

Committee:	Date:
Establishment Committee	12 March 2020
Subject: Equality, Diversity and Inclusion Manager's update	Public
Report of: Andrew Carter – Director of Community and Children's Services	For Information
Report author: William Coomber - Equality, Diversity and Inclusion Manager	

Summary

This report provides a summary of the work of the Equality, Diversity and Inclusion (ED&I) Manager in support of the Corporation's service delivery departments and work with communities.

Recommendation

Members are asked to:

- Note the report

Main Report

Background

1. The ED&I Manager works closely with the Diversity Lead: Engagement & Business Diversity, to deliver a coordinated and consistent approach across the Corporation and in its work with partners. The ED&I Manager focusses on supporting the effective delivery of the City Corporation's Public Sector Equality Duty in relation to service delivery and its work with its communities of residents, City workers and visitors.

Current position - Corporate Issues

2. The work of the ED&I Manager – often delivered in partnership with Human Resources – has focused on strengthening the approach to equality and inclusion across the organisation. This is being achieved through renewing the Corporate Action Plan for 2019-20, undertaking a process of departmental self-assessment and improvement planning and several other initiatives.

3. The approach seeks to ensure that equalities is developed, reported and monitored via performance management/business planning systems at a departmental level. Local oversight is led by departmental ED&I Groups whose role includes ensuring corporate actions/priorities are progressed and reported to departmental management teams.
4. There has also been a renewed focus on creating a greater sense of organisational synergy on ED&I. This has involved strengthening the linkage between existing equality structures such as the Corporate E&I Board, the Departmental ED&I Groups and the Diversity Staff Networks.

Corporate Equalities Action Plan

5. Local approaches inform the achievement of the Corporate Equalities Action Plan which is reported to the Equalities and Inclusion Board.
6. A new one year (2019-20) Corporate Equalities Action Plan has been developed with a smaller number of targets/actions designed to have the maximum positive impact in improving the organisation. This will be succeeded by a 2020-22 Corporate Equalities Action Plan. An internal consultation meeting - in October 2019 - considered the approach to the 2020-22 Corporate Equalities Action Plan. It noted that significant groundwork had been undertaken, but there was a need to base the successor plan on the existing targets in the 2019-20 plan.
7. The 2020-22 Corporate Action Plan will be considered by the E&I Board and put in place by 31 March 2020.

ED&I self-assessment

8. Individual Departments have developed local equality targets through the process of undertaking an ED&I self-assessment. This process is being implemented across the organisation following its piloting in Community and Children's Services.
9. It provides a method of assessing a department's degree of compliance with the Public Sector Equality Duty (PSED).
10. Self-assessment is being project managed across nine Departments in the following three tranches:
 - Tranche One: Department of Built Environment, Markets & Consumer Protection and Open Spaces (Finish date: 28 February 2020)
 - Tranche Two: Mansion House & the Central Criminal Court, Remembrancers and Comptrollers & City Solicitor (Finish date: 31 March 2020)
 - Tranche Three: Town Clerk's, Chamberlain's and City Surveyors (Finish date: 30 April 2020)
11. The improvement plans formulated in response will be implemented over 2020-21 and it is recommended that for 2021-22 a successor equalities performance system is adopted, such as the Maturity Model.

12. A set of basic equality KPIs have been put in place against which all Departments will collect data and report to the E&I Board quarterly on an ongoing basis.
13. At this juncture there is an opportunity to undertake some basic process mapping to build upon recent progress, by further streamlining and mainstreaming the various processes around ED&I.

2016-20 ED&I objectives and the approach for 2020-24

14. The current ED&I Objectives are subject to review. An internal consultation meeting (in October 2019) reviewed the 2016-20 ED&I objectives as part of the process of putting in place objectives for 2020-24. The predominant view from departmental representatives was that the existing objectives remained relevant and should continue for a further year in order to finish outstanding work against them.
15. Authorities are allowed to extend their objectives for a further year. The E&I Board supported a continuation of the current objectives into 2020-21 to allow for outstanding work to be completed and facilitate further engagement and consultation - including with external stakeholders – in developing revised objectives for 2021-24.

Equalities and Inclusion Annual Performance Summary

16. The City Corporation is required to report its achievements in relation to the Public Sector Equality Duty. The ED&I Manager completed the report for 2018-19. The report is available on the City Corporation website (<https://www.cityoflondon.gov.uk/about-the-city/how-we-make-decisions/Documents/equality-inclusion-city-of-london-2017-2018.pdf>).
17. The structure and content has subsequently been reviewed to streamline the document and aid accessibility. Further improvements will be introduced – including a revised template linked to the Corporate Equalities Objectives - to produce the Performance Summary for 2019-20 and subsequent years.

Inclusion of due regard for 'social mobility' to the Corporation's Test of Relevance/Equality Analysis process

18. Work has been undertaken to scope out connecting the Corporation's mainstream equalities work with its new ten-year Social Mobility (SM) Strategy. In principle this will require officers to give voluntary 'due consideration' to social mobility issues when undertaking Tests of Relevance/Equality Analysis.
19. This provides an opportunity to align with and strengthen awareness and delivery of the Corporation's Social Mobility Strategy. Initial discussions have taken place

with HR and consideration will be given to preparing, training and familiarising officers with the new Social Mobility element.

Reviewing the Corporate policy statement on Equal Opportunities

20. The current corporate Equal Opportunities policy statement is being reviewed. This is being done in conjunction with corporate HR to ensure that there is consistency with the various HR policy statements/guidance.

Proposed Equalities External Communications/Leadership Campaign

21. A proposal has been developed for a City of London Corporation, high profile, ED&I communications and leadership campaign, which has been agreed in principle with the Head of Communications. Delivery will require identification of a budget and is subject to further detailed discussion.

Current position - departmental

Mainstreaming of equality in DCCS commissioning

22. The ED&I Manager has worked with the Commissioning Team in Community and Children's Services to examine ways of advancing the mainstreaming of equality in to commissioning/procurement processes. The team commissions a range of services delivered to City Communities – including those who are vulnerable and marginalised. Through working with the Commissioning Team, a prioritised list of actions has been agreed that are currently being worked through.

Future delivery of equalities, diversity and inclusion

23. Equalities, diversity and inclusion support to service delivery departments in the City Corporation has been delivered by an ED&I Manager hosted by the Department of Community and Children's Services. The role has been fixed term, and its end point provides an opportunity to review the delivery of this function. From April 2020 functions of this role will migrate to the Corporate Strategy and Performance in the Town Clerk's department.

Implications

24. The work undertaken by the ED&I Manager has improved the ability of the Corporation to respond to the requirements of the PSED and address its current Equality Objectives, as follows:
- Increase community engagement and improve cohesion within our communities so people feel safe
 - Support the City's most disadvantaged groups and develop our understanding of our communities

- Improve the way that we listen to our communities and respond to their feedback to improve services
- Promote staff development and career progression to ensure that equality of opportunity for promotion and the development of workforce that reflects the makeup of our communities

25. The work has also contributed to achieving the Corporate Plan 2018-23 objectives that:

- People are safe and feel safe
- People enjoy good health and wellbeing
- People having equal opportunities to enrich their lives and reach their full potential
- Communities are cohesive and have the facilities they need

Conclusion

26. The City Corporation continues to strengthen its approach to equalities and inclusion. This is reflected in the breadth of work reported above.

Appendices

- None

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