

Committee(s)	Dated:
Freedom Applications Committee	9 th June 2017
Subject: Diversity and Inclusion and the Freedom of the City	Public
Report of: The Chamberlain	For Decision

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. As can be seen in the surveys, the majority of those applying for the Freedom have been white, male Christian, heterosexual and British. To this end, applications have not typically been from a diverse or necessarily inclusive pool, namely in respect to race, gender, sexuality and nationality.

At its meeting on 13th February 2017, the Committee considered a report of the Chamberlain on the Chamberlain's Court Equality and Diversity Survey. There, it was resolved that the Clerk to the Chamberlains Court would investigate options to improve equality and diversity in applications for the Freedom, and to raise the issue with the Livery Committee to address any barriers to applying for the Freedom. This report provides options on how to improve equality and diversity in applications for the Freedom.

Recommendation(s)

Members are asked to:

- Note the wider set of options listed below to promote diversity.
- To instruct the Clerk to the Chamberlain's Court on how to proceed regarding the issue, with reference to those options in the main report.
- Consider the provision of a modest budget of £5000 to pay fees for potential candidates to increase diversity for a pilot period of 12 months. Candidates could come from our Schools and Academies and Chief Officer suggestions (see 9 and 10 below).

The options for increasing diversity are listed as follows:

Livery freedoms

1. An approach to the Livery Committee for the Clerk or Deputy Clerk of the Chamberlain's Court to attend the regular briefings for new Freemen and Liverymen in order to provide a brief presentation on the Freedom. This could be utilised as an

opportunity to a) encourage a wider pool of Liverymen to consider using their right to nominate and b) steer them in the direction of considering this right as an opportunity to support those in and their local community.

2. The Lord Mayor has a meeting with Livery Clerks at the beginning of his tenure and this could be a good opportunity to express formally the need for the Livery Companies to bear diversity and inclusion in mind when setting policy for their organisations. The Lord Mayor wields influence and if he explicitly states that diversity is a core element of their mayoralty it might be very useful in steering Livery attitudes in a positive direction.

3. The Chamberlain's Court introduces an award to be presented by the Chamberlain to a Livery Company which has actively worked towards increasing inclusion and diversity. This could serve the purpose of providing examples of good practice to other companies and rewarding those companies who support greater diversity within the City community.

4. Establish a small fund to be used to offset the Freedom fee, at the Chamberlain's discretion, when younger Londoners are deemed to be deserving. The recipients might be graduates of City of London linked schools, those state funded institutions supported by Livery Companies or those who have been successful as apprentices.

5. The Clerk of the Chamberlain's Court contacts some of the Livery Companies who are doing good work in areas of low social cohesion and offer to waive the Freedom fee if they have remarkable students, cadets or apprentices. This would help some of the more modern companies, and the older ones might look after hospitality. So for example the Mercers and Information Technologists have a joint Academy in Hammersmith; the Haberdashers have Haberdashers Aske in Lewisham; the Carpenters have a state Primary School in Stratford (Newham). A lot of the Schools are fee paying and well-endowed and their pupils already receive the freedom via Servitude (Merchant Taylors, Skinners, Haberdashers) but increasingly some are working in the State sector which is where the Chamberlain's Court might be able to help.

6. We need to be wary of being seen to tell the Livery companies what to do – but any opportunity to underline the CoL's approval of any increase in inclusion and diversity should be taken and the CoL should lead from the front.

Freedoms without the Intervention of a Livery Company:

7. Nominations of important figures in the Financial Services industry are important to us. CC's and Aldermen should be gently reminded that figures from the worlds of entertainment, sport and the arts are more relevant to the wider community. Some CC's already do useful work for us on this front. Such candidates have included like John Amaechi, Matthew Todd (Attitude Magazine), James Wharton nominated by Edward Lord, Tom Sleigh, and Keith Bottomley. Some of the above have done Q&A's which have considerable added value.

8. The Freedoms of those in local government such as the Mayors of London Boroughs has been useful. For example we often admit the Mayors of Southwark, Islington, Camden, Westminster etc. thanks to the connections of our members.

9. At the FAC meeting on 13 February it was suggested that a budget for paying freedom fees for head boys and head girls from our associated schools and academies could help. Sometimes this already happens for example recently Andrew McMurtie CC nominated the head boy and head girl of Christ's Hospital, here the school paid the fee but of course it is an extremely well-endowed foundation. Another way might be for there to be an essay competition with the winners receiving the freedom as a prize The Coopers' Company have done this in the past with its school in Upminster.

Chief Officer nominations

10. The Chamberlain raised the issue at a meeting of the Chief Officer Group in March. One of the options discussed was for the Chief Officers to suggest 5 names of people from their networks because of their connection with the City of London and who would assist in raising the diversity profile. Many of the Officers have responded and some 30 plus interesting potential candidates have been suggested. This proposal has been agreed by the Summit Group Meeting on 6 June. As with candidates from the schools and academies a budget for the payment of fees on a case by case basis could be considered.

11. Additionally the Deputy Clerk is an Equality Champion on the City of London Equality Representative Meetings and the production of the survey show we are serious about monitoring our position regarding inclusion. The Deputy Clerk hopes to give a talk about women and the Freedom to the Women's Network. Alderman Alison Gowman heads the Women in the City network and often nominates women who have chaired their annual meeting so for example Jo Brand, Fiona Bruce and Livia Firth.

12. We should remind ourselves that there is room for optimism within the results of the Survey. For example the increase in women receiving the freedom in Livery Companies

Murray Craig
Clerk of the Chamberlain's Court

T: 020 7332 3055

E: murray.craig@cityoflondon.gov.uk



**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

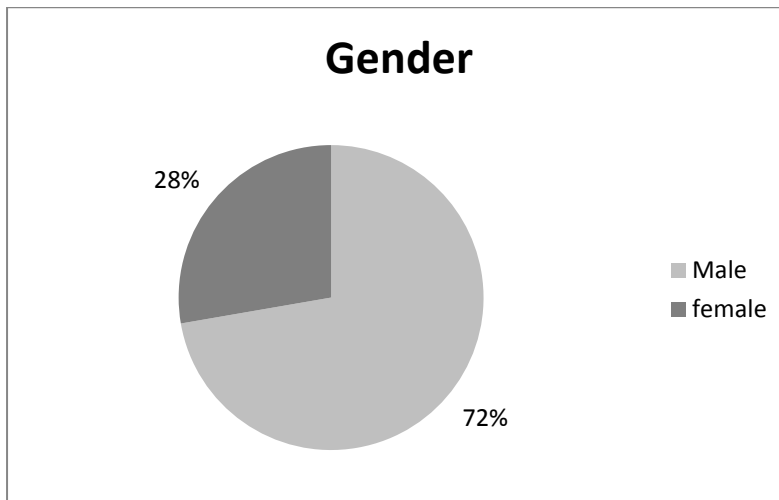
- **OTHER:** Those applying for the freedom through other routes i.e. Patrimony or where for some reason the application route has not been noted.

Results 2016

Question 1: Gender

Data Totals:

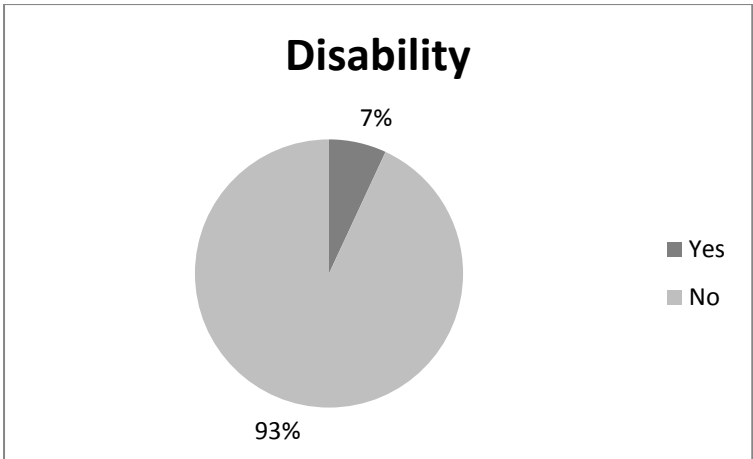
GENDER	COCO	COA	OTHER	TOTALS
Male	18	37	18	73
Female	6	17	5	28



Question 2: Disability

Data Totals:

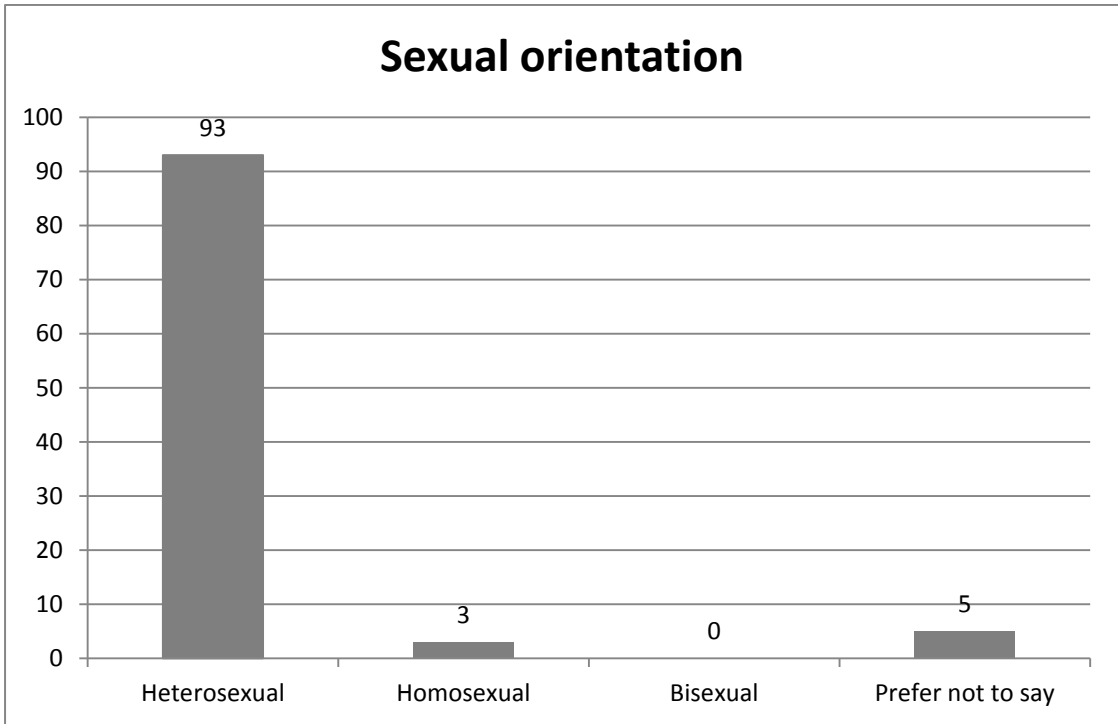
DISABILTY	COCO	COA	OTHER	TOTALS
YES	4	2	1	7
NO	20	52	22	94



Question 3. Sexual Orientation

Data Totals:

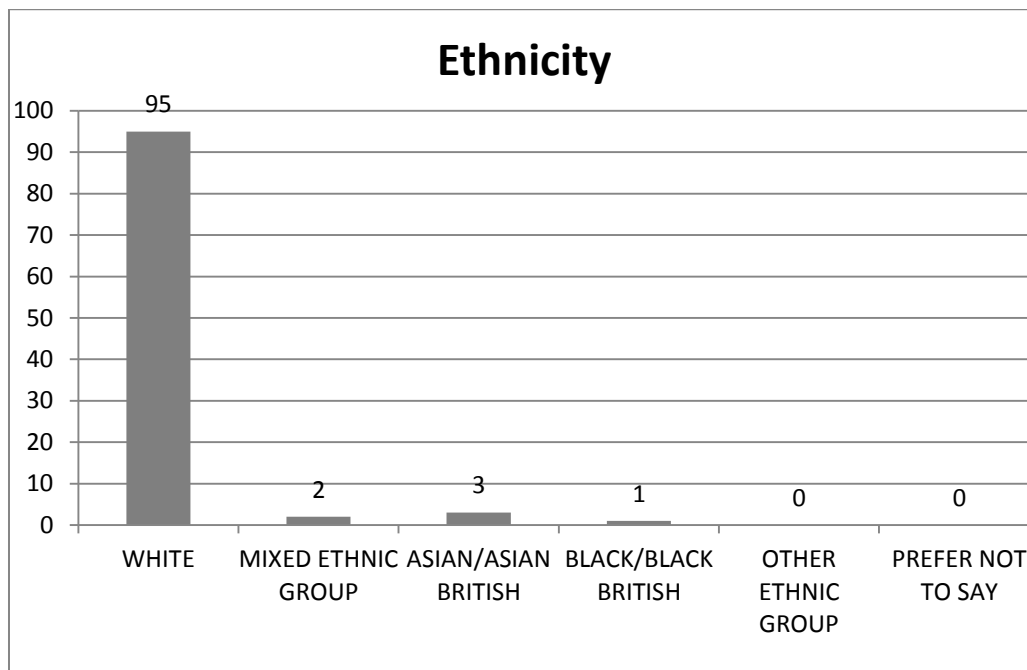
SEXUAL ORIENTATION	COCO	COA	OTHER	TOTALS
HETEROSEXUAL	50	22	21	93
HOMOSEXUAL	2	0	1	3
BISEXUAL	0	0	0	0
PREFER NOT TO SAY	2	2	1	5



Question 4. Ethnicity

Data Totals:

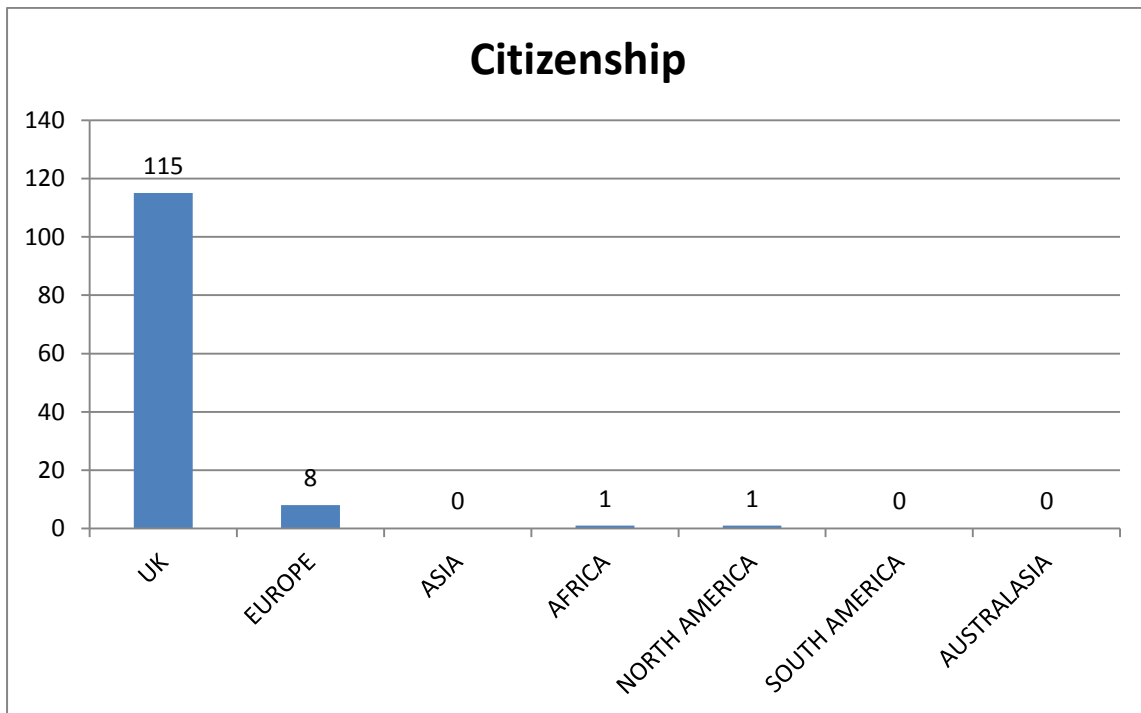
ETHNICITY	COCO	COA	OTHER	TOTAL
WHITE	23	51	21	95
MIXED ETHNIC GROUP	0	2	0	2
ASIAN/ASIAN BRITISH	1	0	2	3
BLACK/BLACK BRITISH	0	1	0	1
OTHER ETHNIC GROUP	0	0	0	0
PREFER NOT TO SAY	0	0	0	0



Question 5. Citizenship

Data Totals:

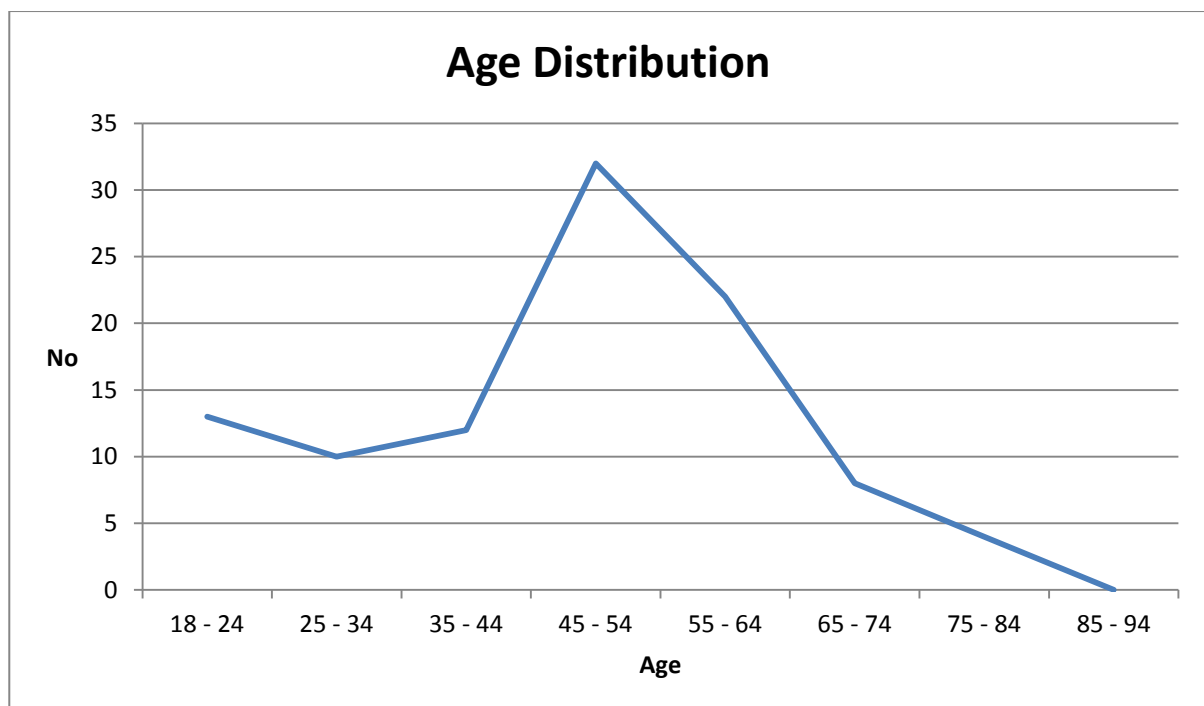
CITIZENSHIP	COCO	COA	OTHER	TOTAL
UK	24	48	23	95
EUROPE	0	3	0	3
ASIA	0	0	0	0
AFRICA	0	0	0	0
NORTH AMERICA	0	2	0	2
SOUTH AMERICA	0	0	0	0
AUSTRALASIA	0	1	0	1



Question 6. Age

Data Totals:

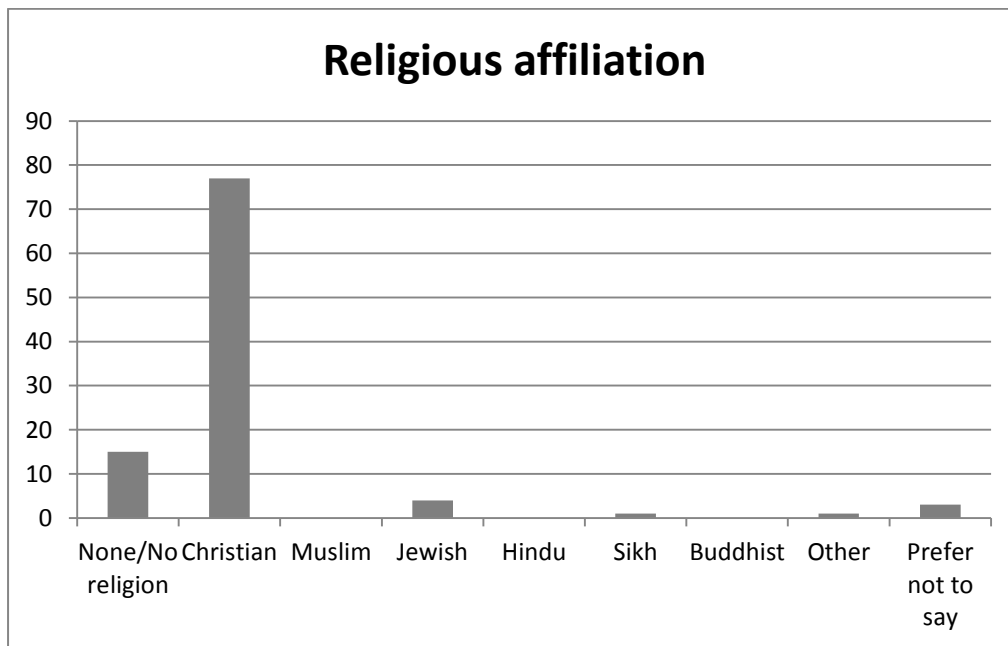
AGE	COCO	COA	OTHER	TOTAL
18 - 24	5	4	4	13
25 - 34	5	1	4	10
35 - 44	6	4	2	12
45 - 54	19	6	7	32
55 - 64	12	4	6	22
65 - 74	5	3	0	8
75 - 84	2	2	0	4
85 - 94	0	0	0	0



Question 7. Religious Affiliation

Data Total:

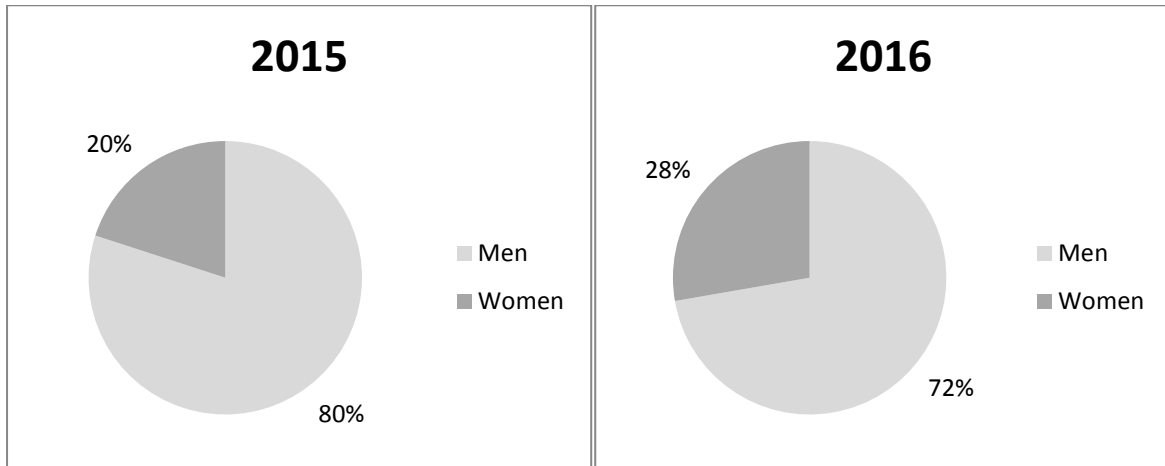
RELIGION	COCO	COA	OTHER	TOTAL
None/No religion	3	6	6	15
Christian	18	44	15	77
Muslim	0	0	0	0
Jewish	1	3	0	4
Hindu	0	0	0	0
Sikh	1	0	0	1
Buddhist	0	0	0	0
Other	0	1	0	1
Prefer not to say	1	0	2	3



Comparative Data: Sept 2015/Sept 2016

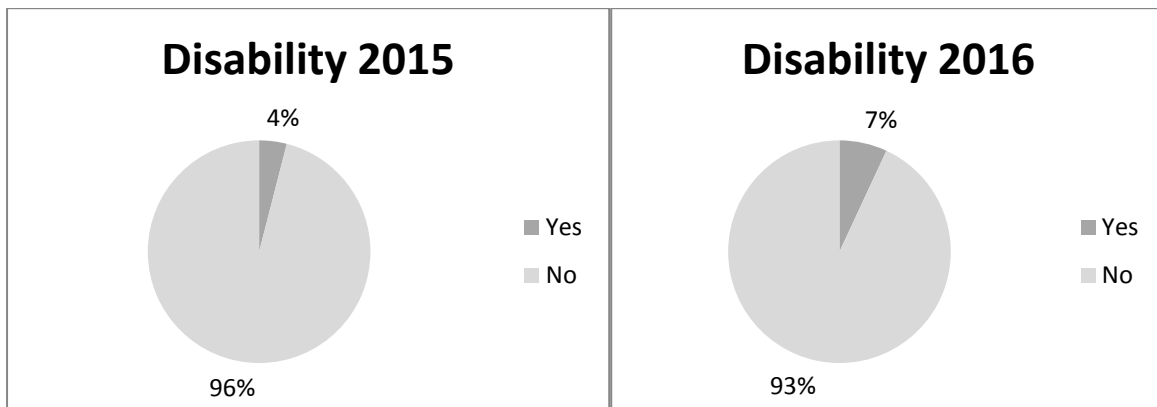
Gender

Year	Men	Women
2015	100	25
2016	73	28



Disability:

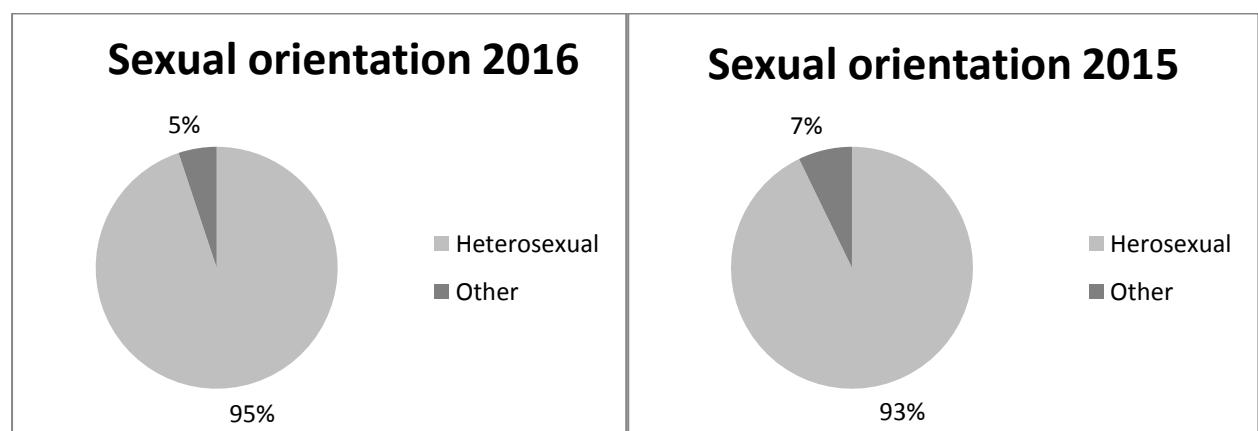
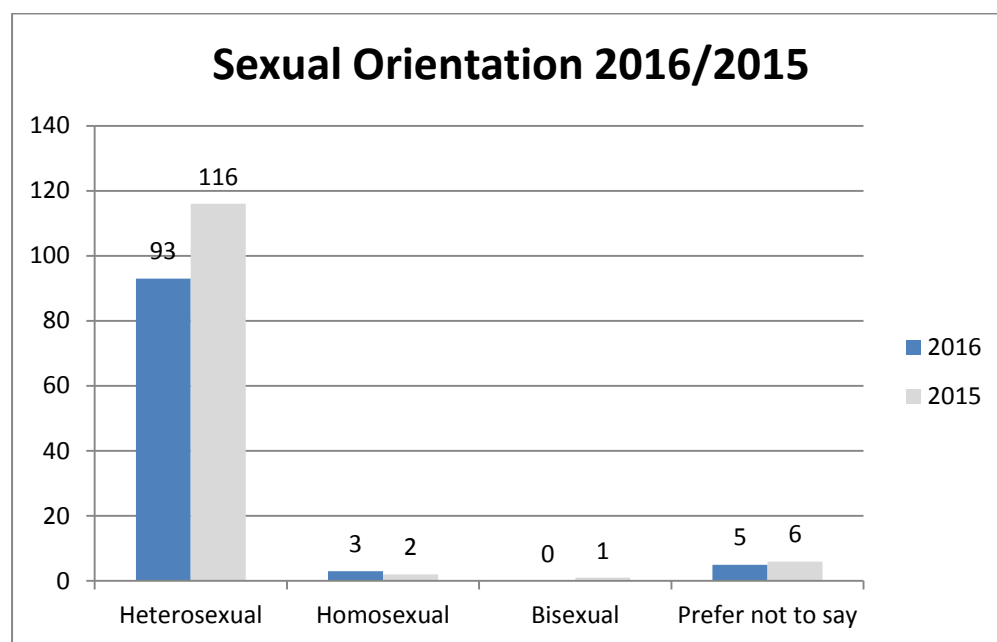
Disability	Yes	No
2015	5	120
2016	7	94



Sexual Orientation

Data totals:

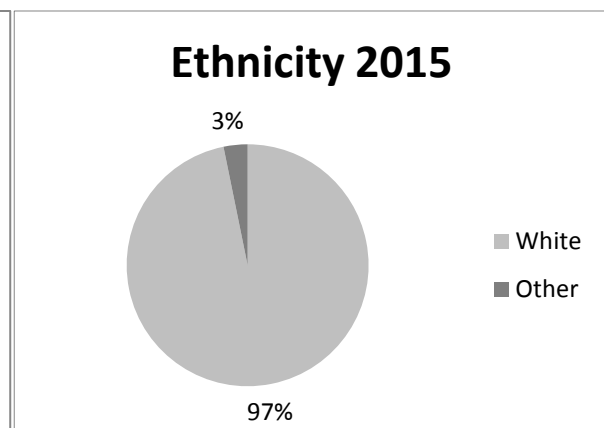
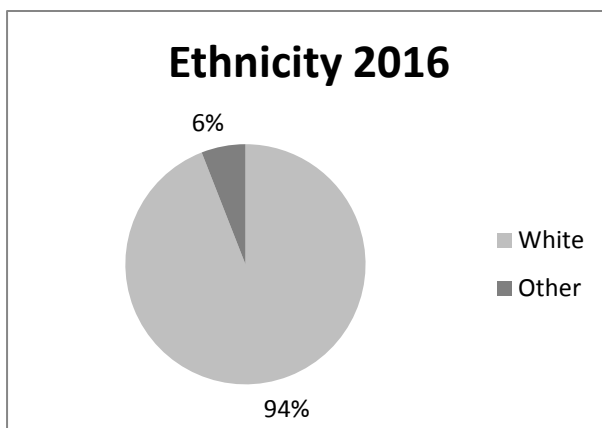
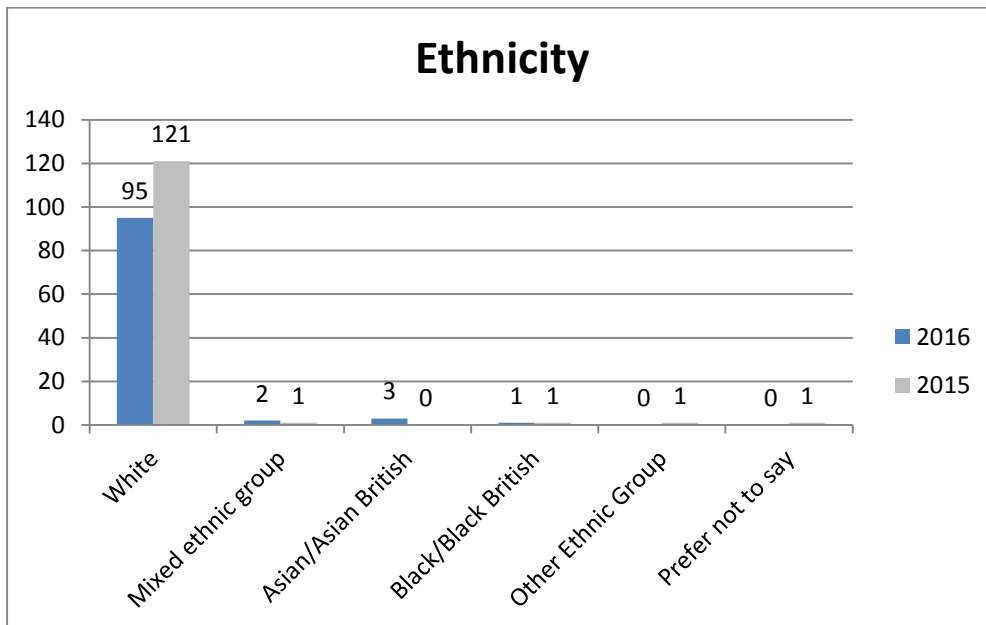
Sexual orientation	2016	2015
Heterosexual	93	116
Homosexual	3	2
Bisexual	0	1
Prefer not to say	5	6



Ethnicity

Data totals:

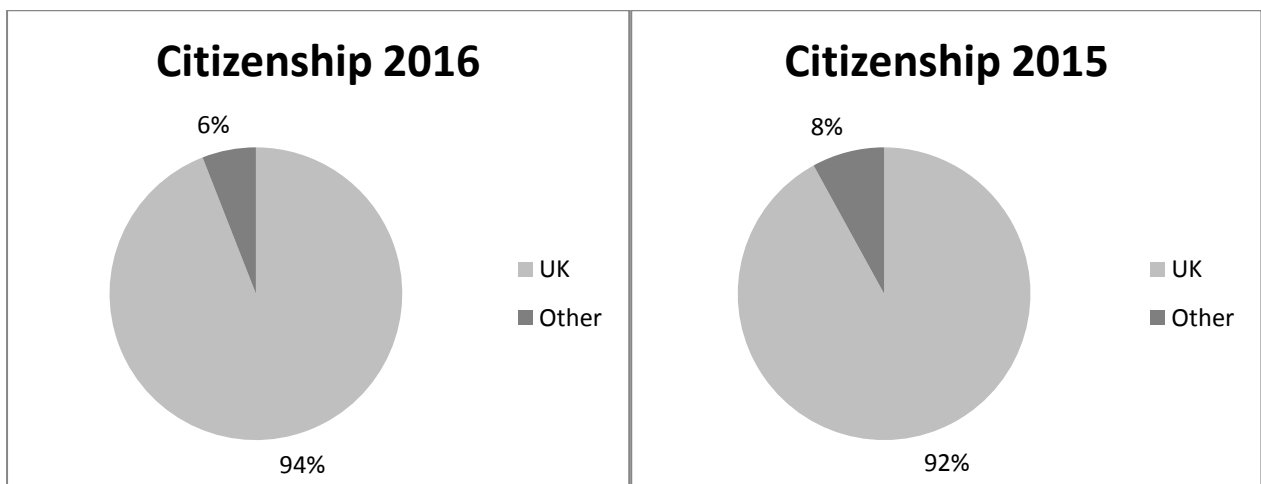
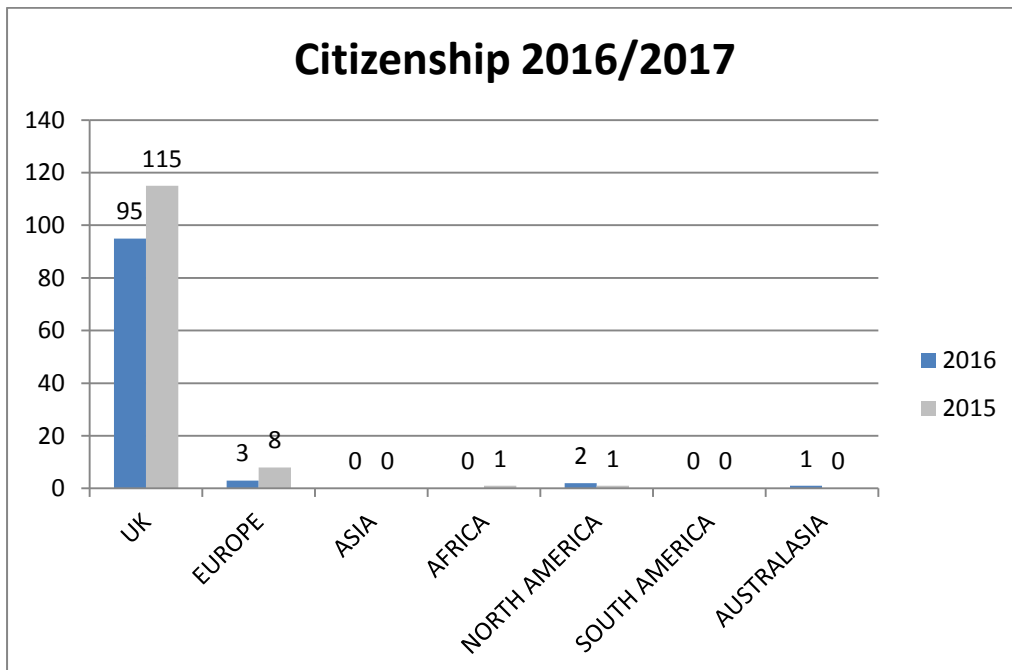
Ethnicity	2016	2015
White	95	121
Mixed ethnic group	2	1
Asian/Asian British	3	0
Black/Black British	1	1
Other Ethnic Group	0	1
Prefer not to say	0	1



Citizenship

Data totals:

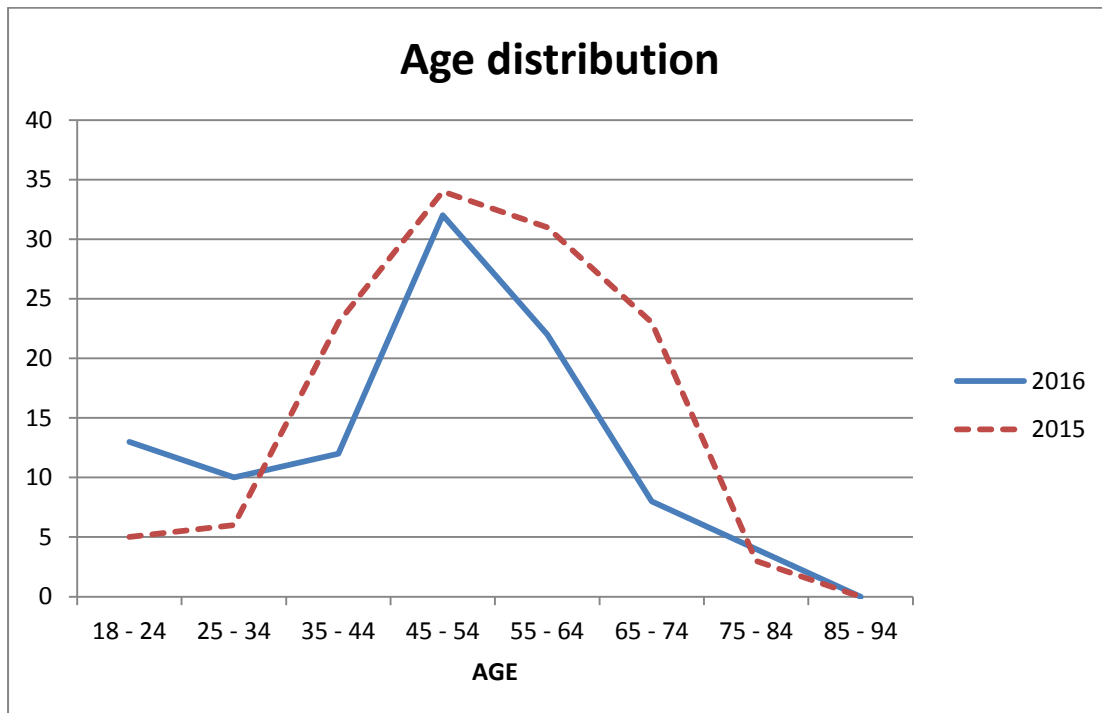
Citizenship	2016	2015
UK	95	115
EUROPE	3	8
ASIA	0	0
AFRICA	0	1
NORTH AMERICA	2	1
SOUTH AMERICA	0	0
AUSTRALASIA	1	0



Age

Data totals:

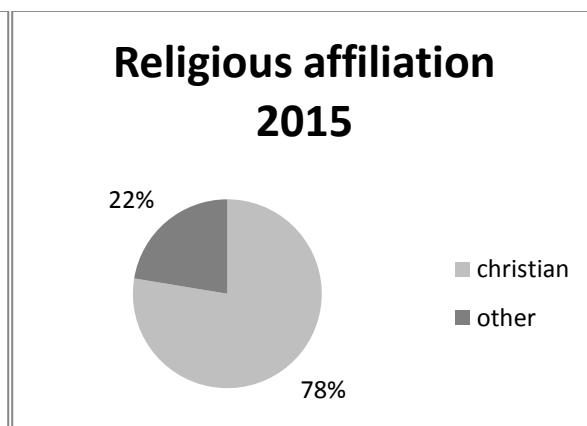
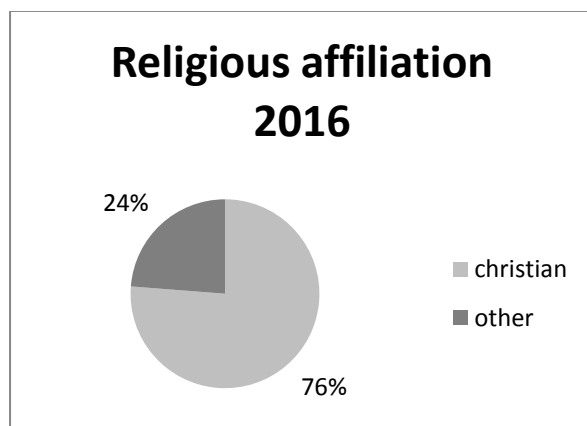
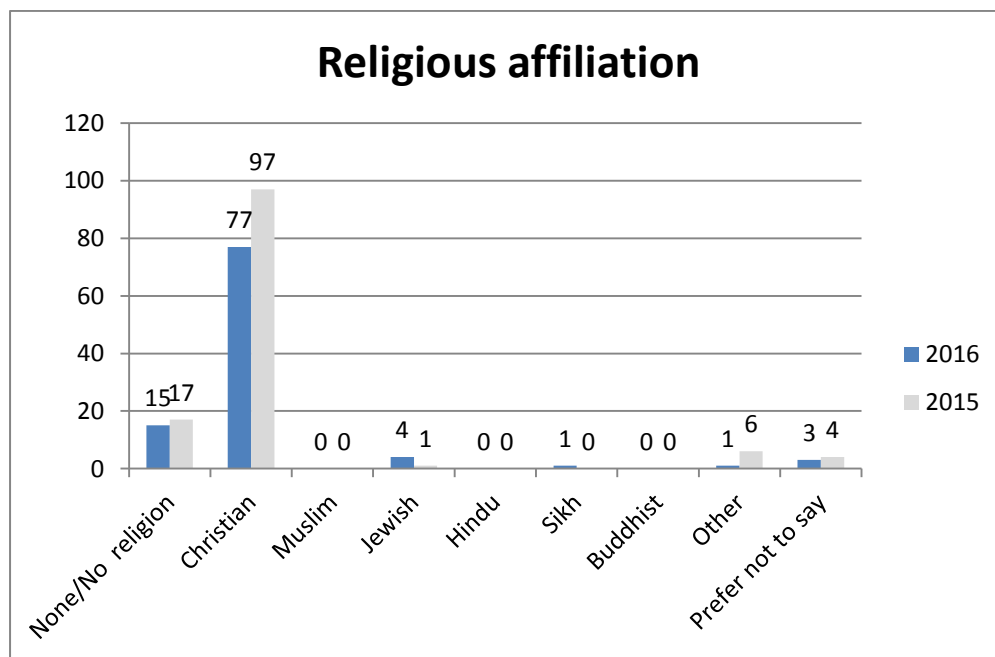
Age	2016	2015
18 - 24	13	5
25 - 34	10	6
35 - 44	12	23
45 - 54	32	34
55 - 64	22	31
65 - 74	8	23
75 - 84	4	3
85 - 94	0	0



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 discernible 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	
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Appendix 2

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	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
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)