

Committee	Date:
Establishment Committee	29 October 2018
Subject:	Public
Equality and Inclusion Update Report	
Report of:	For Information
Director of Human Resources	
Report author:	
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Summary

This report updates Members of the Committee on equalities and inclusion activities since the last report in July 2018. In particular it notifies the Committee of the Equality and Inclusion (E&I) Action Plan 2018 -19; the Staff Networks' 3rd anniversary events; and the newly published Annual Performance Summary Report for 2017-18.

Recommendation

Members are asked to note the report.

Main Report

Background

1. At the meeting of this Committee in July 2018, I reported on the workforce profile information for the year 2017-2018. The report also provided Members with a summary of the main equalities and inclusion initiatives and actions that have taken place over the year 2017-18. This report provides a further update.

Current Position

2. The Equality and Inclusion (E&I) Board has met to consider and agree the E&I Action Plan. The plan has been aligned to the business planning process and so now runs from 1 April 2018 to 31 March 2019. The plan is attached as Appendix 1.
3. The service delivery activities in the plan have not yet been updated pending the commencement of the new Equalities Manager based in DCCS who will review the service delivery actions. However, Members will be aware that DCCS are now

leading on the development of an over-arching policy on gender identity for the City Corporation.

4. Highlights in the E&I Action plan are as follows:

- All departmental Chief Officers will have reported to the E&I Board by the end of the financial year
- We will be reporting on our disability and black asian and minority ethnic pay gap by the end of the 2018
- We are considering the implications and feasibility of developing a City Corporation wide work experience service which will provide both direct opportunities and through partnerships and brokerages
- We have set a target of 45% women in senior posts (grade G and above) by 2023.
- We will be undertaking an audit of committee reports and other decision making to check for public sector equality duty test of relevance and/or equality impact assessment
- We will be training our middle and senior managers to provide mentoring and coaching for under-represented groups
- We are developing unconscious bias training - the online learning short course is now available through City Learning
- We are registering to become a Stonewall Diversity Champion

5. The Staff Networks have celebrated their 3rd anniversary and a number of events took place in September. These included a stall outside the Gild restaurant with information about Networks; an insight lunch event aimed at managers; an all staff event in the Basinghall Suite attended by over 70 staff and managers. Speakers at the event were the Head of Planning and Performance Management, Allianz Global Corporate and Specialty; Head of Diversity and Inclusiveness, Ernst and Young LLP; and a Partner at Make Architects and Co-Chair of RIBA Architects for Change.
6. The 2017-18 Annual Performance Summary report has been completed and is available as a public record on the internet.

Proposals

7. The Equality and Inclusion Board will continue to monitor progress on delivering the E&I Action Plan and report back to this Committee periodically.

Corporate & Strategic Implications

8. The Equality and Inclusion Action Plan contributes to corporate plan aims: 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 talent we need.

Implications

9. Funding is available for some of the activities in the E&I Plan. In relation to others, bids will be made for funding as necessary.

Conclusion

10. The Equality and Inclusion Action Plan brings together in one place all of the corporate wide initiatives which are monitored through the Equality and Inclusion Board. In addition, Chief Officers are answerable to the Board on directorate specific actions and to demonstrate their personal leadership and their involvement and support of the work of the Staff Diversity Networks.

Appendices

- Appendix 1 – Equality and Inclusion Action Plan 2018 –2019

Background Papers

2017-18 Annual Performance Summary: <https://www.cityoflondon.gov.uk/about-the-city/how-we-make-decisions/Documents/equality-inclusion-city-of-london-2017-2018.pdf>

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