

Committee(s)	Dated:
Freedom Applications Committee – For Information and Discussion	13 February 2017
Subject: Chamberlain’s Court Equality and Diversity Survey	Public
Report of: The Chamberlain	For Information

Summary

Two sample surveys were conducted in September 2015 and September 2016 regarding people applying for the Freedom of the City of London. The surveys provide a useful snapshot of the current situation and potential trends. Members can see that the majority of those applying for the Freedom were white, male, Christian and British.

Recommendation

It is **recommended** that the survey attached in Appendix A be considered and discussed by members.

This survey will also be included in a report to the Livery Committee for its consideration and debate.

Appendix

- Appendix A – Chamberlain’s Court Equality and Diversity Survey, September 2016

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CHAMBERLAIN'S COURT EQUALITY AND DIVERSITY SURVEY

SEPTEMBER 2016

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Methodology:

A simple survey form was handed to applicants at the interview stage to be completed by hand. It comprised seven questions five of which employed a multiple choice format and two of which employed a simple singular answer format. No comment boxes were included due to time constraints.

In addition the member of staff administering the survey was required to note which route the applicant was taking to obtain their freedom. A copy of the survey form is appended (Appendix 2).

Compliance:

All those completing the survey form were required to provide their consent to fair usage of the data they provided (see Appendix 1). The first page of the survey outlined our intentions and confirmed that we would use the information in line with the requirements of the Data Protection Act 1998. The completed survey forms will be shredded and the information contained will only be disseminated within the department and to other interested parties within the City of London Corporation.

Sample:

The survey was completed throughout the calendar month of September 2016. There was a maximum possible sample of 159 applicants. A certain number of these applicants will not have received a survey form because they were applying by proxy and therefore not attending for interview. In addition there may have been some situations such as large group patrimony applications where time constraints may have made it difficult to insist on the forms being completed. 101 survey forms were completed which is enough to provide a meaningful sample in statistical terms. In 2015 there was a potential sample of 188 applicants with an actual sample of 125 recorded.

Comparison to 2015 figures:

The sample will show some natural variance. More staff leave was taken in September 2016 so the sample is smaller than the previous year. Additionally a greater number of the forms were not annotated with the route through which individuals were applying for the freedoms resulting in a larger 'other' sample. However it still provides a useful comparison in 'snapshot' terms year on year.

Abbreviations

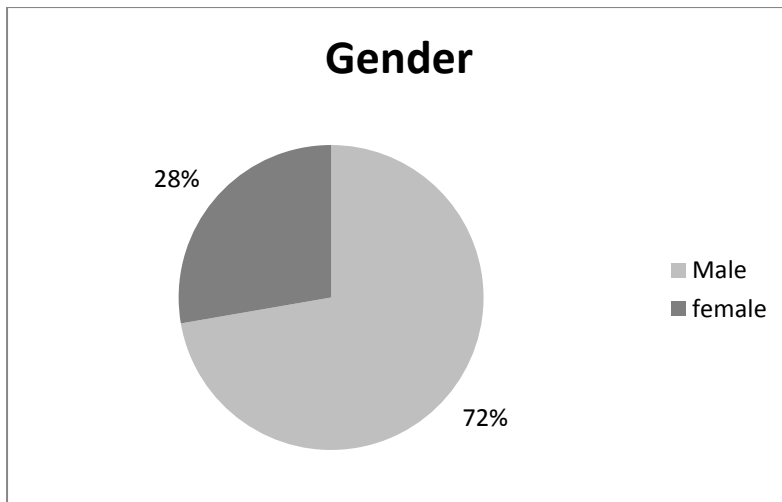
- **COCO:** Court of Common Council. Applicants are nominated by two Liverymen of good standing or City of London Officers - but are not members of a Livery company.
- **COA:** Court of Aldermen. Applicants have already received the freedom of a Livery company
- **OTHER:** Those applying for the freedom through other routes i.e. Patrimony or where for some reason the application route has not been noted.

Results 2016

Question 1: Gender

Data Totals:

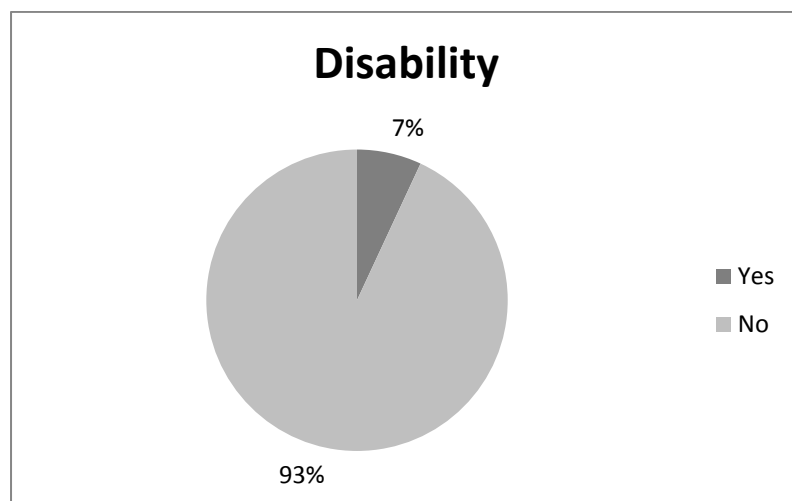
GENDER	COCO	COA	OTHER	TOTALS
Male	18	37	18	73
Female	6	17	5	28



Question 2: Disability

Data Totals:

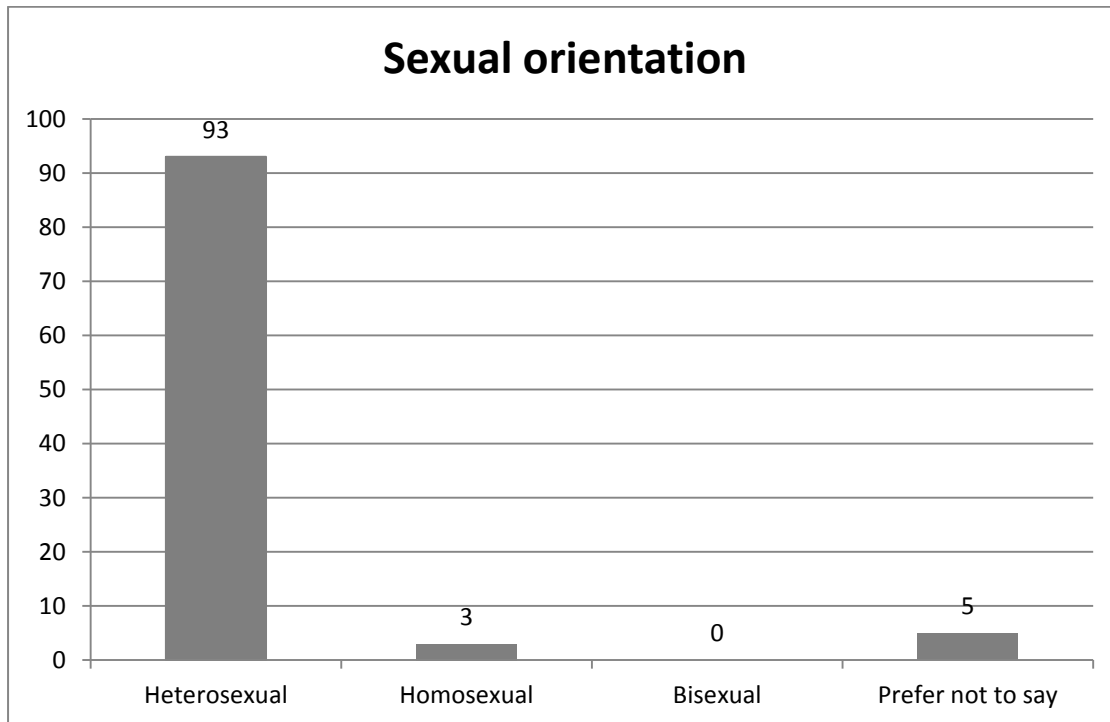
DISABILTY	COCO	COA	OTHER	TOTALS
YES	4	2	1	7
NO	20	52	22	94



Question 3. Sexual Orientation

Data Totals:

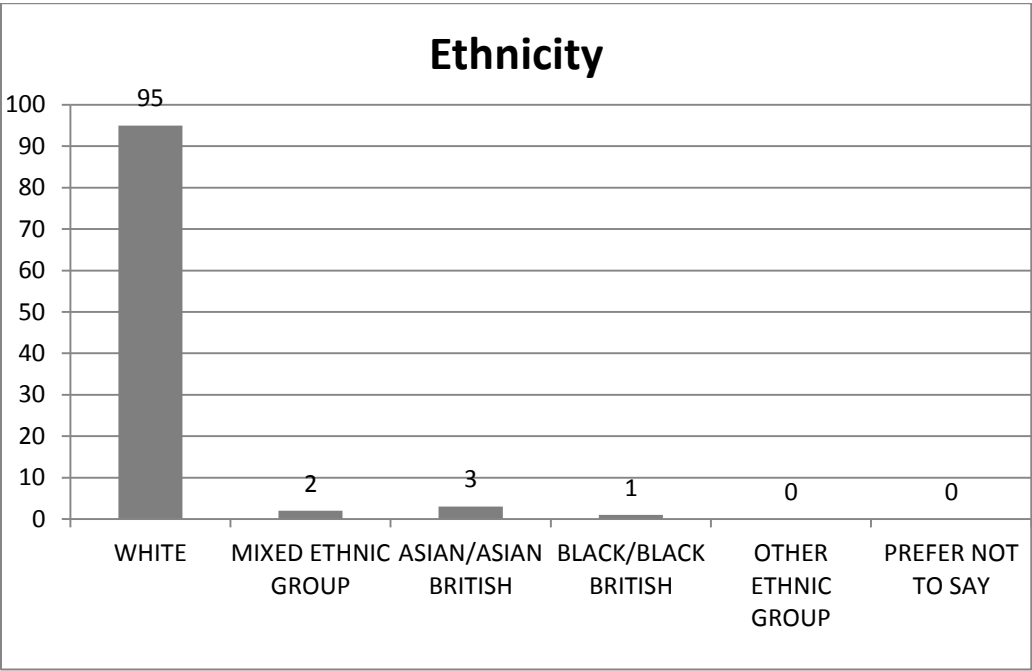
SEXUAL ORIENTATION	COCO	COA	OTHER	TOTALS
HETEROSEXUAL	50	22	21	93
HOMOSEXUAL	2	0	1	3
BISEXUAL	0	0	0	0
PREFER NOT TO SAY	2	2	1	5



Question 4. Ethnicity

Data Totals:

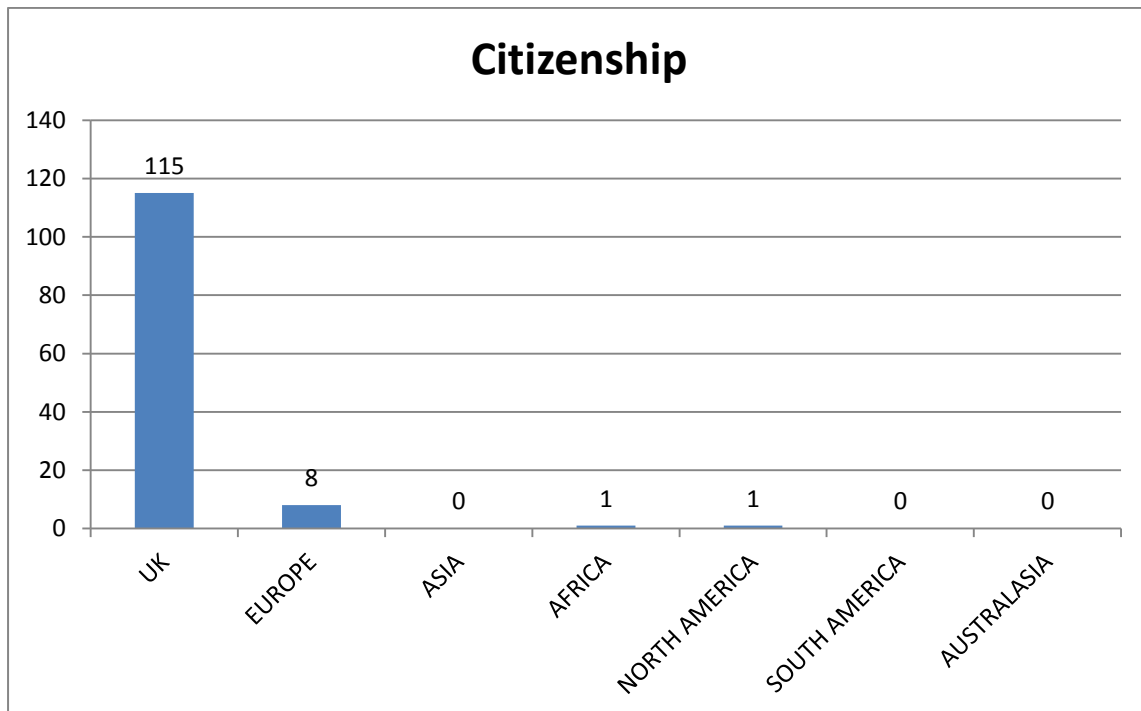
ETHNICITY	COCO	COA	OTHER	TOTAL
WHITE	23	51	21	95
MIXED ETHNIC GROUP	0	2	0	2
ASIAN/ASIAN BRITISH	1	0	2	3
BLACK/BLACK BRITISH	0	1	0	1
OTHER ETHNIC GROUP	0	0	0	0
PREFER NOT TO SAY	0	0	0	0



Question 5. Citizenship

Data Totals:

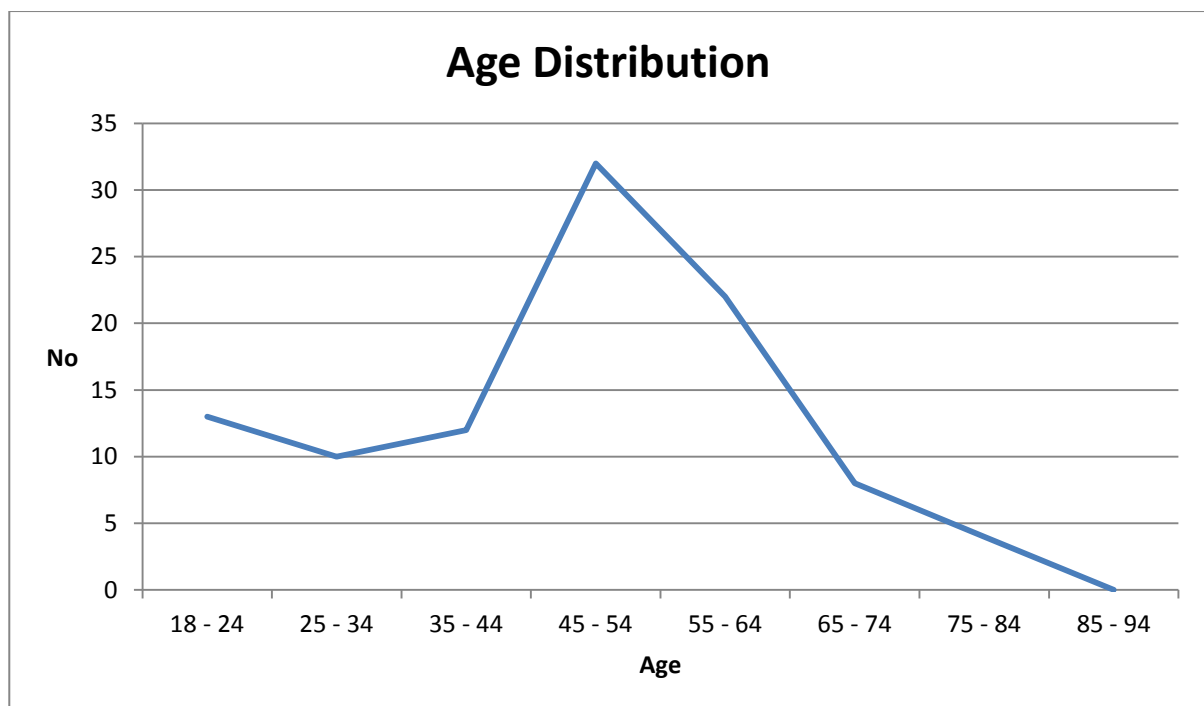
CITIZENSHIP	COCO	COA	OTHER	TOTAL
UK	24	48	23	95
EUROPE	0	3	0	3
ASIA	0	0	0	0
AFRICA	0	0	0	0
NORTH AMERICA	0	2	0	2
SOUTH AMERICA	0	0	0	0
AUSTRALASIA	0	1	0	1



Question 6. Age

Data Totals:

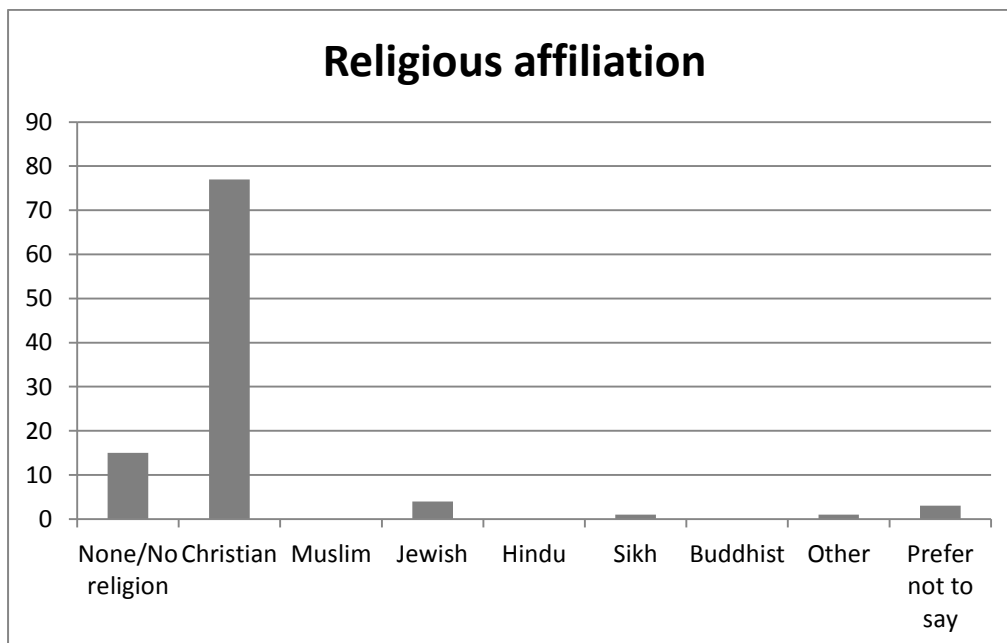
AGE	COCO	COA	OTHER	TOTAL
18 - 24	5	4	4	13
25 - 34	5	1	4	10
35 - 44	6	4	2	12
45 - 54	19	6	7	32
55 - 64	12	4	6	22
65 - 74	5	3	0	8
75 - 84	2	2	0	4
85 - 94	0	0	0	0



Question 7. Religious Affiliation

Data Total:

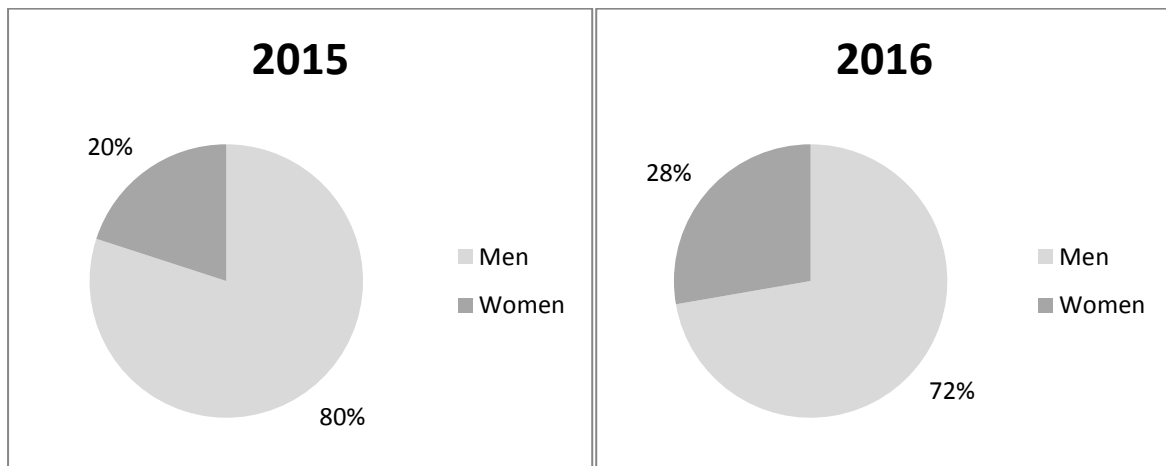
RELIGION	COCO	COA	OTHER	TOTAL
None/No religion	3	6	6	15
Christian	18	44	15	77
Muslim	0	0	0	0
Jewish	1	3	0	4
Hindu	0	0	0	0
Sikh	1	0	0	1
Buddhist	0	0	0	0
Other	0	1	0	1
Prefer not to say	1	0	2	3



Comparative Data: Sept 2015/Sept 2016

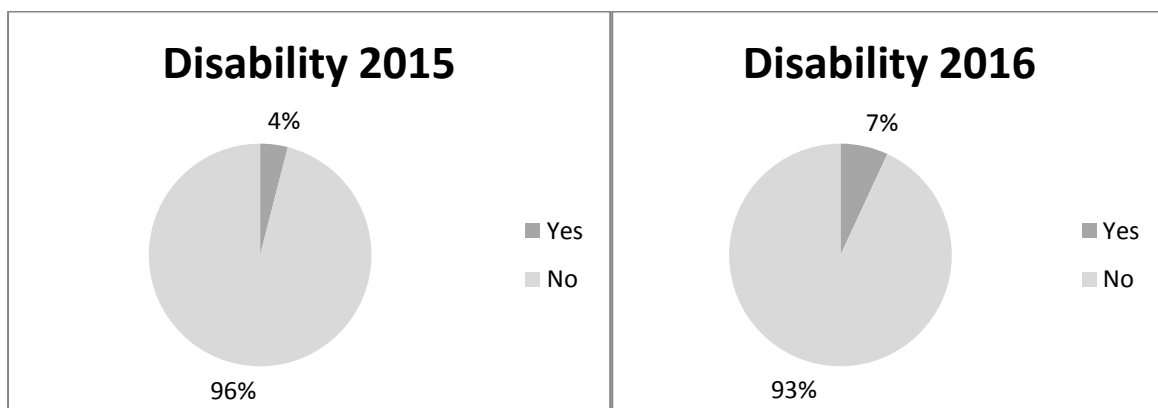
Gender

Year	Men	Women
2015	100	25
2016	73	28



Disability:

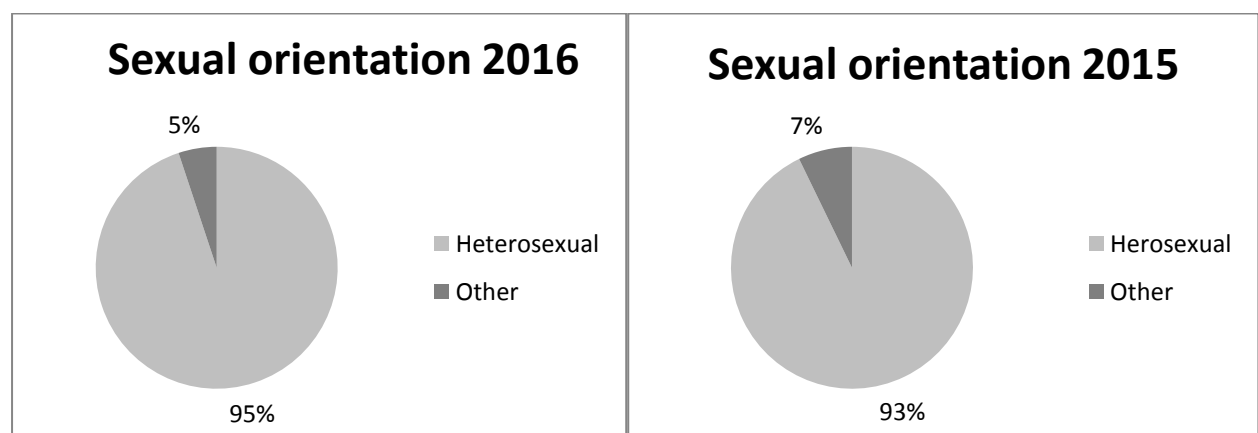
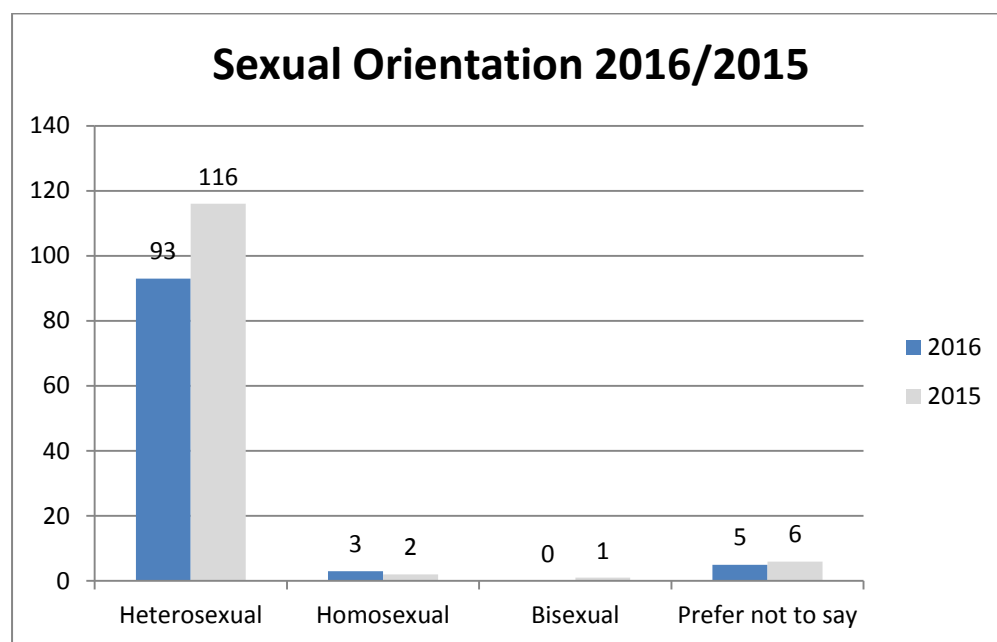
Disability	Yes	No
2015	5	120
2016	7	94



Sexual Orientation

Data totals:

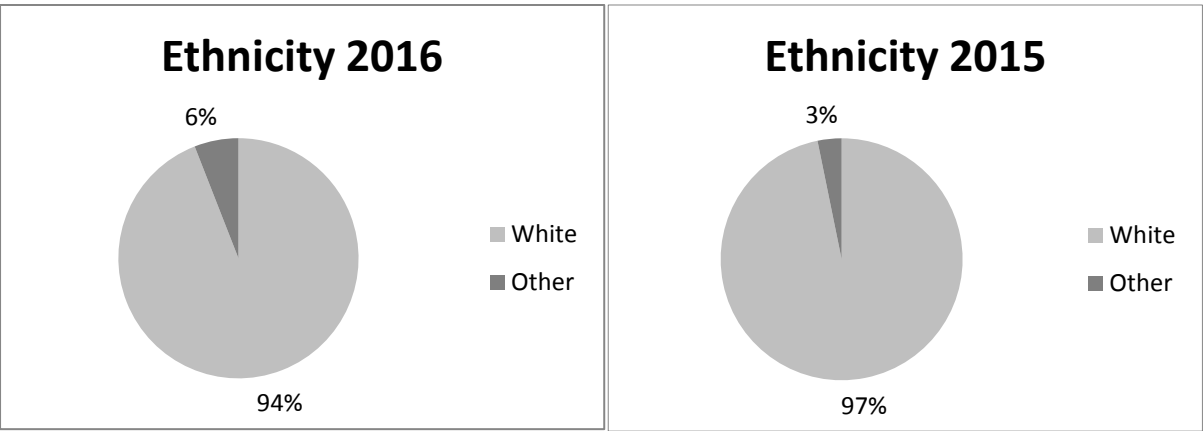
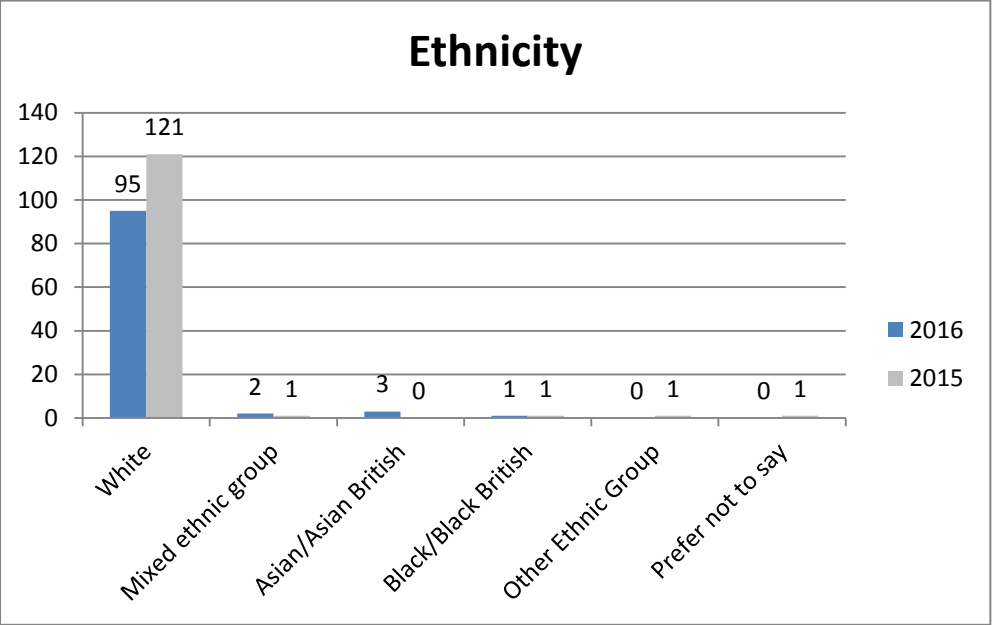
Sexual orientation	2016	2015
Heterosexual	93	116
Homosexual	3	2
Bisexual	0	1
Prefer not to say	5	6



Ethnicity

Data totals:

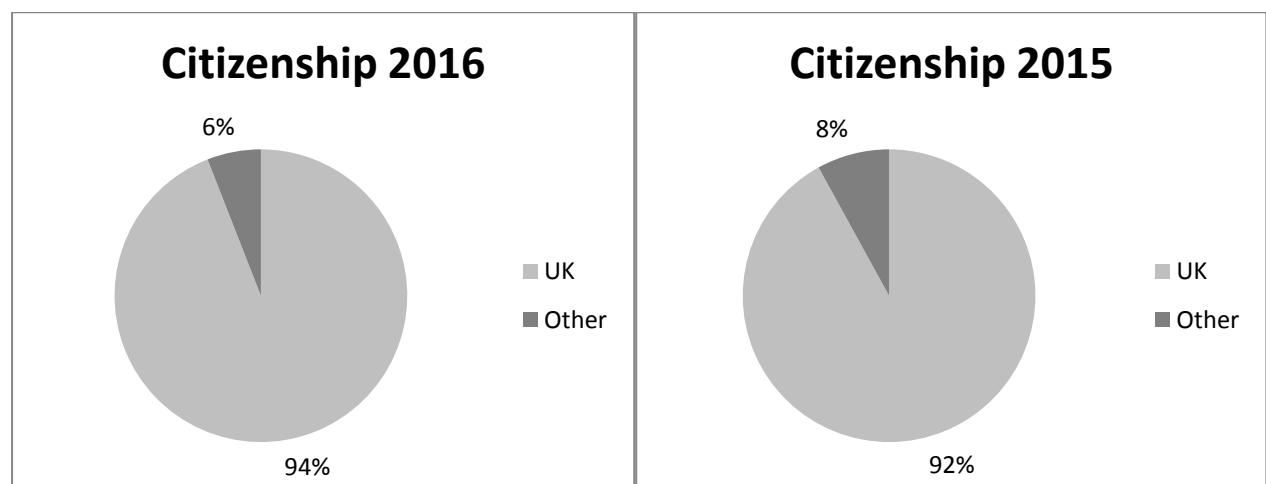
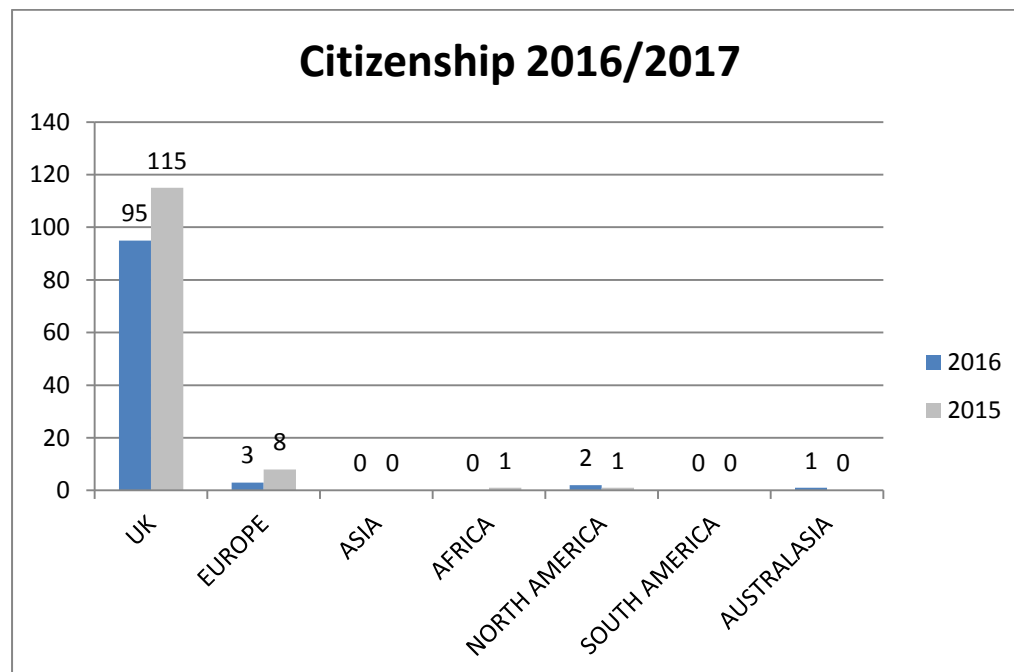
Ethnicity	2016	2015
White	95	121
Mixed ethnic group	2	1
Asian/Asian British	3	0
Black/Black British	1	1
Other Ethnic Group	0	1
Prefer not to say	0	1



Citizenship

Data totals:

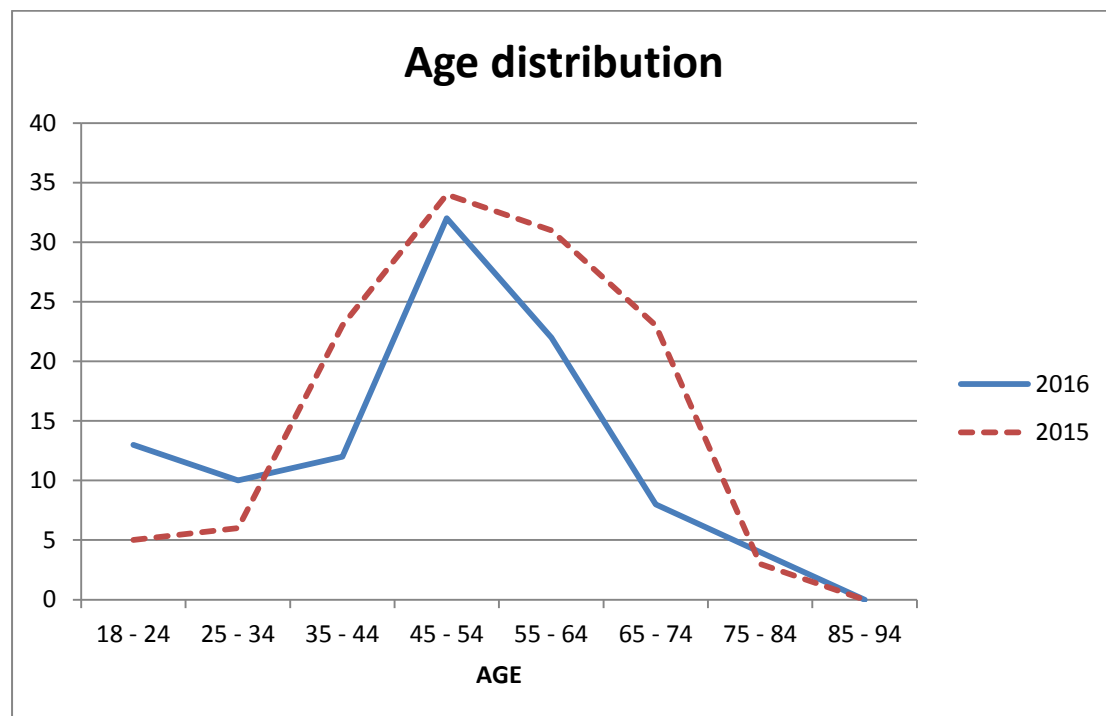
Citizenship	2016	2015
UK	95	115
EUROPE	3	8
ASIA	0	0
AFRICA	0	1
NORTH AMERICA	2	1
SOUTH AMERICA	0	0
AUSTRALASIA	1	0



Age

Data totals:

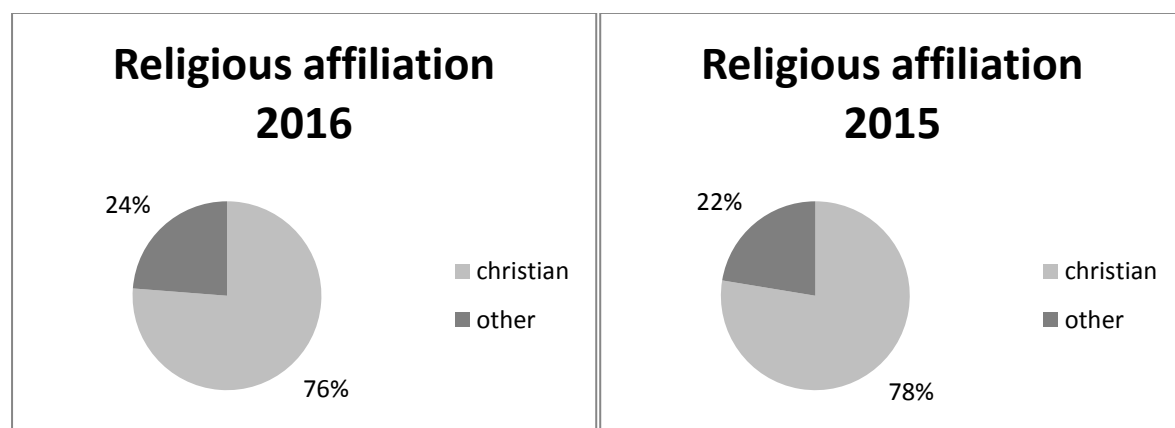
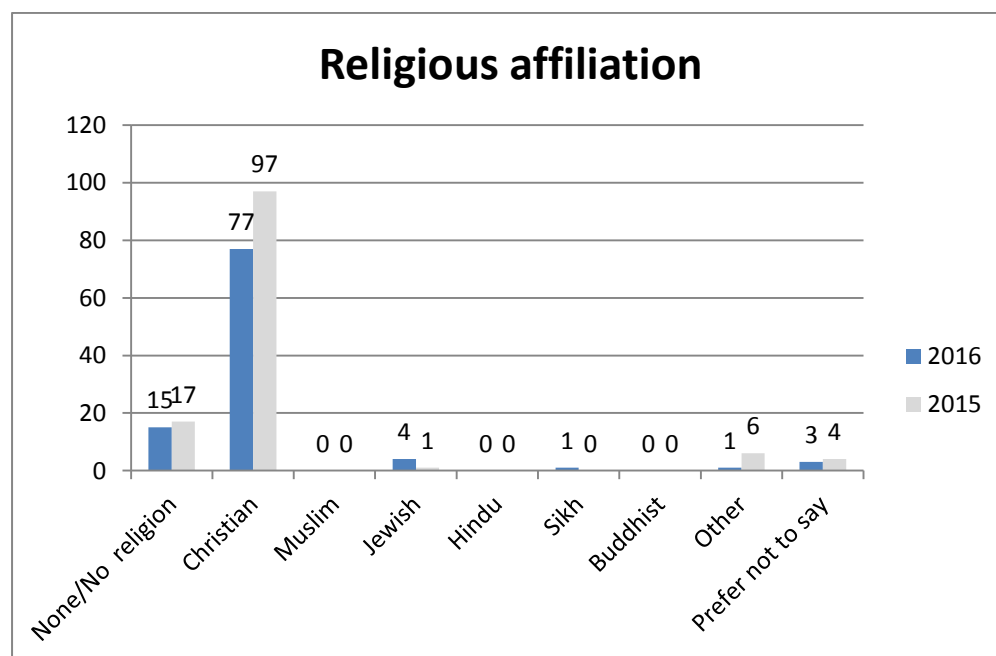
Age	2016	2015
18 - 24	13	5
25 - 34	10	6
35 - 44	12	23
45 - 54	32	34
55 - 64	22	31
65 - 74	8	23
75 - 84	4	3
85 - 94	0	0



Religious Affiliation

Data totals:

Religious Affiliation	2016	2015
None/No religion	15	17
Christian	77	97
Muslim	0	0
Jewish	4	1
Hindu	0	0
Sikh	1	0
Buddhist	0	0
Other	1	6
Prefer not to say	3	4



Executive Summary

Conclusions

- The results are somewhat predictable; the majority of those applying for the Freedom of the City in September 2015 and 2016 were white, male, Christian and British.
- The number of women applying for the Freedom of the City was low, as was the percentage of ethnic minority applicants.
- Upon examination however, a comparison of the figures for 2015 and 2016 indicates increased diversity in some areas; most notably an 8% increase in the number of women applying. There is also a small but marked increase in the number of younger people applying and a parallel decrease in applicants in late middle age. There is no change in the peak age group of applicants which remains in the '45-54' year old range. There have also been small increases in non-white applicants (3%), those identifying disabilities (3%) and non-Christian applicants (2%).
- There have been small decreases in applicants who are not UK citizens and those identifying as non-heterosexual.

Analysis

- The Chamberlain's Court has little control over applications for the Freedom as this is in the hands of the Livery Companies and those Livery men able to propose potential candidates.
- It is unsurprising that institutions that are traditionally male, white and middle class should continue recruit and support in their own image. This is not necessarily the result of conscious institutional discrimination. The use of patrimony to arrange entry to the Livery Companies, particularly the prestigious ones, ensures that certain families and social groups continue to dominate them.
- Some Livery companies are oversubscribed at full Livery level and may not be motivated to 'widen the net' in order to encourage new applicants.
- A year is a short time period and it is too early to detect whether there is a discernable trend of greater diversity but the increases in some areas are encouraging.

Laura Miller
Deputy Clerk, Chamberlain's
Court
October 2016



FREEDOM OF THE CITY OF LONDON EQUAL OPPORTUNITIES DIVERSITY MONITORING FORM

The City of London Corporation is working towards equal opportunities in dealing with its customers with the aim of ensuring that everyone who applies for the Freedom of the City receives fair treatment. To help us to achieve this aim, we ask you to complete this monitoring form. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and for no other reason.

We understand that some applicants will be hesitant to provide the personal details requested but please be assured that this information is confidential and will only ever be processed or analysed on a completely anonymous basis. Although you do not have to complete the form, by completing as much of the information as possible, you will be helping us to ensure that you and others receive fair treatment.

The request for this information and the uses to which it will be put are within the scope of the Data Protection Act 1998 which allows for the collation and reporting of sensitive data for monitoring purposes.

Thank you for completing this form P.T.O.

COA		COCO		PAT		SERV	
-----	--	------	--	-----	--	------	--

Please mark your responses by putting an 'X' in the box.

1. Gender: Male ☐ Female ☐

2. I consider myself to have a disability: Yes ☐ No ☐

3. Sexual orientation:

Heterosexual ☐ Homosexual ☐ Bisexual ☐
Prefer not to say ☐

4. What is your ethnicity?

White

English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐
British ☐ Other White background ☐

Mixed Ethnic Group

White and Black Caribbean ☐ White and Black African ☐
White and Asian ☐ Any other mixed background ☐

Asian / Asian British

Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐
Any other Asian background ☐

Black/Black British

African ☐ Caribbean ☐ Any other Black/African/Caribbean
background ☐

Other ethnic group

Arab / Arab British ☐ Any other ethnic group ☐ Prefer not to
say ☐

5. I am a CITIZEN of: _____.

6. I am ----- years old.

7. What is your religion or belief?

None / No religion ☐ Hindu ☐ Sikh ☐

Buddhist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Other	<input type="checkbox"/>
Christian	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

I give my consent to the City of London Corporation processing the information given above in accordance with the purposes stated on the first page ☐ (please tick)