are less likely or able to engage with sport and physical activity, e.g. disabled people, older people, those with caring responsibilities etc.

The work relating to the outcomes and activities outlined above will be led on by the Sports Engagement Manager, but it is expected that support will be offered by colleagues based in Corporate Affairs, Media, Cultural and Visitor Development, Mansion House, Events, Built Environment, Community and Children's Services, Public Health and Open Spaces.

Implementation and measures of success

This strategy builds on the current work that we are doing around sport and physical activity for the benefit of individuals and communities across London and the UK, and our residents and workers in the Square Mile specifically. The workstreams relating to this strategy will be periodically reviewed by an internal group of officers from the following departments:

- Town Clerk's Department – Corporate Affairs, Cultural and Visitor Development and Events teams.
- Department of Community and Children's Services – Commissioning, Public Health and Community Engagement teams.
- Remembrancer's Department – Events Team.
- Department of Built Environment – Strategic Transportation team.
- Open Spaces Department – Central Management team.

Colleagues from our Economic Development Office and the Lord Mayoralty's Office will attend the group when needed.

Areas of work that the group will discuss include, but are not limited to, the following:

1. Looking at the effectiveness and impact of existing and planned activities.
2. Ensuring that all activities relating to the strategy align to at least one of the three identified outcome areas and therefore the Corporate Plan.
3. Assessing the effectiveness of all activities against the to be agreed qualitative and quantitative success measures for each activity.
4. Recommending if the activities should be continued as they are, repurposed, or stopped.
5. Delivering activities within the resources available – monitoring impact and spend to inform corporate planning.
6. Designing and implementing the action plan for the strategy.

The internal working group will be facilitated by a Sports Engagement Manager, based within the Corporate Affairs Team, who will support the delivery of this strategy generally and outcomes one and two of this strategy specifically.

Success for this strategy includes delivering:

1. Increased numbers of major sporting events in London and the UK, resulting in more opportunities for economic, social and/or community development.
2. Improvements in physical and mental health for individuals and communities, including our residents and workers in the Square Mile, through increased access to and participation in sport and physical activity.
3. Supporting Londoners to be more active.

Links to our Corporate Plan

Our vision as the governing body of the Square Mile, as set out in our Corporate Plan for 2018-23, is a *'vibrant and thriving City, supporting a diverse and sustainable London within a globally-successful UK'*. We aim to do this by *contributing to a flourishing society, supporting a thriving economy and shaping outstanding environments*. This strategy will support the following outcomes and associated high-level activities within the Corporate Plan:

- **Outcome 2:** People enjoy good health and wellbeing
We will:
 - Promote equality and inclusion in health through outreach to our working, learning and residential communities and better service design and delivery.
 - Raise awareness of factors affecting mental and physical health.
 - Provide advice and signposting to activities and services.
 - Provide inclusive access to facilities for physical activity and recreation.
- **Outcome 3:** People have equal opportunities to enrich their lives and reach their full potential.
We will:
 - Provide access to world-class heritage, culture and learning to people of all ages, abilities and backgrounds.
 - Cultivate excellence in academia, sport and creative and performing arts.
- **Outcome 4:** Communities are cohesive and have the facilities they need.
We will:
 - Bring individuals and communities together to share experiences and promote wellbeing, mutual respect and tolerance.
 - Support access to suitable community facilities, workspaces and visitor accommodation.
- **Outcome 7:** We are a global hub for innovation in financial and professional services, commerce and culture.
We will:
 - Strengthen local, regional, national and international relationships to secure new opportunities for business, collaboration and innovation.
 - Promote London for its creative energy and competitive strengths.
- **Outcome 10:** We inspire enterprise, excellence, creativity and collaboration.
We will:

- Create and transform buildings, streets and public spaces for people to admire and enjoy.
- Protect, curate and promote world-class heritage assets, cultural experiences and events.

This strategy also supports the work outlined in the following corporate strategies: Joint Health and Wellbeing, Corporate Volunteering, Social Wellbeing, Mental Health, Education, Visitor Destination and Transport. All work delivered through this strategy will also comply with the priorities set out in our Equalities and Inclusion Action Plan.

Conclusion

We are pleased to make a commitment to sport and physical activity through this strategy that builds on our values and commitment to individuals, communities and stakeholders across the Square Mile, London and the UK. Investing in sport and physical activity related work has the potential to deliver positive social and economic outcomes for all. To deliver this strategy successfully we recognise that we must collaborate with others and learn from the work that we do in this space, in order to address the challenges and opportunities identified in this strategy.

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