

Committee:	Date:
Resources Allocation Sub Committee Policy and Resources Committee	05 July 2018 05 July 2018
Subject: Resourcing Diversity and Business Engagement	Public:
Report of: Director of Human Resources	For Decision
Report author: Tracey Jansen – Town Clerk’s Department	

Summary

This report outlines the proposal endorsed by the Establishment Committee to further our work both internally and externally in equality diversity and inclusion. The proposal is to establish a post of Diversity and Business Engagement Manager to support our staff networks and to develop the City Corporation’s reputation as a credible voice and influence in the wider city and beyond in relation to staff networks, diversity equality and inclusion. It is also proposed that there is an associated budget to support this work.

In addition, it is recommended that the City Corporation joins Stonewall’s Diversity Champions to assist us with measuring how we are performing and provides a framework for creating a workplace that enables Lesbian Gay Bisexual and Transgender (LGBT) staff to reach their full potential. We will also adapt the framework to assess performance in relation to other protected characteristics.

Recommendation

Members are asked to:

- Approve a budget uplift of £66,000 for a Diversity and Business Engagement Manager (on a pro-rata basis for 2018/19).
- Approve a budget uplift for associated Equality and Inclusion (E&I) budget of £20,000 to support and develop the staff networks and City of London Corporation E&I Initiatives both internally and in the City.
- Approve a budget uplift for the annual membership to Stonewall Diversity Champions and event attendance of £4,000.
- Approve a one-off budget uplift to fund £6,250 for a diversity entry at the Lord Mayor’s Show.
- Approve a base budget increase of £74,250 to be funded from the Policy and Resources 2018/19 Committee’s Contingency and a base budget increase of £90,000 per annum thereafter.

Main Report

Background

1. The City Corporation staff networks have been established for 3 years and have between them made a significant contribution to the equality and inclusion agenda. They attend the Equality and Inclusion Board and have organised and hosted a range of events for their own members and also wider staff events.
2. Each network has been allocated a modest budget of £1,000 each to support their work. Some of the staff network Chief Officer Sponsors have also provided funding to support their events. However, when we established the staff networks the expectation was that they should be self-sufficient and there was no HR resource or budget provision allocated to their development.
3. The networks have been influential and contributed to HR policies and guidance such as the Transgender, Ramadan, Carers guides, and revisions to maternity adoption and shared parental leave pay.
4. We have supported them with development and networking opportunities both internally and externally. However, these have not always been well attended mainly due to time commitments. Some of the networks have struggled with generating interest from their membership to volunteer for lead roles within the networks and some of the networks have relatively small visible membership. Overall this has meant that embedded and generating wider support and interest in the networks has in the main been relatively slow and they have had limited ability to contribute to staff network events in the wider business community.
5. We also have limited ability to undertake work in the City as part of the employability strategy to demonstrate best practice and being a model employer and have relied on colleagues in EDO to undertake this role. We are also supporting as an employer, commitments to the Women in Finance Charter, the social mobility agenda, responsible business and the education strategy all of which are of interest to the staff networks. Members will be aware the E&I is a workstream of the HR Transformation Programme.

Current Position

6. We are making good progress as an employer with the E&I Action plan, the attracting talent project, and responding to Gender Pay Gap but we are not resourced to take the next step and develop the City Corporation as a credible voice and influence in the wider city and beyond in relation to staff networks, diversity equality and inclusion. We are in a unique position of having our public sector equality duty experience and good employment practice but at the same time we have links with the city organisations who are driving the business case for linking E&I to the corporate social responsibility agenda, public relations and marketing. We also propose to become members of Stonewall Diversity Champions which will assist us with measuring how we are performing and provides a framework for creating a workplace that enables Lesbian Gay Bisexual and Transgender (LGBT) staff to reach their full potential. We would also use the framework to assess our performance in relation to other protected characteristics.

7. The Establishment Committee considered this matter at its meeting in April 2018 and endorsed a bid to fund a post with an associated budget to sit within HR initially to:
- support the development of our own networks and their sponsors to become more influential in the city;
 - act as an Ambassador in the city promoting the benefits of staff networks and E&I;
 - develop employer networks interested in creating and supporting their own staff networks with a view to sharing knowledge and experience; and
 - work collaboratively to deliver cross organisation events and best practice, establishing the City Corporation as a key player and influencer in the city and beyond.
8. The Establishment Committee also endorsed a funding bid for the City Corporation to become Members of Stonewall Diversity Champions and to have a diversity entry at the Lord Mayor's Show in November 2019. The Establishment Committee has funded an entry to Pride in London Parade on 7 July 2018.

Options

9. We have established our staff networks and could continue with the current arrangement. Alternatively, we could provide them with greater financial support to put on events and/or allocate fixed release time to undertake their work within the City Corporation. However, these are not considered to be viable options if we are to develop our role and influence in the city.

Proposals

10. The Sub Committee is asked to approve the business case for the establishment of a Diversity and Business Engagement Manager to support and develop staff networks and with an associated budget provision. In addition, approval is sought to fund the annual Membership of Stonewall Diversity Champions and to have a diversity entry at the Lord Mayor's Show in November 2019.

Corporate & Strategic Implications

11. This report supports and complements the Corporate Plan aim to contribute to a flourishing society; the E&I Action Plan and the HR Transformation Programme.

Financial Implications

12. The estimated cost of the post with on costs is £66,000 (mid-point of Grade F plus on-costs).
13. An additional budget provision of £20,000 is requested to support the new post holder in maintaining and further developing the networks, hosting events, securing key speakers, and development and networking initiatives.
14. The annual membership of Stonewall Diversity Champions and attendance at events is estimated at up to £4,000 and the one-off cost of entry to the Lord Mayors Show is £6,250 for 2018/19 only.
15. It is proposed that a base budget increase of £74,250 is provided for provision of the new Diversity and Business Engagement Manager (£44,000, pro rataed on the

basis that the post will be filled by the beginning of August), the associated budget (£20,000), annual membership to Stonewall Diversity Champions (£4,000) and entry to the Lord Mayors Show (£6,250) in 2018/19 from the Policy and Resources 2018/19 Committee's Contingency and a base budget increase of £90,000 per annum thereafter.

Conclusion

16. There is a desire to continue to embed E&I in the workplace. We are now in a position where we can have a credible voice and influence by undertaking outreach work and hosting events in the city. By working collaboratively with others, we can develop and increase the number of staff networks sharing best practice and increasing opportunities for networking and development. The establishment of a dedicated resource to support the work of the networks and E&I agenda will not only assist us with delivering a more balanced workforce but also have an impact on the wide business community.

Background Papers

Equalities and Inclusion Update – Establishment Committee April 2018

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