



## Establishment Committee

**Date:** WEDNESDAY, 27 JANUARY 2021

**Time:** 1.45 pm

**Venue:** VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

**Members:**

Deputy Edward Lord (Chair)	Sheriff Christopher Hayward
Tracey Graham (Deputy Chair)	Deputy Jamie Ingham Clark
Randall Anderson	Jeremy Mayhew
Deputy Keith Bottomley	Sylvia Moys
Alderman Sir Charles Bowman	Deputy Richard Regan
Henry Colthurst	Deputy Elizabeth Rogula
Karina Dostalova	Ruby Sayed
Deputy Kevin Everett	Deputy Philip Woodhouse
The Revd Stephen Haines	

**Enquiries:** John Cater  
tel. no.: 020 7332 1407  
john.cater@cityoflondon.gov.uk

### Accessing the virtual public meeting

**Members of the public can observe this virtual public meeting at the below link:**  
<https://youtu.be/DEGmNzVmneE>

This meeting will be a virtual meeting and therefore will not take place in a physical location following regulations made under Section 78 of the Coronavirus Act 2020. A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

**John Barradell**  
**Town Clerk and Chief Executive**

# AGENDA

## Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**  
To agree the public minutes of the meeting held on 9<sup>th</sup> December 2020.

**For Decision**  
(Pages 1 - 4)

### *Strategic Business*

4. **FINDINGS AND RECOMMENDATIONS OF THE TACKLING RACISM TASKFORCE**  
Report of the Tackling Racism Taskforce.

**For Decision**  
(Pages 5 - 72)

5. **EQUALITY AND INCLUSION UPDATE INCLUDING GENDER, ETHNICITY AND DISABILITY PAY GAPS**  
Report of the Director of Human Resources.

**For Discussion**  
(Pages 73 - 112)

6. **BREXIT UPDATE**  
The Director of Human Resources to be heard.

**For Information**

### *For Consideration*

7. **DRAFT BUSINESS PLANS**

**For Decision**

- a) Draft Town Clerk's Corporate & Members Services Business Plan for 2021/22  
(Pages 113 - 122)  
Report of the Town Clerk.

- b) Draft Comptroller & City Solicitors Departments Business Plan for 2021/22  
(Pages 123 - 126)

Report of the Comptroller & City Solicitor.

- c) Draft Department of Human Resources Business Plan for 2021/22

Report of the Director of Human Resources.

*To Follow.*

8. **DEPARTMENTAL BUDGET ESTIMATES 2021-22**

Joint Report of the Town Clerk, Comptroller & City Solicitor, and the Chamberlain.

**For Decision**  
(Pages 127 - 146)

***For Formal Decision***

9. **NOTICE PERIOD FOR NON-TEACHING STAFF IN THE THREE CITY CORPORATION SCHOOLS**

Joint Report of the Director of Human Resources and the Bursars at the three City of London Schools.

**For Decision**  
(Pages 147 - 150)

10. **CITY OF LONDON CORPORATION MARATHON TEAM GRANT**

Report of the City of London Corporation Marathon Team.

**For Decision**  
(Pages 151 - 156)

**For Information**

11. **JOINT ANNUAL REPORT FOR SOCIAL MOBILITY AND DIGITAL SKILLS STRATEGIES, SOCIAL MOBILITY EMPLOYER INDEX RATING AND STRATEGIC FOCUS FOR 2020-21**

Joint Report of the Chief Grants Officer & Director of City Bridge Trust, the Director of Innovation and Growth, and the Director of Community & Children's Services

**For Information**  
(Pages 157 - 182)

12. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

13. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

14. **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 Part I of Schedule 12A of the Local Government Act.

**For Decision**

**Part 2 - Non-Public Agenda**

15. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 9<sup>th</sup> December 2020.

**For Decision**  
(Pages 183 - 184)

16. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

17. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

**Part 3 - Confidential Agenda**

18. **CONFIDENTIAL MINUTES**

To agree the Confidential minutes of the last meeting held on 9<sup>th</sup> December 2020.

**For Decision**

***For Consideration***

19. **INNOVATION AND GROWTH DIRECTORATE**

Report of the Innovation Director, Innovation and Growth Directorate

**For Decision**

20. **SUPPORT STAFF STRUCTURE CHANGES AT CITY OF LONDON SCHOOL**

Report of the Bursar of the City of London School.

**For Decision**

21. **FURLOUGH - POST APRIL**

Report of the Director of Human Resources.

*To Follow.*

**For Discussion**

22. **TARGET OPERATING MODEL UPDATE**

The Chair and Director of Human Resources to be heard.

**For Discussion**

23. **TOWN CLERK'S UPDATE**  
The Town Clerk to be heard.

**For Information**