

**EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE**  
**Monday, 11 December 2023**

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at  
Committee Rooms, West Wing, Guildhall on Monday, 11 December 2023 at 10.30  
am

**Present**

**Members:**

Deputy Andrien Meyers (Chairman)  
Deputy Randall Anderson  
Alderman Sir Charles Bowman  
Mary Durcan  
Deputy Ann Holmes (Chief Commoner)  
Catherine McGuinness

**Officers:**

Dionne Corradine	- Chief Strategy Officer
Shelagh Prosser	- Interim Director of EDI, Corporate Strategy & Performance Department
Micah Mclean	- Corporate Strategy & Performance Department
Siyka Radilova	- Corporate Strategy & Performance Department
Chris Pelham	- Department of Community and Children's Services
Cindy Vallance	- People & HR
Emma Green	- Barbican Centre
Genine Whitehorne	- Chamberlain's
Lisa Moore	- Chamberlain's
Kate Doidge	- Town Clerk's Department

**Public Items**

**1. APOLOGIES**

Apologies were received from Deputy Brian Mooney.

Joanna Abeyie (Deputy Chair), Caroline Haines, Ruby Sayed, and Judith Pleasance observed the meeting virtually.

**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 previous meeting held on 4 September 2023 be approved as an accurate record.

4. **EXCLUSION OF THE PUBLIC**

The Chair informed Members that he would like to consider Item 16, EDI Transition, immediately following Item 3, Minutes, as it concerned information which was relevant to the agenda.

The Committee agreed to go into confidential session.

RESOLVED - That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) 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.

**Confidential Items**

5. **EDI TRANSITION**

The Committee heard a confidential verbal report of the Chief Strategy Officer, concerning an update on EDI Transition.

Following conclusion of this item, the Committee agreed to consider the public section of the agenda, with the public being re-admitted into the meeting.

**Public Items**

6. **OUTSTANDING ACTIONS**

The Committee received the Outstanding Actions. It was noted that there were two incomplete or outstanding actions.

7. **DRAFT EQUALITY OBJECTIVES FINAL REPORT**

Note: Following consultation with the Chair, this item was withdrawn from the agenda.

8. **COL CARE EXPERIENCED AS A PROTECTED CHARACTERISTIC POLICY APPROVAL**

The Committee received a report of the Director of Community and Children's Services concerning the City of London Corporation's recognition and approval of a policy for care experienced being recognised as a protected characteristic. The Committee heard that the report would be received at the Children's and Community Services Committee, then Policy & Resources Committee, and finally Court of Common Council. The Committee were asked to endorse the policy which was being adopted by other London-based Local Authorities and nationwide.

The Committee expressed its support and endorsement for the policy of recognising care experienced as a protected characteristic. It was raised that questions may be raised at Policy and Resources Committee on how the policy would fit in more widely with other policies. It was also commented that there were other potential protected characteristics that the Corporation could pursue in the future.

RESOLVED – That Members endorse the CoLC’s recognition of care experienced as if it were a protected characteristic where practicable and, in doing so, approve the CoLC’s policy, ‘Care Experienced as a Protected Characteristic’ (Appendix 1).

9. **EDI CHARTERS UPDATE REPORT 2023/2024**

Note: Following consultation with the Chair, this item was withdrawn from the agenda.

10. **TACKLING RACISM TASK FORCE (TRT) UPDATE**

The Committee received a report of the Chief Operating Officer concerning an update on the implementation of the Tackling Racism Taskforce’s (TRT) recommendations. The Committee noted some actions which had remained outstanding within the Business Workstream. The Committee heard that the outstanding actions would be raised with the relevant Chief Officers.

The Committee discussed conferences, events, data collection, and disclosure. It was agreed that these points would be taken away by officers and discussed with chief officers to ensure that there was awareness of the recommendations and that they were being addressed appropriately.

It was suggested by the Committee that the relevant departments attend future meetings to provide an update against the implementation of the recommendations.

RESOLVED – That the report be received and its contents noted.

11. **RESPONSIBLE PROCUREMENT UPDATE**

The Committee received a report of the Chamberlain, concerning an update on the Responsible Procurement Policy.

The Committee heard that the ISO brought in action sustainability to undertake a desktop review of procedures and policies on responsible and sustainable procurement. There was also a workshop with officers on procurement implementation. The ISO also had recommendations and actions for improvement. Commercial Services Senior Leadership Team and the Executive Leadership Board would be briefed on the actions.

Following questions, the Committee heard that there would now be an annual report to the Finance Committee on responsible procurement. The reduction of 16 commitments to 6 would ease the reporting process. There was an intention for the policy to impact on project delivery, and so would be received at the Projects & Procurement Sub-Committee. It would also be received at a future meeting of the Equality, Diversity, & Inclusion Sub-Committee for input.

The Committee heard that there was no formal training for officers on responsible procurement, but there were commercial academies offered for all officers with non-procurement language. There was also information on policies and procedures in place if a purchase was required. A review in early 2024 should show that the policies and procedures operated well, but there would be

further work required on practice and behaviours. It was commented and agreed by the committee that there was a limited amount of mandatory training, especially for responsible procurement, and that this is a matter that would be raised at the Policy & Resources Committee.

RESOLVED – That the report be received and its contents noted.

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

There were no public questions.

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

There were no public items of urgent business.

**14. EXCLUSION OF THE PUBLIC**

RESOLVED – That under Section 100(A) 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.

**Non-Public Items**

**15. NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the previous meeting held on 4 September 2023 be approved as an accurate record.

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

There were no non-public questions.

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

There was no other non-public business.

**The meeting ended at 11.50 am**

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Chairman

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