



Barbican Centre Board

Date: WEDNESDAY, 22 MAY 2019
Time: 11.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deputy Dr Giles Shilson (Chairman)
Deputy Tom Sleight (Deputy Chairman)
Stephen Bediako (External Member)
Russ Carr (External Member)
Simon Duckworth
Alderman David Graves
Gerard Grech (External Member)
Deputy Tom Hoffman (Chief Commoner)
Deputy Wendy Hyde
Emma Kane (Ex-Officio Member)
Vivienne Littlechild MBE
Wendy Mead
Lucy Musgrave (External Member)
Graham Packham (Ex-Officio Member)
Judith Pleasance
Alderman William Russell
Jenny Waldman (External Member)

Enquiries: Leanne Murphy
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leanne.murphy@cityoflondon.gov.uk

Lunch will be served in the Guildhall Club at 1pm
N.B. Part of this meeting could be the subject of audio or visual recording

John Barradell
Town Clerk and Chief Executive

AGENDA

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **ORDER OF THE COURT OF COMMON COUNCIL**
To receive the Order of the Court of Common Council dated 25 April 2019 appointing the Board and setting its Terms of Reference.
For Information
(Pages 1 - 2)
4. **ELECTION OF CHAIRMAN**
To elect a Chairman in accordance with Standing Order No.29.
For Decision
5. **ELECTION OF DEPUTY CHAIRMAN**
To elect a Deputy Chairman in accordance with Standing Order No. 30.
For Decision
6. **BOARD MINUTES**
To approve the public minutes and summary of the Barbican Centre Board meeting held on 20 March 2019.
For Decision
(Pages 3 - 8)
7. **OUTSTANDING ACTIONS AND WORK PLAN**
Report of the Town Clerk.
For Information
(Pages 9 - 12)
8. **APPOINTMENT OF SUB-COMMITTEES**
Report of the Town Clerk.
For Decision
(Pages 13 - 18)
9. **MANAGEMENT REPORT BY THE CENTRE'S DIRECTORS**
Report of the Managing Director.
For Information
(Pages 19 - 34)
10. **GENDER IDENTITY POLICY**
Report of the Town Clerk and Chief Executive.
For Information
(Pages 35 - 92)
11. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**
12. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**
13. **EXCLUSION OF THE PUBLIC**

MOTION – That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following items, on the grounds that they involve the likely disclosure of Exempt Information, as defined in Part 1, of Schedule 12A of the Local Government Act.

For Decision

14. **NON-PUBLIC BOARD MINUTES**

To agree the non-public Minutes of the Barbican Centre Board meeting held on 20 March 2019.

For Decision
(Pages 93 - 100)

15. **MARKETING & COMMUNICATIONS: ANNUAL PRESENTATION**

Report of the Artistic Director.

For Information
(Pages 101 - 140)

16. **DEVELOPMENT REVIEW – FINDINGS AND NEXT STEPS**

Report of the Chief Operating & Financial Officer.

For Decision
(Pages 141 - 150)

17. **NON- COMPLIANT WAIVERS**

Report of the Managing Director.

For Decision

a) Audience Segmentation Research

(Pages 151 - 156)

b) Avalanche Set Design (TO FOLLOW)

c) Specialist Theatre and Sound Equipment

(Pages 157 - 160)

18. **CENTRE FOR MUSIC UPDATE**

Report of the Managing Director.

For Information
(Pages 161 - 164)

19. **EXHIBITION HALLS UPDATE**

Oral update – the Managing Director to be heard.

For Information

20. **BARBICAN CENTRE FIRE RECTIFICATION PROJECTS**

Report of the Director of Operations & Buildings.

For Information
(Pages 165 - 170)

21. **BUSINESS REVIEW – 2018/19 DRAFT ACCOUNTS**

Report of the Chief Operating & Financial Officer.

For Information
(Pages 171 - 182)

22. **RISK UPDATE**

Report of the Director of Operations & Buildings.

For Information
(Pages 183 - 242)

23. **CWP AND ADDITIONAL CAPITAL FUNDS FOR CITY FUND PROPERTIES
UPDATE REPORT (INCLUDING NON-CAP AND INVESTMENT PROJECTS)**

Report of the Director of Operations & Buildings.

For Information
(Pages 243 - 252)

24. **NON-PUBLIC QUESTIONS RELATING TO THE WORK OF THE BOARD**

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

ESTLIN, Mayor	RESOLVED: That the Court of Common Council holden in the Guildhall of the City of London on Thursday 25th April 2019, doth hereby appoint the following Committee until the first meeting of the Court in April, 2020.
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BARBICAN CENTRE BOARD

1. **Constitution**

A Non-Ward Committee consisting of,

- eight Members elected by the Court of Common Council for three-year terms, at least one of whom shall have fewer than five years' service on the Court at the time of their appointment.
- Up to seven non-Common Council representatives appointed by the Committee, of which at least two should be drawn from the arts world
- a representative of the Policy & Resources Committee
- a representative of the Finance Committee
- the Chairman of the Board of Governors of the Guildhall School of Music & Drama (ex-officio)
- the Chairman of the Barbican Centre Trust (ex-officio)
- the Chairman of the Culture, Heritage & Libraries Committee (ex-officio)

The Chairman of the Board shall be elected from the City Corporation Members.

There is a maximum continuous service limit of three terms of three years.

2. **Quorum**

The quorum consists of any five Members, provided Common Councillors are in the majority.

3. **Membership 2019/20**

- 9 (3) Tom Hoffman, M.B.E., Deputy
- 6 (3) Judith Lindsay Pleasance
- 9 (3) Dr Giles Robert Evelyn Shilson, Deputy
- 2 (2) David Andrew Graves, Alderman
- 5 (2) Wendy Mead, O.B.E.
- 5 (2) Tom Sleight, Deputy
- 4 (1) Vivienne Littlechild, M.B.E., J.P.
- 1 (1) William Anthony Bowater Russell, Alderman

Together with the Members and ex-officio Members referred to in paragraph 1 above and:-

Stephen Bediako)	
Russ Carr)	
Gerard Grech)	Up to seven non-Common Council Members appointed by
Lucy Musgrave)	the Board
Jenny Waldman)	
Vacancy)	
Vacancy)	

4. **Terms of Reference**

To be responsible for:-

- (a) the strategic direction, management, operation and maintenance of the Barbican Centre, having determined the general principles and financial targets within which the Centre will operate;
- (b) the appointment of the Managing Director of the Barbican Centre;
- (c) the Centre's contribution to the City of London Corporation's key policy priority, 'Increasing the impact of the City's cultural and heritage offer on the life of London and the nation', viz:-
 - i) the provision of world-class arts and learning by the Centre for the education, enlightenment and entertainment of all who visit it; and
 - ii) the provision of access to arts and learning beyond the Centre;
- (d) the creation of enterprise and income-generating support for the Centre.

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BARBICAN CENTRE BOARD

Wednesday, 20 March 2019

Minutes of the meeting of the Barbican Centre Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 20 March 2019 at 11.00 am

Present

Members:

Deputy Dr Giles Shilson (Chairman)	Deputy Wendy Hyde
Deputy Tom Sleigh (Deputy Chairman)	Emma Kane (Ex-Officio Member)
Bediako (External Member)	Vivienne Littlechild MBE
Russ Carr (External Member)	Wendy Mead
Simon Duckworth	Graham Packham (Ex-Officio Member)
Alderman David Graves	Deputy John Tomlinson
Gerard Grech (External Member)	Jenny Waldman (External Member)

In Attendance

Officers:

Sir Nicholas Kenyon	- Managing Director, The Barbican Centre
Sandeep Dwesar	- Chief Operating & Financial Officer, Barbican Centre
Louise Jeffreys	- Artistic Director, Barbican Centre
Jonathon Poyner	- Director of Operations & Buildings, Barbican Centre
Jenny Mollica	- Director of Creative Learning, Barbican Centre
Sean Gregory	- Director of Learning & Engagement, Barbican Centre

Sarah Wall	- Interim Head of Finance, Barbican Centre
Steve Eddy	- Head of HR, Barbican Centre
Gali Gold	- Head of Cinema, Barbican Centre

Leanne Murphy	- Town Clerk's Department
Laura Simpson	- Communications Team, Town Clerk's Department

1. APOLOGIES

Apologies for absence were received from Deputy Tom Hoffman, Lucy Musgrave, Trevor Phillips and Judith Pleasance.

The Chairman welcomed the new Head of Cinema, Gali Gold, to her first Board meeting.

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations.

3. MINUTES

a. Board Minutes

The public minutes and summary of the Board meeting held on 23 January 2019 were approved subject to one typo.

b. **Minutes of the Finance Committee**

The draft public minutes of the Finance Committee meeting held on 5 March 2019 were received. The Chairman thanked the Deputy Chair for chairing the meeting in his absence.

c. **Minutes of the Risk Committee**

The draft public minutes of the Risk Committee meeting held on 23 January 2019 were received.

4. **OUTSTANDING ACTIONS AND WORKPLAN**

The Board noted the various outstanding actions and the updates provided thereon. The workplan for Board meetings in 2019 was also noted.

5. **MANAGEMENT REPORT BY THE BARBICAN'S DIRECTORS**

The Board received a report of the Managing Director providing updates from the Barbican Directors on their respective areas. The following comments were made:

- The Managing Director advised Members that the annual theme 'Life Rewired' had been launched giving energy and coherence to the programme.
- Following positive C4M announcements in January, the Managing Director quoted an article in the Architects' Journal calling it an "urban regeneration project". It was agreed that London needed a cultural infrastructure to thrive and the Barbican was continuing to refine its business model and programme fundraising to progress with this.
- The Artistic Director highlighted a number of projects including *OpenFest: Art 50*, a free weekend of events in partnership with Sky Arts. Life Rewired events included the *Enterprising Adventures Showcase*, a project exploring collaborative approaches in arts and neuroscience, an experiment at pitting an AI composer trained on the works of Bach against the original pieces in a concert called The Eternal Golden Braid and *Unclaimed*, a Wellcome-funded commission telling the stories of a surreal lost property office.
- *Tune into Access*, a celebratory free day consisting of performances and participation exploring accessibility, technology and the arts, took place on 18 March marking Disabled Access Day.
- It was noted that proactive work was taking place to celebrate the Barbican Estate's 50th anniversary and the Barbican Centre would be hosting a key community event on 8 June for residents in collaboration with the Barbican Association celebrating the past, present and future of the estate.

- The Barbican and Guildhall Creative Learning team won the SEND Achievement (Special Educational Needs and Disabilities) at the National Creative Learning Awards for its work with The Garden School in Hackney, a school for learners with autism aged 4 to 16.
- Members were advised that it had been 10 years since the Barbican and Guildhall formed its Creative Learning collaboration.
- The Director of Operations and Buildings advised that changes were happening with projects and engagement and the team was working on the destination of the future.
- The Director of Operations and Buildings thanked Commander Richard and the City of London Police for their service and support training.
- A holistic approach across one team was progressing with capital planning. It was noted that the gallery work was progressing nicely to not only transform the space but also improve accessibility and fire safety.
- The Board was invited by the Director of Operations and Buildings to view the project outcomes and improvements.
- Members were advised that the Barbican had a strong presence in China across a number of tours in 2019.
- It was expected that the summer would see large visitor numbers of over 200k people due to the AI: More than Human exhibition and Jesus Christ Superstar musical.
- Members congratulated the Communication Department for their excellent C4M coverage and the Creative Learning Team for their impressive work.
- In response to a query regarding whether the thick materials used for programmes, etc, were recyclable, Members were advised that the Marketing Team would be asked to respond.
- A Member queried how the green season parking would be managed for electric vehicles, how many spaces would be available and whether a charge could be introduced following the London car park review on 8 August. It was agreed that Officers would provide the Board with a report in six months to inform a discussion regarding the impact of this car park change.
- In response to a query, Members were advised that an invite to the Development Dinner and Review on 26 June would be circulated to the Board shortly.
- With regards to the Barbican's growing presence in China, a Member noted that the Culture Ambassador was keen to work with the Centre.

- A Member requested an approved briefing on C4M to share with members of the public. The Managing Director agreed to provide a Board communication briefing for Members to use when publicising the C4M.
- It was noted that advance orders were being taken for a new book providing a series of photographs of the Centre.

RECEIVED.

6. **CINEMA: ANNUAL PRESENTATION**

The Board received a report of the Artistic Director regarding the Barbican Cinema Annual Report 2018/19 providing an overview of the Barbican Cinema Department's activity through 2018-19 and setting out how this relates to the wider Barbican and City of London Corporation's strategy.

RECEIVED.

7. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

8. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was one urgent item:

Barbican Board Dinner 2019

The Chairman thanked everyone involved with preparing the enjoyable Barbican Board Dinner on 28 February 2019 and welcomed Members to provide feedback.

9. **EXCLUSION OF THE PUBLIC**

RESOLVED – That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Local Government Act.

Item No.
10-23

Paragraph No.
3

10. **NON-PUBLIC MINUTES**

a. **Non-Public Board Minutes**

The non-public minutes and summary of the Board meeting held on 23 January 2019 were approved.

b. **Non-Public Minutes of the Finance Committee**

The draft non-public minutes of the Finance Committee meeting held on 5 March 2019 were received.

c. **Non-Public Minutes of the Risk Committee**

The draft non-public minutes of the Risk Committee meeting held on 23 January 2019 were received.

11. **CINEMA: ANNUAL PRESENTATION (NON-PUBLIC UPDATE)**

The Board received the non-public appendices to be read in conjunction with Item 6.

12. **HIGH LEVEL BUSINESS PLAN**

The Board received a report of the Managing Director providing an update on the Barbican Centre's 2019/20 Business Plan.

13. **INTERNATIONAL STRATEGY**

The Board received a report of the Artistic Director providing an update on the Barbican Centre's International Strategy.

14. **RETAIL REVIEW**

The Board received a report of the Chief Operating and Financial Officer providing an update on the Barbican Centre's Retail Review.

15. **RISK UPDATE**

The Board received a report of the Director of Operations and Buildings advising Members of the risk management system in place at the Barbican, updating on the significant risks that had been identified and outlining measures for mitigation of these risks.

16. ***FIRE RECTIFICATION WORKS - FIRE SIGNAGE (GATEWAY 2)**

The Board considered and approved a Gateway 2 Project Proposal report of the Managing Director regarding the Barbican Centre Fire Rectification Works concerning Fire Signage.

17. ***FIRE RECTIFICATION WORKS - SPRINKLER SYSTEMS (GATEWAY 2)**

The Board considered and approved a Gateway 2 Project Proposal report of the Managing Director regarding the Barbican Centre Fire Rectification Works concerning Sprinkler Systems.

18. ***CONCERT HALL STEINWAY PIANO PURCHASE (GATEWAY 2)**

The Board considered and approved a Gateway 2 Project Proposal report of the Managing Director and Head of Music concerning the Concert Hall Steinway Piano Purchase.

19. ***BARBICAN BUSINESS REVIEW - JANUARY ACCOUNTS (PERIOD 10)**

The Board considered a report of the Chief Operating & Financial Officer setting out the Business Review for the January 2018 Period 10 accounts.

20. ***UPDATE ON BARBICAN BUDGET 2019/20**

The Board considered a report of the Chief Operating & Financial Officer providing Members with an update on the Barbican Budget for 2019/20.

21. REPORT OF URGENT ACTION TAKEN

The Board considered three reports of the Town Clerk providing Members with an update on urgent actions taken since the last Board meeting.

22. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There was one question.

23. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE BOARD AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was one urgent item.

The meeting ended at 12.37 pm

Chairman

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Outstanding Actions List

Barbican Centre Board and Finance Committee

	Action	Notes	Officer/body responsible	Date added & meeting	To be completed/ progressed to next stage
1	Management report by the Barbican's Directors	A report to come to the Board in six months to inform a discussion regarding the impact of the London car park review on 8 August.	Managing Director	Mar 2019 – <u>BCB</u> for <u>BCB</u>	To update at a future Board meeting
2		An approved briefing re: C4M to be circulated to the Board to share with members of the public.	Managing Director / Town Clerk		To update at the May Board
3	Cinema: Annual Presentation (NP) / Retail Review	Officers to discuss the possibility of including a strapline on tickets regarding the Cinema / ticket holder discount in shops with the Retail and Marketing Teams.	Artistic Director / Chief Operating & Financial Officer	Mar 2019 – <u>BCB</u> for <u>BCB</u>	To update at the May Board
4	Retail Review	A retail review report to come to the Board in 6 months.	Chief Operating & Financial Officer	Mar 2019 – <u>BCB</u> for <u>BCB</u>	To update at a future Board meeting

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Barbican Centre Board Work Programme 2019

(changes since the last meeting in italics)

Standing Items

- | | | |
|--|--|--|
| Board <ul style="list-style-type: none"> • Outstanding Actions • Directors' Management Report | <ul style="list-style-type: none"> • Risk Update Finance <ul style="list-style-type: none"> • Business Review (Period Accounts) | <ul style="list-style-type: none"> • Cyclical Works Projects (CWP) Update Risk <ul style="list-style-type: none"> • |
|--|--|--|
- Brexit update

22 May 2019	Barbican Centre Board	<ul style="list-style-type: none"> • Election of Chairman/Deputy Chairman • Appointment of Sub-Committees • Development Review • Marketing & Communications Presentation • <i>Exhibition Halls Update</i> • <i>Business Review (full version)</i> • <i>CWP Update</i>
8 July 2019	Barbican Finance Committee	<ul style="list-style-type: none"> • CWP Update • Business Review • Catering update
24 July 2019	Barbican Risk Committee	<ul style="list-style-type: none"> • Internal Audit Report • Risk Update • Programming Risk Update
	Barbican Centre Board	<ul style="list-style-type: none"> • Strategic Plan • Visual Arts Presentation • Creative Learning Presentation • Equality, Diversity & Inclusion Update • <i>Strategic Alliance Update</i>
9 Sept 2019	Barbican Finance Committee	<ul style="list-style-type: none"> • CWP Update • Business Review
18 Sept 2019	Barbican Centre Board	<ul style="list-style-type: none"> • Performance Review • Digital Presentation

4 Nov 2019	Barbican Finance Committee	<ul style="list-style-type: none"> • CWP Update • Annual Development Review • Commercial Update • Business Review • Barbican Budget 2020/21 & Business Plan
20 Nov 2019	Barbican Risk Committee	<ul style="list-style-type: none"> • Internal Audit Report • Risk Update • Programming Risk Update
	Barbican Centre Board	<ul style="list-style-type: none"> • Music and LSO Presentations • <i>Barbican Budget 2020/21</i> • Business Model - Long Term Financial Plan

Committee(s):	Date(s):
Barbican Centre Board	22 May 2019
Subject: Appointment of Sub-Committees 2019/20	Public
Report of: Town Clerk Report Author: Leanne Murphy	For Decision

Summary

The purpose of this report is to consider the appointment of the Barbican Centre Board's Sub-Committees and to approve their compositions and Terms of Reference.

The Board is responsible for appointing representatives on to the following Sub-Committees:-

- Finance Committee of the Barbican Centre Board
- Nominations Committee of the Barbican Centre Board
- Risk Committee of the Barbican Centre Board
- Reference Sub-Committee of the Barbican Centre Board

In addition, the Chairman of the Board may serve on the Culture Mile Working Party of the Policy and Resources Committee, or elect to nominate another Board Member to serve on their behalf.

Recommendations:

Members are asked to:

- Approve the Terms of Reference of the Board's Sub-Committees;
- Approve the composition of the Board's Sub Committees; and
- Appoint the Membership to the Finance Committee, Nominations Committee, Risk Committee and (if required) Reference Sub-Committee for the year ensuing.

Main Report

Background

1. Each year the Board is asked to consider the appointment of its Sub-Committees, approve their compositions and their Terms of Reference. Accordingly, this report sets out the details of each of those Sub-Committees below.

Finance Committee of the Barbican Centre Board

2. The Finance Committee terms of reference are as follows:-
 - To review all financial matters with delegated power to act;
 - To consider the business plan and budget prior to submission to the Board;

- To review all capital cap and premises matters with delegated power to act;
 - To review risk management and an assessment of the adequacy of internal controls;
 - To review any matters that may affect the finances of the Barbican Centre, reporting to the Board.
3. The membership of the Finance Committee for 2018/19 was:
- Deputy Giles Shilson *(Chairman of the Board)*
 - Deputy Tom Sleigh *(Deputy Chairman of the Board)*
 - Deputy Wendy Hyde *(CoL Finance Committee representative)*
 - Emma Kane *(Chairman of the Barbican Centre Trust)*
 - Russ Carr
 - Alderman David Graves
 - Judith Pleasance
 - Deputy John Tomlinson
4. As Members may recall, given the regular attendance and role played by the Chairman of the Barbican Centre Trust in reporting development income and activities to the Committee, the Board previously agreed that the Chairman of the Trust should also serve on the Finance Committee. This has been of benefit to the Committee and it is recommended that this arrangement be preserved.
5. The composition of the Finance Committee is therefore currently as follows:-
- Chairman of the Board
Deputy Chairman of the Board
City of London Finance Committee Representative
Chairman of the Barbican Centre Trust
Up to four other Board Members*
- *There is a requirement for City of London Members (including the three ex-officio positions above) to have a majority on the Sub-Committee.*
6. The quorum is any three Committee Members.
7. Board Members are invited to express their interest in serving on the Finance Committee of the Barbican Centre Board, which has **four** vacancies.

Nominations Committee

8. The Nominations Committee terms of reference are as follows:-
- To make recommendations to the Board on the appointment of all external Members to the Board;
 - To undertake Skills Audits of the Board periodically, to inform the appointment of external Members to the Board and Board effectiveness; and
 - To consider the most appropriate way to recruit external Members to the Board, including the placing of advertisements or the use of personal contacts.
9. The Committee has advisory powers only and will make recommendations to the Board.

10. The membership of the Nominations Committee for 2018/19 was:

- Deputy Giles Shilson (*Chairman of the Board*)
- Deputy John Tomlinson (*Deputy Chairman of the Board*)
- Simon Duckworth
- Lucy Musgrave
- Trevor Phillips
- Deputy John Tomlinson

11. The composition of the Nominations Committee is currently as follows:-

Chairman of the Board
Deputy Chairman of the Board
Up to four other Board Members*

**At least one external Member must sit on this Committee and City of London Members must be in the majority.*

12. Board Members are invited to express their interest in serving on the Nominations Committee, which has **four** vacancies (at least one of these being an external member).

Reference Sub-Committee

13. The Reference Sub-Committee terms of reference are as follows:-

- To consider matters referred to it by the Board, with power to act as prescribed by the Board
- To be consulted, if necessary, if urgent business occurs between less frequent Board meetings

14. Previously the composition of the Reference Sub-Committee had been as follows:-

Chairman of the Board
Deputy Chairman of the Board
Up to four other Board Members*

**At least one external Members must sit on the Reference Sub-Committee and City of London Members are required to be in the Majority.*

15. The quorum is any three Committee Members.

16. Since 2013/14, the Board has agreed to suspend the appointment of a Reference Sub Committee, as it has not been required to meet for several years. Members are asked to consider whether or not to continue with this arrangement.

Risk Committee

17. In May 2011, the Barbican Centre Board established a Risk Committee to give regular, ongoing and detailed consideration to the management of risks specific to the Barbican Centre.

18. The terms of reference of the Risk Committee are as follows:-

- To make recommendations to the Barbican Board in respect of improving risk management at the Barbican Centre.
- To review the Barbican Centre's Risk Register every six months, and make recommendations to the Barbican Board.

19. The Membership for 2018/19 was:

- Deputy Tom Sleigh *(Deputy Chairman of the Board)*
- Deputy Dr Giles Shilson *(Chairman of the Board)*
- Deputy Wendy Hyde *(CoL Finance Committee representative)*
- Alisdair Nisbett *(Barbican Centre Trust representative)*
- Russ Carr
- Alderman David Graves
- Judith Pleasance
- Deputy John Tomlinson

20. The Risk Committee is customarily chaired by the Deputy Chairman of the Board and it is recommended that this arrangement be continued.

21. In November 2013, the Board decided that the City of London Finance Committee representative should also sit on the Risk Committee, and it is also recommended that this arrangement be retained.

22. In addition, the Board agreed in early 2018 that a representative of the Barbican Centre Trust should be invited to join the Committee, with a review to take place after one year to ascertain the utility of this arrangement. The Trust have nominated Alasdair Nisbett and the Board is asked to confirm his appointment.

23. The composition is therefore as follows:-

Deputy Chairman of the Board (Chairman)
Chairman of the Board (Deputy Chairman)
City of London Finance Committee representative
Representative of the Barbican Centre Trust
Up to four other Board Members*

**At least one of the Board Members must be a City of London Member.*

24. The quorum consists of any three Members.

25. Board Members are invited to express their interest in serving on the Risk Committee. There are **four** vacancies.

Culture Mile Working Party

26. The Terms of Reference of the Policy and Resources Committee's Culture Mile Working Party also allow for the Chairman of the Board to elect to serve personally on that Working Party, or to nominate a representative from the Board to serve on their behalf. The Chairman, following their election at today's

meeting, is therefore asked to confirm whether they are content to serve or whether they would wish to nominate a representative to serve on their behalf.

Leanne Murphy

Committee and Member Services Officer, Town Clerk's Department

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Committee:	Date:
Barbican Centre Board	22 nd May 2019
Subject: Management Report by the Barbican's Directors	Public
Report of: Managing Director, Barbican Centre	For Information
<p style="text-align: center;">Summary</p> <ul style="list-style-type: none"> • The Management Report comprises current updates under five sections authored by Barbican Directors. • Updates are under the headlines of: <ul style="list-style-type: none"> ○ Strategy and Culture Mile ○ Programming, Marketing and Communications ○ Learning and Engagement ○ Operations and Buildings ○ Business and Commercial. • Each of the five sections highlights 'progress & issues' for recent/current activity, then draws attention to upcoming events and developments in 'preview and planning'. • Reported activity is marked, where relevant, against our Barbican Centre strategic goal areas. For reference, the full list of strategic goals is attached at Appendix A. <p>Recommendation</p> <p>Members are asked to:</p> <ul style="list-style-type: none"> • Note this report. 	

Main Report

1. REPORT: STRATEGY AND CULTURE MILE	
<p><i>“Life Rewired</i> is set to include the biggest exploration yet of the role of creative and scientific developments in artificial intelligence as part of a season of exhibitions, installations, concerts, debates and films exploring what it means to be human in the face of technological and scientific forces”. The Times</p>	Strategic Goal
<p>1.1 Progress and issues</p> <p><i>Life Rewired</i> is in full swing as this year’s annual theme, with the specially created area on Level G hosting talks and debates, and extensive coverage in the press around events.</p> <p>STRATEGY A new Management Team agenda of reviewing strategic projects and policies on a regular rolling basis is working well: recent updates have for instance covered</p> <ul style="list-style-type: none"> • Space Utilisation • Business Plan KPIs • Barbican stories • Ethics policy • Foyer guidelines • Non-ticketed research findings <p>Barbican Directors have met to advance future strategy to scope opportunities that exist for development in the areas of technology and innovation, and Board members have contributed positively to these discussions.</p> <p>Arising out of the Development Review (for which see the paper in this meeting), the proposal to appoint a Director of Development has now been approved by Establishment Committee and will proceed to recruitment.</p> <p>CULTURE MILE Culture Mile has launched its first continuous initiative across the summer, starting from the Sound Unbound festival in the Barbican last weekend (see Programming), and continuing with the multi-partner project <i>Play the Mile</i>, extending until the Smithfield Street Party at the end of August. This project will open up hidden spaces in the area of the Mile, animate the streets, create family-friendly activity, and build awareness and visibility of Culture Mile as a project.</p> <p>Culture Mile has continued to work with its distributed model of responsibilities, which involves the Barbican leading on programming and communications.</p>	

<p>1.2 Preview and Planning</p> <p>The Barbican is currently working intensively on a plan for future projects and financing given the challenges to the current business model in the present climate. At the same time, the Corporation has announced a Fundamental Review of its finances which will take place over the coming weeks with the aim of focusing the City's priorities on the agenda of the Corporate Plan. This will involve active participation by members to articulate the public value of the Corporation's cultural activity within that framework.</p> <p>An update on the Centre for Music project, as requested by Board members, is included in this meeting agenda. Currently there is a hold on some areas of capital spending pending prioritisation which means that the Exhibition Halls project is temporarily on hold (though elements of the Beech Street project are continuing).</p> <p>We have recently agreed a Memorandum of Understanding with the British Council, arising from a discussion between the MD of the Barbican and the Chairman of the British Council, taken forward by the artistic director and the Council's Head of Arts. This agrees to share understanding and work to shared principles and values, especially in the area of international co-operation. This includes activity that is already happening, activity under discussion, and potential new areas of work, highlighting the potential of cultural soft power for the future.</p> <p>The Learning and Engagement Team are working with Barbican residents to support their planning of a Barbican Estate 50th anniversary day on Saturday 8 June, which will be followed by a Corporation reception at the Centre. The engagement of Centre with residents within the framework of the regular dialogue between us has been well received, and all Board members are very welcome to attend the sessions which will look at the past, present and potential future of the Estate and the Centre.</p>	

2. REPORT: PROGRAMMING, MARKETING, COMMUNICATIONS

	Strategic Goal
<p>Inspire more people to discover and love the arts</p> <p>Lee Krasner: Living Colour will be opening at the Barbican Art Gallery on 29th May – the first retrospective of her work in Europe for over 50 years. The Guardian Guide, Time Out and The Daily Telegraph have all included the show in their season recommendations.</p> <p>As part of the Barbican Cinema offer, the Barbican is partnering with digital streaming platform Mubi to extend the Leytonstone Loves Film experience into the comfort of resident's home by offering an extended 3-month free trial to the Mubi streaming service to view a specially curated season linking to the rest of the Leytonstone Loves Film programme. This partnership allows the Barbican to reach more audiences without limitations of venue capacity, to further showcase Barbican Cinema's USP and give an alternative engagement option for audiences wanting to participate in the festival.</p> <p>Play the Mile, a multi-partner Culture Mile event begins on 24th May and will run for 100 days across the summer. The season will celebrate new and existing projects developed by residents, organisations and venues from across the area. The season launches with Sound Unbound on 18th-19th May, led by the Barbican and including London Symphony Orchestra, BBC Symphony Orchestra, Britten Sinfonia, Academy of Ancient Music and Guildhall School of Music & Drama. Free to the public, the festival features over 70 short concerts in one weekend, spanning hundreds of years of music. Building on previous objectives to introduce new audiences to classical music this year's project also encourages exploration of the hidden corners of Culture Mile including Charterhouse, the Museum of London and Farringdon super-club Fabric, aiming for 10,000 attendances across the weekend and 50% audiences new to the Barbican.</p> <p>Barbican Cinema will engage for the first time with Sound Unbound via a bespoke family film event as part of the Family Film Club programme in May. This builds on the ongoing programme of Show and Tell live event events for families and will be free to attend as with the rest of the Sound Unbound programme.</p> <p>The Young Barbican scheme has this month reached 70,000 members with up to 3,000 new members joining every month. Young Barbican Cinema bookings are up 53% on 16/17, in response to the extension of the discount offer to include weekends and increased marketing activity to support growth in this area. Young Barbican Nights (our ambitious series of exclusive events for members) have diversified to include architecture tours, panel discussions on contemporary social issues and</p>	<p>Goals 2,3,4,5</p>

<p>a launch event for the <i>Life Rewired Hub</i> on Level G, as well as the more traditional gallery private views and cinema screenings.</p> <p>Create an ambitious international programme</p> <p><i>Grief is the Thing with Feathers</i>, Enda Walsh's theatrical adaptation of Max Porter's multi-award-winning novel, made its UK premiere in the Barbican Theatre for a 3-week run across March and April. Starring Cillian Murphy and co-produced by the Barbican and Wayward Productions in association with Complicité, the production was the subject of a feature in <i>The Independent</i> and garnered 4* reviews from <i>The Sunday Times</i>, <i>The Guardian</i> and <i>The Telegraph</i>. The production sold-out months in advance of opening and brought in 20,000 people to the centre. 60% of the bookers were making their first visit to the Barbican. Enda Walsh's work continued with the installation of 5 Rooms in Silk Street Theatre from 11th-19th April.</p> <p>On the night Merce Cunningham would have turned 100, the Barbican participated in a one-off global event to celebrate the influential choreographer. Bespoke performances happened across stages in London, New York and Los Angeles and included an impressive array of UK leading contemporary and ballet dancers. The production received several 4* reviews and live-streamed to approximately 27,000 viewers who accessed the performance from the Barbican website and Facebook event page.</p> <p>Theatre received a moving critical reception to <i>Life Rewired</i> programmes Ursula Martinez' <i>A Family Outing – 20 Years On</i> and <i>Collisions</i>, a VR experience of science vs. nature. Barbican's home production of <i>Avalanche</i>, starring Maxine Peake and part of <i>Life Rewired</i> – will premiere on 1st May and tour to Sydney this autumn. To contextualise this work, the Pit will host <i>Fertility Fest</i>, a series of workshops, talks and art events.</p> <p>The Curve's 2017 exhibition <i>Purple</i> by John Akomfrah will be opening at the next partner venue on 21st May at The Institute of Contemporary Art in Boston.</p> <p>The Barbican Hall hosted several highly reviewed performances, including concerts by pianist Arcadi Volodos, which received a 5* review in <i>The Financial Times</i> and pianist Khatia Buniatishvili, who was a critics' choice in <i>The Times</i>.</p> <p>Barbican Music also presented <i>The Minimalist Dream House</i> on 9th April with Bryce Dessner, Katia & Marielle Labèque and David Chamlin. The sold-out performance, which included Thom Yorke, was featured in <i>The Guardian</i> and was a critics' choice in <i>The Telegraph</i>.</p> <p>Invest in the artists of today and tomorrow</p>	<p>Goals 2,3,4,5</p>
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<p>From 9th-17th March, artist and sociologist Nina Wakeford was a Life Rewired resident on Level G. Utilising the Level G Studio as a performance space and research studio, Wakeford hosted a series of conversations with Barbican visitors and conducted research interviews with front of house to develop a deeper understanding of the Barbican's public spaces, and to inform the structure and scope of her residency.</p> <p>Following the success of the Creative Citizen Fellowship in 2018, which supported artists and arts organisations living or working in Walthamstow, five of the fellows have been commissioned to produce further work with Barbican in 2019. This includes a new participative dance project by Clare Farrow. The new piece will be jointly commissioned by Barbican Theatre, Culture Mile and Waltham Forest Borough of Culture.</p>	<p>Goals 2,3,4,5</p>
<p>Collaborating with partners to achieve our ambitions</p> <p>As part of Barbican Cinema's ongoing relationship with the Polish Cultural Institute in London, Cinema have curated a bespoke strand of Kinoteka, Polish Film Festival (April 2019). Smart Robots, Mortal Engines: Stanislaw Lem on Film, showcased films based on the writing of the renowned Polish science-fiction writer, Stanislaw Lem. One of Barbican Cinema's highlights for 2019 annual theme Life Rewired, the programme sold out all four screenings.</p> <p>The Life Rewired initiative, Life Rewired Hub (Jan - Dec 2019) is an experimental and temporary venue on Level G designed by architects Dyvik Kahlen. Conceived in part to prototype new models of public engagement, the Life Rewired Hub was funded by Wellcome, and is programmed in collaboration with the British Council and Royal Society.</p> <p>Supported by CoL's CWP programme, the Barbican Art Gallery are working with architectural practice Ruff Architects to carry out a programme of repair and refurbishment, which will be completed 29th April. The works will improve access, create an additional fire escape and enhance environmental management systems.</p>	<p>Goals 2,3,4,5</p>
<p>Working with the sector/responding to or influencing policy</p> <p>On 7th April, Head of Music, Huw Humphreys appeared on S4C to adjudicate (in Welsh) Côr Cymru, the Choir of Wales competition. Ysgol Gerdd Ceredigion, the winning choir, will go onto represent Wales in the Eurovision Choir Competition.</p> <p>The Beyond Barbican team continue to build on the delivery model for Walthamstow Garden Party and have signed up to five initiatives: Keychange, Vision 2025, Association of Independent Festivals (AIF) and A Greener Festival.</p>	<p>Goals 2,3,4,5</p>

3. REPORT: LEARNING AND ENGAGEMENT	
3.1 Progress and Issues	Strategic Goal
<p>National Creative Learning Award</p> <p>Barbican Guildhall Creative Learning was delighted to win a National Award from the Creative Learning Guild in the SEND Achievement category for our work with the Garden School. The judges commented on how: <i>“This work is so important to trigger development and talent in order to create real and long lasting opportunities for disabled young people and children. Disabled young people and children are often only engaged in music for therapy and passive learning, but this programme to tailor make learning to the individual's potential and learning style is much needed for future change and leveling equality of opportunity for all. I applaud the approaches and commitment shown by the Barbican and look forward to seeing the results for years to come.”</i></p>	Goal 2
<p>The Garden School Parent Visit</p> <p>Families from Associate School the Garden School came for a facilitated visit to the Barbican Centre on 24 March, which aimed to develop confidence in visiting the centre independently. 37 participants from 11 families attended and had private access to the conservatory, Squish Space and the option to go on a facilitated walk along the high walks. This was supported by a pre-visit just for parents to see the spaces in advance to prepare for access requirements.</p>	Goals 1, 2, 5
<p>Young Poets and Headway East Collaboration</p> <p>This project invited 3 past and present members of Young Poets to lead a series of writing workshops responding to Daria Martin's <i>Tonight the World</i> exhibition. The poets worked with over 10 members of Headway East, a charity supporting people affected by brain injury. The project ended with a public poetry reading on Level G of the Barbican Centre, at which Daria Martin was in attendance.</p>	Goals 2, 5
<p>Art Box Publication Launch</p> <p>On 25 March we launched <i>The Art of Collaboration</i>, a publication showcasing the work created during the 18/19 Art Box project, curated by collective One of my Kind (OOMK). This 6-month collaboration with 7 east London schools saw 118 secondary school students respond to themes of activism, equal rights and collective working. The project began with students visiting the Barbican Art Gallery's <i>Modern Couples</i> exhibition. The launch gave a platform for artists, teachers and students to share their experience on the project and the artworks created included zines, film, prints and protest placards.</p>	Goal 2
<p>Sydney Russell Pop-Up Exhibition Launch</p> <p>A group of year 9 and 10 students from Associate School, Sydney Russell, had the opportunity to work with artists Reg Manning, Youngsook Choi and the RARA collective to learn about curation, exhibition design and heritage interpretation. Together they designed and helped install a pop-up exhibition using works of art that were created as part of the year-long Change Makers project at the school. The exhibition was launched on 4 April to celebrate the end of this project.</p>	Goal 2
<p>BA Performance and Creative Enterprise - Music in Prisons</p> <p>In April 2019, a group of BA PACE students worked with artist leaders from the</p>	Goal 2

<p>Irene Taylor Trust's Music in Prisons project and ex-offenders affiliated to their <i>Sounding Out</i> programme to create 5 new pieces of music that were performed to an invited audience. The project was well received by participants and work is underway towards developing a follow up collaboration in spring 2020.</p> <p>National Open Youth Orchestra Residential From 10-12 April, musicians from Bristol, Bournemouth and London came together for the 2019 NOYO residential. Held in the National Star College, Cheltenham, 18 young musicians rehearsed together across 3 days. The majority of participants defined themselves as disabled musicians, but the ensemble is also joined by non-disabled musicians, and featured a range of instrumentalists including string, brass and woodwind players, a harpist, pianist, percussionists, guitarists and clarion players.</p> <p>Ballet Black Open Rehearsal Ballet Black invited 180 individuals to an open dress rehearsal of <i>Triple Bill</i> on 14 March in the Barbican Theatre. Invitees included pupils from Pooles Park Primary School, part of Islington's 11 by 11 programme, alongside a range of other schools and community groups, students from the Guildhall School of Music & Drama and some of Creative Learning's Young Creatives.</p> <p>Creative Careers Sessions In spring 2019 we have piloted Creative Careers sessions in collaboration with the Guildhall School's Creative Entrepreneurs programme aimed at introducing young creatives to enterprise skills. Mentor Joseph Gray is working on a new 'Young Enterprise Lab' programme guiding a group of young creatives to develop their practice into business ideas. We are also supporting up to 4 members of the programme to take up places on the 19/20 Creative Entrepreneurs Programme.</p> <p>Squish Space Update As of 30 April Squish Space will have been open for 100 days and has reached over 10,000 visitors. Initial evaluations indicate visitors come from a wide range of London boroughs. From 25-27 April, the artists behind Squish Space will be hosting a 3 day lab in the Life Rewired Hub exploring the future of play and early childhood.</p> <p>Digital Strategy Group In line with the organisation's move to an Agile methodology, the remit of the Digital Strategy Group is changing. It will now meet as and when needed to resolve issues that are escalated from the technology change programme, with all other decision-making taking place within the individual project environments themselves. A new governance structure and terms of reference for the new governance group are currently in development and will be put in place before the summer.</p> <p>City of London / Islington Partnership The partnership between the City of London and London Borough of Islington continue, jointly led by the City's Policy Chair and the Leader of Islington Council, with the most recent steering group meeting taking place on 21 March. A key development in the relationship is Music Education Islington, an exciting new partnership between Islington Council, Guildhall School, leading music organisations and the Islington Community of Schools. This new service will</p>	<p>Goal 2</p> <p>Goals 2, 5</p> <p>Goal 2</p> <p>Goals 1, 2</p> <p>Goal 2</p> <p>Goals 2, 5</p>
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<p>work together to provide sustained opportunities to children and young people in Islington to engage in high quality music education. A launch event took place on 1 April consisting of a daytime conference for music educators and music organisations and an evening launch for school leadership and governors, key stakeholders and industry professional to celebrate the start of this ambitious programme.</p> <p>Estate 50 / Barbican Archive On 8 June the Barbican Association, in partnership with the Barbican Centre, is holding an afternoon workshop called ‘The Barbican at 50: What began, what is, what if...’ The event will host a number of interesting speakers, with expertise across architecture, culture and community. An Estate 50th archive film screening has also been programmed in collaboration with the archivists by Barbican Cinema for 15 June and there will be an archive foyers installation (currently under development) for the Mezzanine space, to run from September-November 2019.</p>	<p>Goals 1, 2, 5</p>
<p>3.2 Preview and Planning</p> <p>Culture Mile Work Experience Taster Day The Barbican Centre is participating in the upcoming Culture Mile Learning Work Experience programme in July 2019. Participating departments will be asked to commit to 1 or 2 weeks over 1-12 July with students spending 2 days per department. This will kick off with a Work Experience Taster Day on 29 April with a day of learning and skills development activities for 50 young people, helping them to understand what the placements will entail.</p> <p>Primary Box Showcase The Primary School Barbican Box has been curated by children’s author Michael Rosen for the second year. This year he has drawn on his family history, migration and stories of language, culture and home. On 30 April the schools will share the work they have created on the Stalls Floor Foyer in the Barbican Centre.</p> <p>Artist and the Machine Day This free, public event will take place on 26 May in the Barbican Centre. The day will encourage young people to consider what it is to be human in the context of creativity and making. On offer will be an array of workshops, demos and live happenings responding to the Curve exhibition, <i>AI: More than Human</i>.</p>	<p>Goals 2, 4</p> <p>Goal 2</p> <p>Goals 1, 2, 5</p>

<p>conduct the review and ensure that up-to-date training based on the recently updated documents can be delivered in good time for the summer and subsequently the Christmas holiday period. In line with our strategy, our documents have been checked with the City for alignment and compliance and are written with our Alliance foremost. Our work as an Alliance has recently been tested by some potentially major incidents and is working well, though there is still much to do. The aligned documents will further assist the transition to more centralized planning and response.</p> <p>The AECOM project continues, and we hope that all aspects will be finished and signed off by the end of this year. High priority areas have been attended to and mitigations and training have continued to ensure that we are in the best position to deliver a safe and secure environment for our staff, visitors, and, importantly, our neighbouring residents. We have worked with wider bodies including the Estate and residents as required to ensure alignment and greater security for our area. We are grateful to our residents' reps and colleagues in the City for their work, some of it confidential, and assistance.</p>	
<p>Facilities</p> <p>We have worked with the City to renew the cleaning contract and continue to work with the contractor to ensure ever-improving standards front and back of house, again all supporting our drive for the Destination of the Future.</p>	1, S/E
<p>Audience Experience and Ticketing</p> <p>It has continued to be a busy period for the Audience Experience and Ticketing Teams, with a broad range of events and shows delivered successfully. The teams have worked well together to deal with a range of incidents, again demonstrating the benefits of 'One Team' and the continual improvement (Kaizen) approach to problem solving as well as the investment we have made in the building and our staff and their training. We continue to deliver Phase 4 (Alliance), bringing the teams ever-closer together to further improve the customer experience and work towards the Destination of the Future.</p>	1, S/E
<p>Buildings</p> <p>Engineering and Projects</p> <p>As we move from the end of the financial year to the start of 19/20, a lot of work has been done to assist Finance to complete the accounts. It has been particularly pleasing that Engineering have remained close to budget through the year, given that we have continued to identify and deal with the assorted legacy issues. This work, delivered within budget, will further reduce risk and the likelihood of breakdowns or total failure for years to come.</p> <p>We have continued to work on our heating and cooling system and as noted below have been working with Julie's Bicycle and have received an award in recognition of this and our other work. The Art Gallery project</p>	1, S/E

<p>has been a great exercise in working with our extended community. We have learnt a lot about the building and the impact of noisy works in unexpected parts of the building. We have been delighted with the teamwork that we have seen from teams at the Centre, the library, the LSO and our residents. Everyone evidently gets what we are doing and why we are doing it and has been very supportive and understanding.</p> <p>We have just completed another staff consultation in relation to the on-going Phase 3 review. This will allow us to move forward and recruit to the vacant positions that have been on hold for some time.</p> <p>Our work on CWP has continued apace and we thank the City for the significant investment made in our assets. This will enable us to work towards the Destination of the Future.</p> <p>Environmental Update We are delighted to say that following our recent submission to Julie's Bicycle Creative Green Standard that not only have we achieved certification, but we have been awarded four out of five stars, an extraordinary achievement in our first year of certification. This award truly recognises the efforts of all teams at the Barbican but is in no small part due to the efforts of the Engineering teams in their efforts to reduce energy consumption and Facilities teams in reducing waste. Julie's Bicycle are Arts Council England's sustainability partner and this certification is the only environmental certification scheme designed specifically for the creative and cultural industries with the methodology following best practice and international standards for measurement, reporting and reduction of environmental impacts.</p> <p>Savings As noted above, delivery of our phased change programme continues, using Phase 6 (Kaizen review) to dovetail into our thinking for the Fundamental Review. We continue to work with Finance to identify local savings where appropriate.</p>	<p>1, S/E</p> <p>1</p>
<p>4.2 Preview & Planning We continue to work with the Directorate and wider on the Art of the Possible, which also involves the Audience Experience Project Groups plus our works as noted above, to deliver the Destination of the Future.</p> <p>Engineering and Projects We are working towards a more structured approach as regards capital planning. We are introducing a one year, 3-year, 5-year and longer-term plan in conjunction with CWP and other capital programmes. This will help to smooth spend and assist planning and financial management.</p> <p>We will continue to train our staff so that they are better prepared to deliver the Destination of the Future in an ever-safer working environment and we continue to prioritise and plan our work based on risk.</p>	<p>1, S/E</p> <p>1, S/E</p>

5. REPORT: BUSINESS AND COMMERCIAL	
	Strategic Goal
<p>5.1 Progress & Issues</p> <p><u>Retail</u> The 20.20 recommendations from the retail review continue to be worked through. Improvements so far have included the re-painting of an area within the shop; change to product layout and additional signage. Work is also underway to resolve wayfinding and shop signage, and indicative costs for lighting design are being sought. Buying and merchandising decisions are being guided by the review. Greeting card display has been given over to accommodate more prints, which was recognized as an area of opportunity and growth.</p> <p><u>Business Events</u> A successful end to the 18/19 year with income exceeding the original target by 8%. Business Events hosted more events than ever – 371, and saw the total amount of delegates grow to 160,000. A record breaking year, which also saw, on one day alone, 10 events delivered with 7,160 attendees with both the Hall and Milton Court sold out. Several strategies have been in place since Brexit was first announced, in order to underpin our and protect our baseline. These include changing our business mix (i.e. more focus on longer and larger bookings), multi-year contracting and focusing on higher yielding activities. These initiatives have already begun to pay off, as we enter 19/20 with 53% of full year target already confirmed. As always, the team has had a very proactive start to the year, including visits to the US for the Association market, the BNC Corporate Forum, Meet GB, LCS Fam weekend, and 20/20 Networking – between them delivering enquiries worth over £2.3million.</p> <p><u>Development</u> Both summer exhibitions have drawn sponsorship support. AI: More than Human has Lead Sponsor Bupa Global and Supporting Sponsor CMS. In addition, Lee Krasner: Living Colour is sponsored by tp bennett and Sotheby's. In May we welcome Pinsent Masons as a Business Member. Donations from audience members and visitors were especially strong last year, and are on track to grow. The Embassy of the Federal Republic of Germany has pledged support for transportation costs related to the autumn exhibition, Into the Night: Caberets & Clubs in Modern Art.</p> <p><u>BIE</u> Digital Revolution will open at the Frankfurt Filmmuseum in Frankfurt on 3 June 2019. It is the first time a BIE exhibition has been staged in Germany and <i>Digital Revolution's</i> last stop on its five-year tour. Into the Unknown is currently being hosted by Kunsthal Rotterdam. On</p>	<p>Goals 1,2,35</p> <p>Goals 1,3</p> <p>Goals 1,3,5</p> <p>Goals 1,2,3,5</p>

<p>the first month alone, the exhibition received 22,500 people, one of our best runs to date.</p> <p>The opening of Mangasia: Wonderlands of Asian Comics at Design Society in Shenzhen has been delayed. The exhibition is being held by the Chinese authorities and the date for it to be released is not yet clear. We are working closely with the venue and British Council China to monitor the situation.</p> <p>AI: More than Human is open at the Barbican. We have secured our second tour partner after Netherlands, the Museum of Liverpool.</p> <p><u>Commercial Development</u></p> <p><u>Catering</u></p> <p>Osteria has been awarded the Diner's Choice Award by Opentable, achieving 4* star rating. This has been mirrored by Tripadvisor where the venue now also has a 4* star rating..</p> <p>Benugo are introducing a new lunch time sandwich deli offer in the Cinema Café Bar in early May. This is a simple but generally popular offer that we believe will drive revenue at lunchtimes.</p> <p><u>Bars</u></p> <p>CCTV has been installed in 3 of the 4 in our Performance Bars. It has been an exceptionally good start to the year with record KPI's of average transaction value and labour percentage against turnover. Controlling the margins whilst still providing exceptional customer service is the priority focus this year.</p> <p><u>Car Parks</u></p> <p>The two new electric charging points have been installed in car park 3; this brings our total number of charging points to 8 across car parks 3 and 5.</p>	Goals 1,3
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<p>5.2 Preview & Planning</p> <p><u>Retail</u></p> <p>Product development is due to begin for 'Into the Night' with further development on ranges in the foyer shop, as well as the potential of a small range of merchandise being produced for the Jesus Christ Superstar run in the summer (dependent on approval by the Really Useful Group). Planning for window displays for the duration of AI is well underway, and the inclusion of a moving projection above the Silk St shop entrance using artwork from the AI exhibition should have a positive impact.</p> <p><u>Business Events</u></p> <p>We are in the final stages of planning for the Spring and Summer events menus and have secured a number of key 'Summer' and 'Christmas' party client wins. Photo and film shoots continue to perform well using the architecture of the Barbican to showcase products and services.</p>	Goals 1,2,3,5
	Goals 1,3

<p><u>Development</u></p> <p>We are planning a series of events for supporters across the summer for both exhibitions as well as performances in the hall and theatre. Visitors to the Art Gallery will have the opportunity to make donations at the Level 3 cloakroom during the Lee Krasner: Living Colour exhibition, and going forward.</p> <p>We are planning to promote the Name-a-Seat programme this summer, and the Barbican Fund through an appeal this autumn.</p> <p>Work is underway with prospective supporters for upcoming exhibitions and seasons, the architecture and design programme, and the Barbican Guildhall Archive project.</p>	<p>Goals 1,2,3</p>
<p><u>BIE</u></p> <p>AI: More than Human has been raising interest from various venues. Discussions are proceeding with partners in the UK, Finland and China which, moving forward, will complete the touring schedule for the first 2 years. Game On will open in Chengdu, at the Jinsong Oriental Art Center, finishing its 18-month tour to China. Game On 2.0 is programmed to do another full year of touring. The first stop is at the Life Science Centre in Newcastle and then Fundación Canal in Madrid.</p> <p>Virtual Realms (working title), the new straight-to-tour exhibition, has been gaining momentum – the curator has been formally engaged, negotiations are moving forward with three potential co-producers, and game developers and media designers alike are showing considerable interest in getting involved.</p>	<p>Goals 1,2,3,5</p>
<p><u>Commercial Development</u></p> <p><u>Catering</u></p> <p>To maximize the opportunities offered by the unprecedented number of summer of activities at the Barbican this year, Searcys are investing in enhancements to Bonfire, to include more comfortable lounge seating in the bar and laying of AstroTurf with additional planting on the terrace. In continued development of the café bar in Cinema 2/3we will be changing its name to Barbican Cinema Café Bar.</p> <p><u>Bars</u></p> <p>Plans continue with bringing the Makr Shagr (a robot bar) to Barbican for this summer's exhibition, AI: More than Human.</p> <p>A Bocci light installation is to be installed into the Martini Bar on 30 April. The bar refurbishment is scheduled for this quarter.</p> <p><u>Car Parks</u></p> <p>We are in the process of creating marketing material to promote our new green season pass (for electric vehicles) which will now be launching in May 2019.</p> <p>Arrangements with YourParkingSpace to offer hourly pre-paid parking on their website are ongoing. It is expected they will be purchasing additional car park spaces to sell for their hourly booking slots.</p>	<p>Goals 1,3</p>

Appendix A:

Our vision is: Arts Without Boundaries.

Our mission is: world-class arts and learning

We exist to:

- Inspire more people to discover and love the arts;
- Create an ambitious international programme;
- Invest in the artists of today and tomorrow

We support the aims of the City Corporation's Corporate Plan to:

- contribute to a flourishing society
- support a thriving economy
- shape outstanding environments

Our Strategic Goals are:

1. **Visitor Experience** - to create an environment that enables and inspires visitors, exceeding their expectations in everything we do.
2. **Connecting Arts and Learning** – to empower artists, participants and audiences to be ambitious and achieve their best.
3. **Mixed Income Generation** – to create sustainable growth through innovation across arts, learning and commercial activities.
4. **Culture Mile** - to be a lead partner in establishing the City of London's Culture Mile at the heart of the world's creative capital.
5. **Audience Development** – to build deeper relationships with our audiences and communities reflecting the diversity of London as a national and international creative centre.

Our Strategic Goals are implemented in change projects that are regularly monitored by the Centre's Management Team.

Staff & Efficiency (S/E)

Underpinning these we also have a commitment to operate efficiently, and to employ and develop skilled staff within the appropriate management structure

<p>Committee(s) <u>For decision:</u> Establishment Committee Policy and Resources Committee</p> <p><u>For information:</u> Community and Children's Services Committee Culture, Heritage and Libraries Committee Barbican Centre Board Health and Wellbeing Board Hampstead Heath, Highgate Wood & Queen's Park Committee Open Spaces and City Gardens Committee</p>	<p>Date(s): 30 April 2019 2 May 2019</p> <p>8 May 2019 13 May 2019 22 May 2019 4 June 2019 5 June 2019 15 July 2019</p>
<p>Subject: Gender Identity Policy</p>	<p>Public</p>
<p>Report of: Town Clerk and Chief Executive</p>	<p>For Decision: Establishment Committee and Policy and Resources</p> <p>For Information: All other committees</p>
<p>Report author: Simon Cribbens, Assistant Director, Commissioning and Partnerships, DCCS Tracey Jansen, Assistant Director, HR Business Services, Town Clerk's Department Marcus Roberts, Head of Strategy and Performance, DCCS</p>	

Summary

This report presents a City Corporation policy on gender identity, and the findings from independent analysis of an online survey conducted in 2018.

Recommendation

Members of Establishment Committee and Policy and Resources Committee are asked to:

- Consider the survey findings
- Approve the Gender Identity Policy.

Members of the Community and Children's Services Committee, the Culture Heritage and Libraries Committee, Barbican Centre Board, the Hampstead Heath Consultative Committee, the Open Spaces and City Gardens Committee and the Health and Wellbeing Board are asked to

- Consider the survey findings
- Note the Gender Identity Policy and its implications for them.

Main Report

Background

1. In July 2018, Establishment Committee asked that officers undertake a piece of work to develop an over-arching policy on gender identity for the City Corporation, covering both the Corporation's workforce and access to services.
2. The Equality Act 2010 says that someone must not be discriminated against if their gender identity is different from the gender assigned at birth (this is referred to as 'gender reassignment' and is identified as a 'protected characteristic'). To be protected under the Act it is not necessary to have undergone specific treatment; changing gender attributes is understood as a personal process, and not a medical one.

Gender Identity Policy

3. Adopting the proposed Gender Identity Policy (see Appendix 1) will ensure that the Corporation has a clear and consistent approach to gender identity in service delivery and in the workplace.
4. The policy that we are proposing is:
 - A clear statement of our duties under the Equality Act 2010
 - Supported by the findings of a Gender Identity Survey (see below and Appendix 2)
 - Informed by an Equality Impact Assessment, which concludes that the Gender Identity Policy should be implemented (see Appendix 3).
5. Its adoption will mean that:
 - Transgender staff are not subject to less favourable treatment at work;
 - Corporation management and staff receive training and support to enable them to address transgender issues appropriately in the workplace;
 - Transgender people are not discriminated against in the provision of Corporation services and are able to access services provided for the gender with which they consistently identify now;
 - Transgender people may still be excluded from single-sex services in rare circumstances where this could be demonstrated to be a proportionate means to a legitimate end and fully compliant with the Equality Act 2010.

Gender Identify Survey

6. An online survey was conducted to support the development of the policy by capturing the views of city residents, workers, visitors and other stakeholders (Appendix 2). The survey was open from 25 July to 14 September 2018. Analysis of responses was undertaken by an independent consultancy (Smart Consult), and completed in March 2019.

7. A substantial majority of the 21,191 valid responses were in favour of the propositions on gender identity set out in the survey – including that transgender people should be able to access services relating to the gender with which they identify now - with between two and four times as many respondents strongly supporting or agreeing with the key propositions as said that they opposed or strongly disagreed with them. This was also the balance of opinion among City residents who responded.
8. Among the minority who opposed the proposals many claimed that ‘sex’ was biologically given, itself a protected characteristic under the Equality Act 2010, and that this was a justification for preventing or limiting trans access to single sex spaces. The importance of safeguarding was also a recurrent theme.

Implementation of the Policy

9. Establishment Committee will oversee the Gender Identity Policy. The Equality and Inclusion Board, chaired by the Town Clerk, will be responsible for ensuring it is effectively implemented.
10. Chief Officers will ensure they are compliant with the Gender Identity Policy and will be asked to report annually on their progress. Departmental Leadership Teams will satisfy themselves that managers are appropriately supported to implement the policy, with Human Resources ensuring that appropriate guidance and training is available for managers and other staff.

Corporate & Strategic Implications

11. The Gender Identity Policy will contribute to the deliver of key outcomes in the City Corporation’s Corporate Plan 2018-23:
 - People are safe and feel safe
 - People enjoy good health and wellbeing
 - People have equal opportunities to enrich their lives and reach their full potential
 - Communities are cohesive and have the facilities they need
 - We have access to the skills and talents we need.
12. The policy will contribute to delivering the City Corporations Equality Objectives for 2016-20.

Legal Implications

13. The Gender Identity Policy will enable the City Corporation to discharge the Public Sector Equality Duty under the Equality Act 2010 with respect to gender identify.

Appendices

- Appendix 1 - Gender Identity Policy
- Appendix 2 - Gender Identity Survey: Report
- Appendix 3 - Equality Impact Assessment

Background Papers

Equality and Human Rights Commission - statement on sex and gender reassignment: legal protections and language 30 July 2018

<https://www.equalityhumanrights.com/en/our-work/news/our-statement-sex-and-gender-reassignment-legal-protections-and-language>

Equality and Human Rights Commission – Gender Reassignment Discrimination (online resource) <https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination>

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Gender Identity Policy

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Introduction

1. The issue of gender identity has relevance and importance for services across the City Corporation and for our members and staff. This policy is intended to support a consistent and coherent approach both in service delivery and in the workplace.
2. This policy contributes to the delivery of the City Corporation's Corporate Plan 2018-23. It contributes to the following key outcomes:
 - People are safe and feel safe
 - People enjoy good health and wellbeing
 - People have equal opportunities to enrich their lives and reach their full potential
 - Communities are cohesive and have the facilities they need
 - Businesses are trusted and socially and environmentally responsible

Equality and Inclusion Policy

3. The City Corporation is committed to delivering excellent customer service. We recognise the different needs of our customers and actively work to minimise potential issues of exclusion and to challenge discrimination. We aspire to be a leader in equality and inclusion, serving a wide range of communities including our members, staff, residents, businesses and workforce.

4. The City Corporation also aims to provide an inclusive, respectful and discrimination-free work environment for staff. We will use best practice in employment in accordance with legislation to ensure that employees feel respected and able to give their best. As far as possible, we want our workforce to be broadly representative of all sections of society.
5. The City Corporation's Equality Objectives for 2016-20 are to:
 - Increase community engagement and improve cohesion within our communities so that people feel safe;
 - Support the City's most disadvantaged groups and develop our understanding of communities;
 - Improve the way we listen to our communities and respond to their feedback to improve services; and
 - Promote staff development and career progression to ensure equality of opportunity for the promotion and development of a workforce that reflects the make-up of our communities.
6. The City Corporation is required to have due regard to the Public Sector Equality Duty (s.149 Equality Act 2010) and in particular:
 - To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;
 - To advance equality of opportunities between persons who share a relevant protected characteristic and persons who do not share it; and
 - To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Gender Identity: Our Services

7. The protected characteristics under the Equality Act 2010 are: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.
8. The term 'gender reassignment' applies to a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) to reassign their sex by changing their physiological or other attributes. This is a personal process, and not a medical one, and may or may not involve medical interventions (e.g. surgery or hormone treatment).
9. The Equality and Human Rights Commission advises that the term 'gender reassignment' is outdated or misleading, and the preferred umbrella term is 'trans'. The City Corporation recognises that gender identity is complex and varied (e.g. some people identify as genderfluid), and this will be reflected in our approach.
10. The Equality Act requires that people with the protected characteristic of gender reassignment are not discriminated against in the provision of single-sex services and are able to access services aligning with their gender identity. In a few circumstances, services may lawfully discriminate if excluding trans people is a proportionate means to achieving a legitimate aim. The explanatory notes in the Equality Act provide single-sex

counselling services for survivors of sexual violence as an example of where lawful discrimination could take place.

11. The City of London Corporation is committed to trans inclusivity and to open dialogue with the people who use our services. We will consider any 'legitimate aim' on a case by case basis, only deviating from a presumption of inclusivity where this can be evidenced to fully comply with the Equality Act. Any action taken by the City Corporation to legally discriminate by excluding trans people would need to be rigorously justified under the Equality Act, taking account of all the circumstances of the case and informed by an Equality Impact Assessment.

Gender Identity: Our workforce

12. The City Corporation is committed to promoting equality and fairness in our employment practices. It is opposed to all unlawful discrimination, harassment and victimisation.
13. This policy should be read in conjunction with the City Corporation's Managers' [Guide to Transgender Equality](#) which provides a broad introduction for managers and guidance on supporting an individual who is transitioning, time off and use of facilities. A Trans Awareness course is available for staff online.
14. The Equality Act gives protection against less favourable treatment of employees in relation to an absence that is because of their gender reassignment. Our policy for staff makes clear that time off for medical or other treatment should be treated no less favourably than time off for illness or medical appointments. In addition, it states that a trans employee must be able to use the toilet or changing room of their expressed gender identity without fear of harassment.

Responsibilities

15. Chief Officers will be responsible for the provision, design and development of their services / departments to ensure compliance with the Equality Act. All Departments within the City Corporation will report on their progress on Gender Identity through the Equality and Inclusion Annual Report, which is publicly available on the City Corporation's website.
16. Departmental Leadership Teams are required to refer to the Managers Guide on Transgender Equality and ensure that all managers access and implement appropriate training.
17. The City Corporation's Human Resources Department will ensure that the Manager's Guide to Transgender Equality and this policy are included in mandatory equality training for managers and will facilitate appropriate training packages for staff.

Conclusion

18. The City Corporation takes its responsibilities under the Public Sector Equality Duty very seriously, and aspires to be a leader on equality and inclusion issues, including the implementation of our Equality Act responsibility for trans inclusion.

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City of London Gender Identity Survey: Report April 2019



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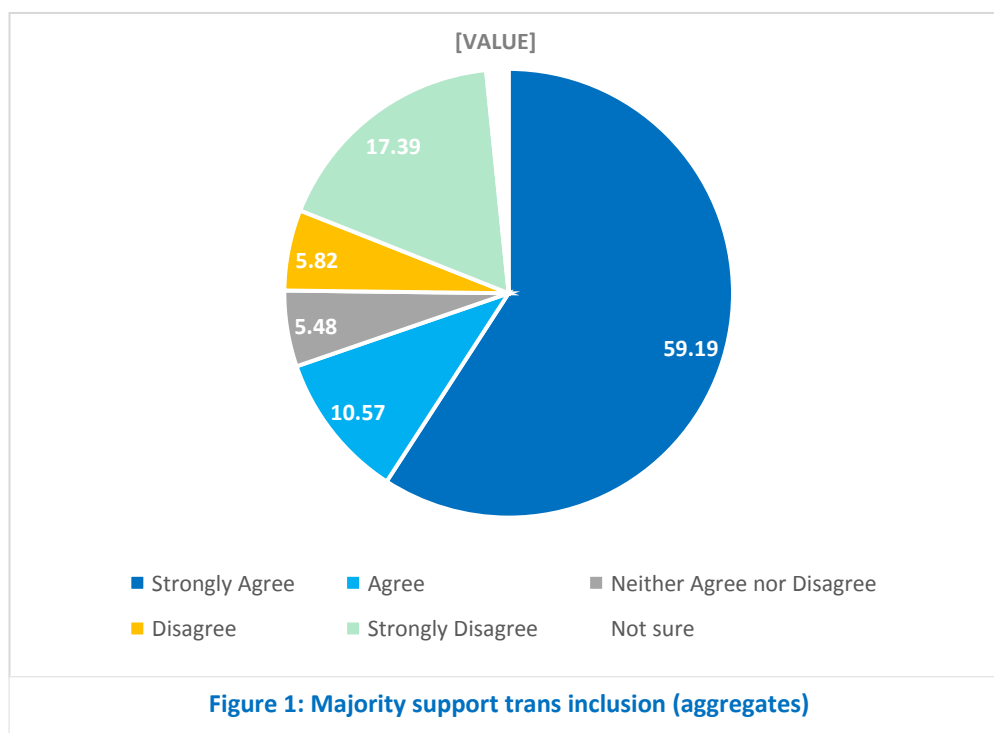
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Executive Summary

Survey findings

- For all stakeholder groups there was a clear majority in favour of the principles and propositions on gender identity that were set out in the survey, with between two and four times as many respondents strongly supporting or agreeing as said they opposed or strongly disagreed.



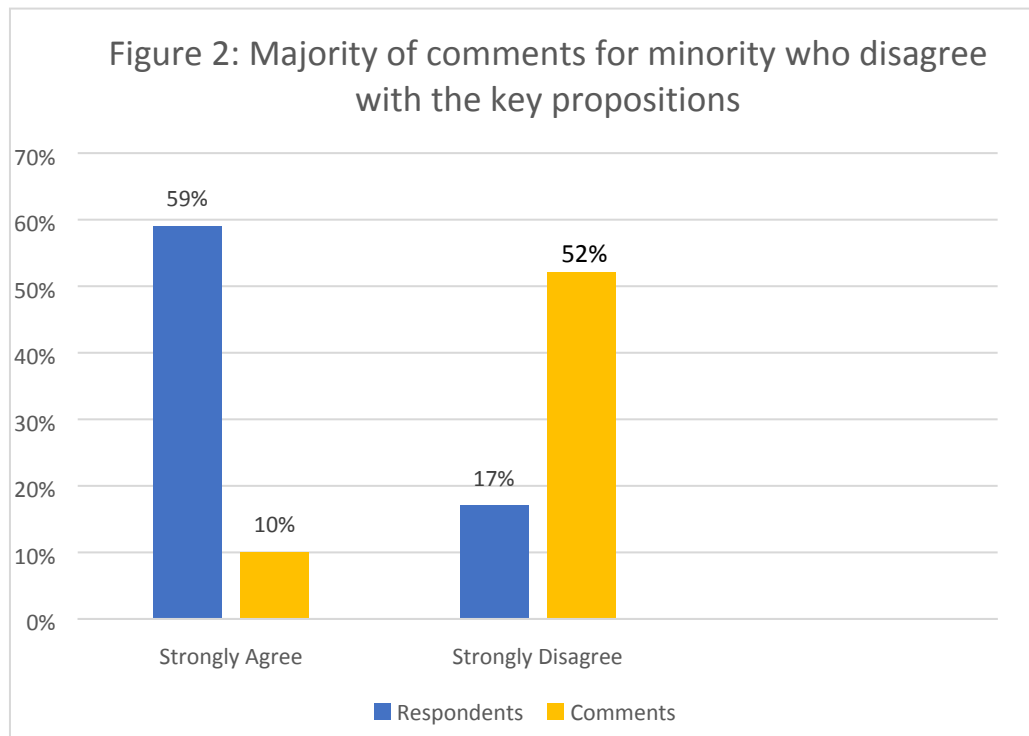
Responses

- There were 21,191 valid responses to the survey. 1,564 respondents identified as 'City Resident' and a further 3,148 as 'City Resident and Worker' (22% of responses in total). Analysis using postcode information to narrow this down to 'Square Mile' residents suggests that 318 responses were from 'City Residents' and 657 from 'City Residents and Workers'. Most of the rest of this self-identified group were Londoners.
- The demographic profile of respondents was similar across all groups, with women in the majority, and most respondents (a) aged 18 to 54 years and (b) of white British ethnicity.

Free text analysis

- While most respondents were supportive, those opposed to the proposals were much more likely to use free text facilities, and this is reflected in the balance of comments provided, which does not reflect the balance of opinion on the issues reflected in the survey.
- Many of these respondents took the opportunity to question the consultation process itself, with a recurrent theme being the use of language (particularly 'gender' and 'sex').

- The importance of appropriate safeguarding was a recurrent theme.
- A consistent message in the responses was the importance of respect, acceptance, ensuring the voices of all of those affected are heard and the need to involve and consider the views of all, particularly the most vulnerable.



Key Findings

1. Introduction

- 1.1 This report was commissioned by the City of London Corporation (City Corporation) to provide an independent analysis of the findings of a Gender Identity Survey.
- 1.2 The survey ran on the Survey Monkey Platform from 25 July to 14 September 2018. It was widely publicised to provide those who accessed City services, both within and outside the Square Mile, with the opportunity to respond – whether as residents, visitors or workers. It also sought views from relevant experts and interested organisations.
- 1.3 The Survey was an action of the City Corporation's Establishment Committee, which is responsible for all workforce and inclusion matters. It was designed to assist the City Corporation to develop an overarching Gender Identity Policy, and to discharge its duties under the Equality Act 2010.
- 1.4 The survey was constructed in four parts:
 - About You – including association to the City Corporation
 - Gender identity – Basic Principles
 - Gender Identity – Access to Services
 - Demographic and Equalities information.

In total there were 18 multiple response questions, of which 12 allowed for free text comments (see Appendix 1 for a full list of questions).
- 1.5 The survey generated nearly 40,000 responses of which 21,191 were valid responses (see below for criteria for validity).

2. Approach to Analysis

Respondents

- 2.1 There were 39,650 responses, with the large majority from members of the public. Almost half of these responses did not address any of the questions on gender identity. Once these were excluded there were 21,191 valid responses, which formed the basis for this evaluation.¹ For the purposes of this report this group are referred to as ‘all respondents’² Respondents were grouped according to whether they were responding as an individual, expert on gender identity or organisation representative.

TABLE 1: BREAK DOWN OF RESPONDENTS BY STAKEHOLDER STATUS

Respondent	Valid	Invalid	Total
An individual member of the public	19,333	17,467	36,800
A relevant expert in respect to gender identity	1,671	851	2,522
A representative of a specific organisation	167	133	300
Not Stated	20	8	28
Grand Total	21,191	18,459	39,650

- 2.2 The overall response from self-defined experts were regrettably of limited value, as many did not have genuine expertise (for example, many cited basic biological qualifications as constituting ‘expertise’ on physical sex differences). It did, however, include responses from people with relevant academic, professional and lived experience, which have been considered as part of the free text analysis. Expert opinion was considered as part of the wider research that was undertaken to inform the policy. The same broadly applies to organisational responses.
- 2.3 1,564 respondents identified as ‘City Resident’ and a further 3,148 as ‘City Resident and Worker’ (22% of responses in total). Postcode information suggests that in fact 318 responses were from ‘City Residents’ and 657 from ‘City Residents and Workers’, while others who self-identified as such were residents of Greater London.

Coding

- 2.4 The survey was a mixture of:
- Closed questions – multiple response questions with defined answers (e.g. agree, disagree), these received statistical analysis.
 - Open questions - free text comments.

¹ The 46% (18,459) response which were deemed invalid were respondents who primarily answered the introduction About You section which sought to identify the respondent’s stakeholder status. The one question some of this group answered was Q10 which enquired about their interest in the survey. 5% (989) responded with answers to this question ranging from transgender rights, to protecting women’s spaces, feminism, equality, interest in the subject, being a visitor to London and social media promotion.

² To ensure that only relevant responses were included for analysis, and findings were not adversely skewed, the eligibility criteria for inclusion was determined as respondents who had answered one of the questions posed (in Section 2 and Section 3) rather than limited their contribution to commenting on Question 10². This group of valid responses is identified as the core cohort. For the purpose of this report they are referred to as all respondents.

As part of this analysis the open questions were coded into key themes and grouped by frequency using a text analytics approach.

- 2.5 While all questions were coded in this way, where the assertion is made in this report that a respondent agrees with the ‘basic principles’, this refers to those who answered Question 13 affirmatively³. Similarly, when there is reference to agreement with the access to City Corporation Services, this refers to those who answered Question 14 affirmatively⁴. Quotes from respondents have been used to help illustrate some of the key themes. The respondent’s stakeholder status and any other demographic information - for instance self-reported gender identity - is used here.

Other considerations

- 2.6 This was an open survey, so the respondents are a self-selecting group.
- 2.7 *GDPR*. The City Corporation excluded any data that could potentially identify individuals from the dataset that was provided for analysis by Smart Consult:
- Full Postcode information – first two characters were supplied for geographical analysis
 - Position within organisation of people submitting on behalf of an organisation.
- 2.8 *Age Bands*. This was a free text question, which has been aggregated into standard age bands as part of the analysis.
- 2.9 *Percentages*. These have been rounded for this report, which is why there are respondent categories recorded as 0% when there were some responses from these stakeholder groups.
- 2.10 *Terminology*. A glossary of acronyms and terms used within the survey and analysis can be found at the end of this report.
- 2.11 *Quotations and free text comments*. Comments that are abusive, discriminatory and/or contrary to the Equality Act 2010 have not been used in this report. An Excel document containing free text comments received in response to the survey is available on request from the City Corporation.

³ Q.13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

⁴ Q.14. Do you support or oppose the following proposal...?

Where access to services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

3. Key Messages: All responses

Stakeholder Groups

- 3.1 There were 21,191 valid responses to the survey, which were categorised according to their association to the City of London as outlined in Table 3. This broadly replicates the ratios of people who live, visit and work in the City. The resident population is relatively small at 7,500 people; over 500,000 people commute daily for work purposes. There are over 10 million tourists each year.

TABLE 2: BREAKDOWN OF RESPONDENTS BY RELATIONSHIP TO CITY OF LONDON

Respondent	Total	Percentage %
City Resident (self-identified)	1,564	7%
City Resident & Worker (self-identified)	3,148	15%
Worker	2,900	14%
Service User	3,800	18%
Visitor	692	3%
Member of Public	15	0%
Interested Participant	7,301	34%
Organisation Rep	161	1%
Expert	1,590	8%
Not stated	20	0%
Grand Total	21,191	100%

TABLE 1 RESPONDENTS BY STAKEHOLDER STATUS

- 3.2 Interested Participant are the largest stakeholder group to respond to the survey. Over a third of the total number of respondents do not live or work in the City of London, or use Corporation services. The most common demographic features of respondents identified them as White British, female and aged between 18 and 54.
- 3.3 Those with no link to the City of London provided a number of reasons why they had chosen to complete the survey:
- The survey was accessible to all, so believed they should respond.
 - Policies that are implemented in London may affect those that live in other cities in the UK.
 - Because they had transgender friends.
 - Members of the transgender community were contacted by their friends to participate.
 - They responded to social media promotion.
- 3.4 While 22% of respondents stated that they lived in the City of London, this did not seem plausible given the small overall resident population. Postcode analysis was conducted and reduced this to 5%. The responses from respondents identifying as City Residents were comparable to other stakeholder groups in terms of levels of support for the key propositions.

Key findings: Overall results

- 3.5 There was a clear majority in favour of the principles and propositions on gender identity that were set out in the survey, with between two and four times as many respondents strongly

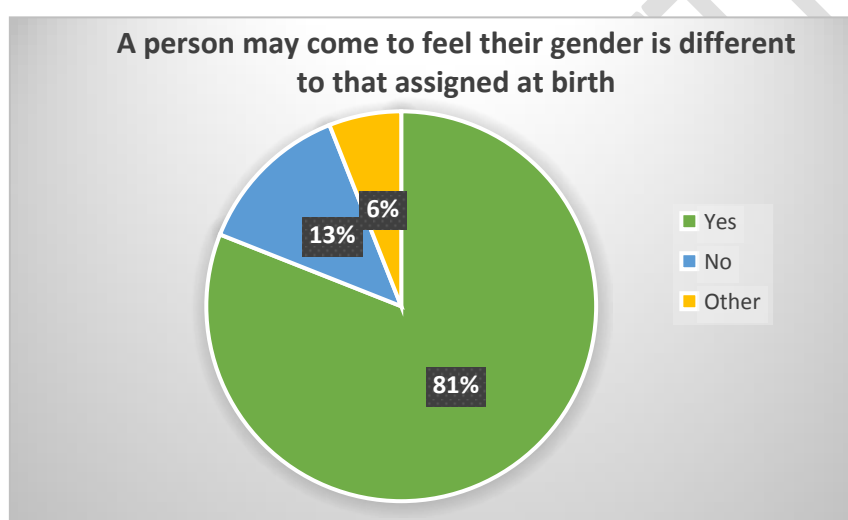
supporting or agreeing as said they opposed or strongly disagreed. This was the case for all six questions and for all the key stakeholder groups, including City Residents.

- 3.6 Most respondents had strongly held opinions, either in favour or against the principles and proposals, with between 70% and 82% saying they ‘strongly agreed’ or ‘strongly disagreed’.

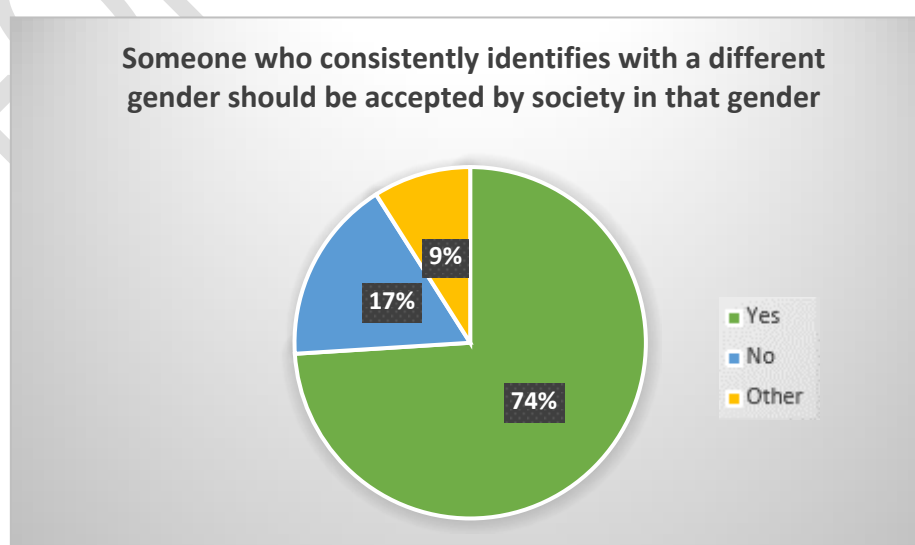
Gender Identity: Principles

- 3.7 Overall, on aggregate, three quarters of respondents (74%) agreed with the general principles, while one in five (19%) disagreed.

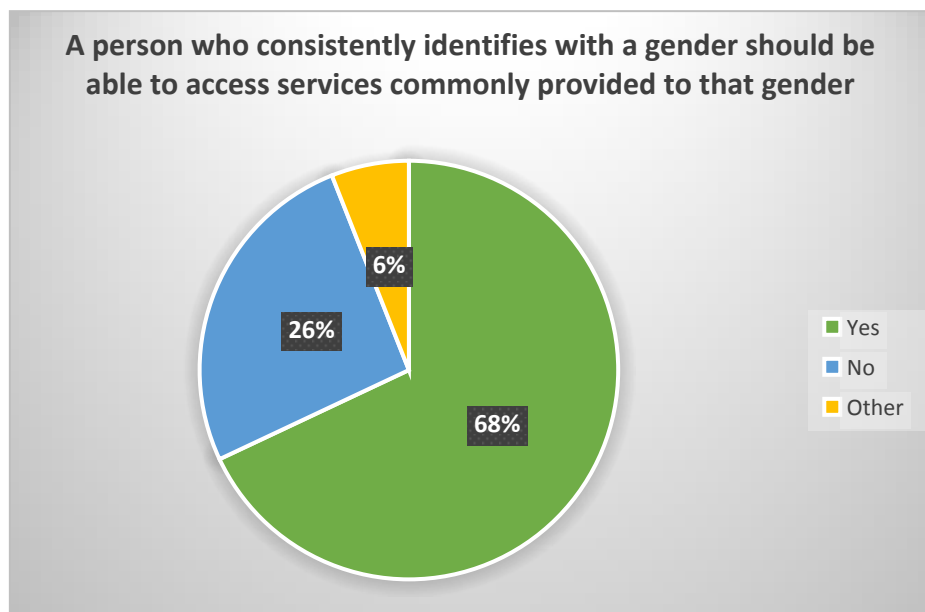
- 81% of respondents agreed that a person may come to feel their gender is different from that assigned to them at birth, with 65% strongly agreeing. 13% disagreed, with 9% strongly disagreeing.



- 74% agreed that a person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity, with 64% strongly agreeing. 17% disagreed, with 11% strongly disagreeing.



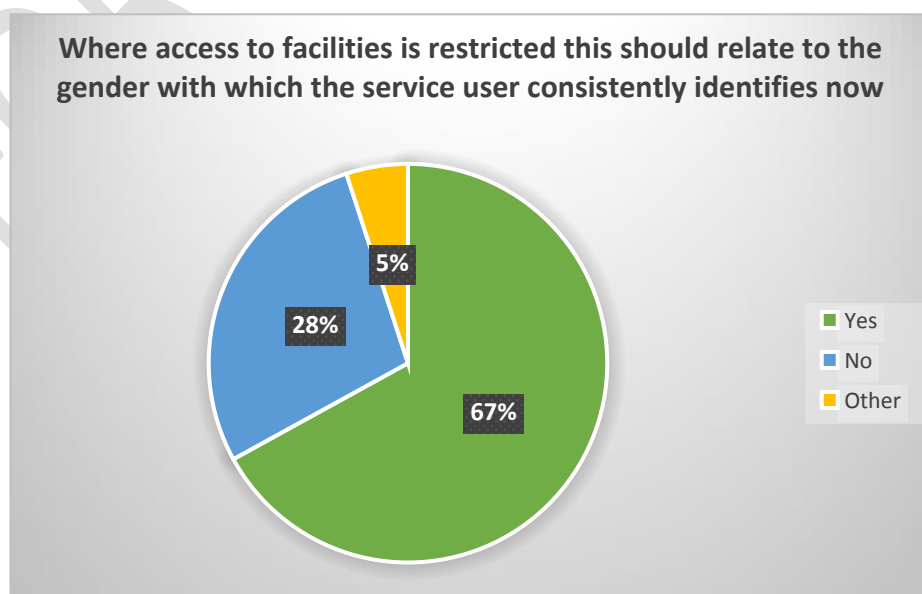
- 68% agreed that a person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify, with 61% strongly agreeing. 26% disagreed, with 18% strongly disagreeing.



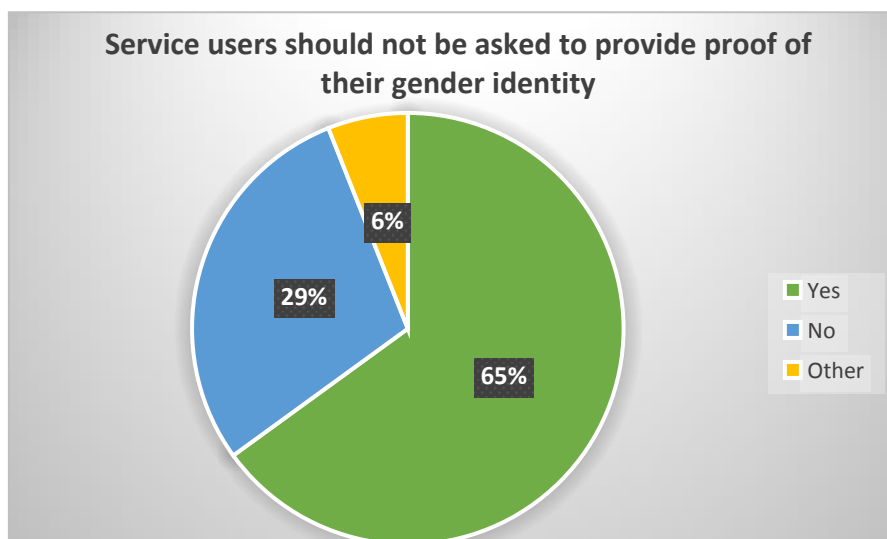
Gender Identity: Access to City Services

3.8 Overall, on aggregate, two thirds of respondents (65%) supported the proposals on access to City Corporation Services, while over a quarter (28%) opposed them.

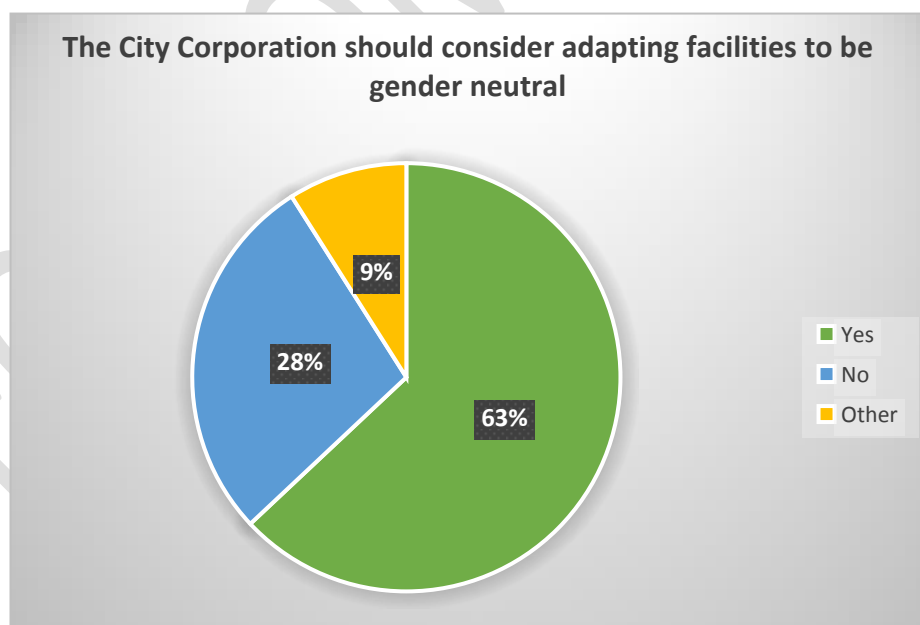
- 67% supported the proposal that where facilities are restricted by gender, those restriction should relate to the gender with which the service user consistently identifies now, with 60% strongly supporting this. 28% were against this, with 22% strongly opposed.



- 65% supported the proposal that service users should not be asked to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender, with 56% strongly agreeing. 29% were against this, with 23% strongly opposed.



- 63% agreed that the City Corporation should consider adapting facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity, with 49% strongly agreeing, 28% were against this, with 21% strongly opposed.



Free text comments

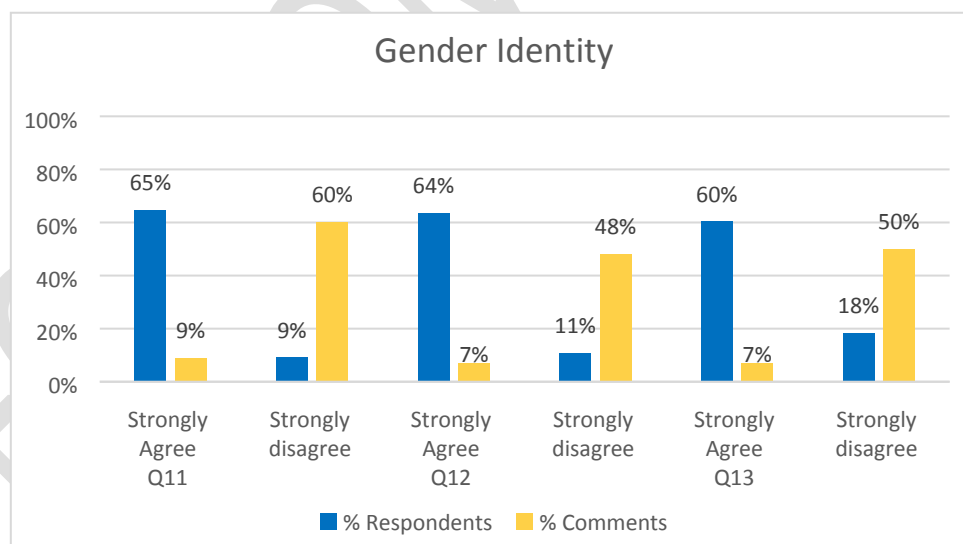
- 3.9 Each of these questions included a free text box to enable respondents to comment. Overall, the response rate to the survey was exceptionally high at 99% of valid responses. However, the MEAN average of respondents who provided free text comments on Gender Identity (Q11-13)

was 22%. Half of respondents provided further comments on the questions on Access to Corporation services (Q14, 16-17).

3.10 It is usually beneficial in surveys to use closed questions (quantitative) in conjunction with free text questions (qualitative), to improve understanding of respondents' views and provide greater insight. However, in the case of this survey, this is problematic for two main reasons:

- I. The open nature of the survey attracted a high volume of response from people with well-established points of view on a controversial and polarizing issue. Some comments were off topic and flippant or presented offensive, abusive and vulgar views. These comments were often, but not exclusively, from respondents with no clear link to the City of London (e.g. non-UK, interested participants). Abusive comments were coded as such, but were retained in the dataset.
- II. While most respondents agreed with the key propositions in the survey, this is not reflected in the balance of free text comments. On the contrary, those who supported the principles and approach supplied few, if any, free text comments, while respondents who strongly opposed them were much more likely to add comments. It is a common issue that people are much more likely to provide critical than supportive comments. This is illustrated by the tables below which show the disparity between comments given dependent on whether the respondent strongly agreed or strongly disagreed. For example, of the 60% who strongly agreed that 'people should be able to access services commonly provided to the gender with which they now identify' (Q13) only 7% provided comments. Half of the 18% who strongly disagreed with this provided a comment.

TABLE 4 COMPARISON OF RESPONDENTS' AGREEMENT TO PERCENTAGE OF COMMENTS RECEIVED - GENDER IDENTITY

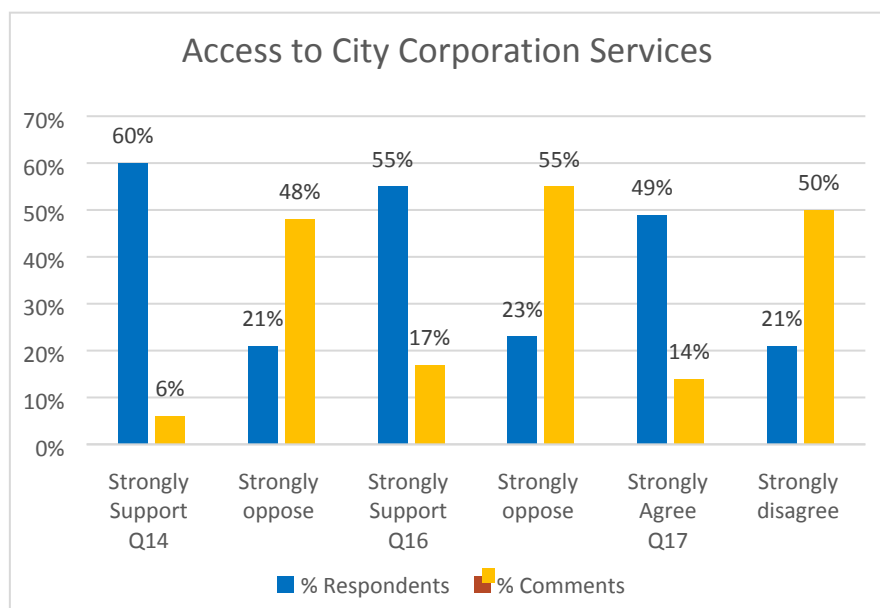


Q.11. Do you agree or disagree with the following statement...? A person may come to feel that their gender is different from that assigned to them at birth?

Q.12. Do you agree or disagree with the following statement...? A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

Q.13. Do you agree or disagree with the following statement...? A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

TABLE 5 COMPARISON OF RESPONDENTS' AGREEMENT TO PERCENTAGE OF COMMENTS RECEIVED - ACCESS TO SERVICES



Q.14. Do you support or oppose the following proposal...? Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

Q.16. Do you support or oppose the following proposal...? The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

Q. 17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

- 3.11** Most respondents who provided free text comments raised issues about the consultation process itself – i.e. the dissemination, construct and format of the survey. A recurrent theme was challenge to the use of 'sex' and 'gender' within the survey, and the use and definition of these terms. Some felt that the consultation was inconsistent with the Equality Act 2010 in the way it used the terms 'sex' and 'gender', a claim that was considered and rejected by the City Corporation. Others felt that more should have been done to restrict responses to London residents. Respondents raised questions about the cost of implementing a gender identity policy. A common theme was the importance of respect and acceptance for all and the voices of all being heard, particularly vulnerable and equalities groups.

I object to the implication that I was 'assigned' a gender at birth. Genders are socially constructed roles based on sexist stereotypes to the (mainly) disadvantage of women.

Interested Participant, White British, Male, Heterosexual/Straight, 52

- 3.12** A common view among those who did not support the proposals was that biology is a given. Gender was portrayed as a social construct, a learned social phenomenon that shapes assumptions about behaviour, clothing, feelings and identity. It was felt that acceptance of other's gender identity should not be at the expense of other vulnerable groups. A minority stated that acceptance should be contingent on transition – which is inconsistent with the legal

requirements of the Equality Act 2010. At the same time, there was a broad consensus that everyone deserves to be treated with equal respect, and on the need to adapt services so that they work for everyone, so long as people's rights are protected.

- 3.13** On access to City Corporation services some respondents said that they or others would feel awkward, uncomfortable or 'at risk' sharing services with people who were not biologically the same. There were also concerns about the potential for a gender identity policy to be abused by men who may harm women and girls. Others highlighted the risks to transgender people where they were required to continue to use services based on the gender assigned to them at birth. On proof of gender identity, some proposed restricting access to services depending on 'biological sex', which would be inconsistent with the Equality Act 2010, other than in exceptional circumstances. Others questioned the possibility of 'proof', given the complexities of gender identity. Some commented on the difficulties of relying on appearances, and the subjective nature of this approach, which could leave security personnel and other staff in an awkward situation.

'Transgender people just want to be treated like human beings. We are not dangerous, contagious, or doing anything to bother anyone. Not allowing us access to the recourses we need such as proper bathrooms is hurtful both on an individual level and to a large group of the people you serve.'

Expert, White, Agender, Bisexual, 22

- 3.14** Some respondents offered practical proposals for the design of inclusive services and facilities. Supplying individual cubicles and stalls in gender neutral toilets was one of the most frequent suggestions of this kind, and it was noted that these are available in many settings (e.g. educational institutions and airplanes). A number said that gender-neutral toilets with lockable cubicles and without urinals would be comfortable for most people, but a small minority canvassed for the inclusion of urinals to keep change to the minimum. Similar suggestions were made regarding the provision of changing areas/ cubicles in swimming areas.

I think gender neutral toilets should indicate whether they contain stalls, urinals or both and indicate gender neutral on the door or have no gender marker. Which is a working model I've seen on many occasions and has eradicated confusion and discomfort. I think that in general people like to have the option of cubicles anyway in terms of varying levels of personal comfort with their bodies and for trans women and non-binary folks this can be advantageous for safety as well, to avoid potential harassment or microaggressions from transphobic people which sadly is common in our society at present - which can be a traumatic situation and cause undue anxiety.

Visitor, Chinese Polish, Queer, 31

Summary of key issues raised

	ISSUE	FOR	AGAINST	COMMON GROUND
GENDER IDENTITY ACCESS	<i>Restrictions should be based on gender identity</i>	<ul style="list-style-type: none"> Safety risks for trans people Transgender rights Wellbeing and inclusion of transgender people 	<ul style="list-style-type: none"> People must complete transition first* Restrict access based on biological sex* Prioritise dignity of women and girls Single sex provision is itself an equalities 	<ul style="list-style-type: none"> Safety risks Respect for human rights
GENDER IDENTITY: BASIC PRINCIPLES	<i>A person may feel their gender is different than assigned at birth</i>	<ul style="list-style-type: none"> Transgender people exist and should be recognised Gender identity can be fluid 	<ul style="list-style-type: none"> Sex should be defined biologically Gender is not 'assigned' but 'given' by sex* 	<ul style="list-style-type: none"> Importance of correct definition of sex and gender
	<i>Acceptance by society in that gender</i>	<ul style="list-style-type: none"> Impact of gender dysphoria Transgender people should be accepted Transgender experience of victimisation and exclusion 	<ul style="list-style-type: none"> This may impact on other vulnerable groups Acceptance should not be forced or an expectation Acceptance should be contingent on complete transition* 	<ul style="list-style-type: none"> Gender as a social construct
	<i>Access to services should be based on the individual's gender identity</i>	<ul style="list-style-type: none"> This will improve equality This will improve the health and wellbeing of transgender people 	<ul style="list-style-type: none"> Access should be based on biological sex* Transgender people are a small minority and 'can't program' for this group* This would exclude others for religious and cultural reasons 	<ul style="list-style-type: none"> This should not be in ways that infringe the rights of other people Adapt services for everyone Put safeguards in place to protect vulnerable groups

Note that free text comments were disproportionately from those who disagreed with/opposed the principles and proposals in the survey

Basic Principles

* These comments are inconsistent with the legal requirements of the Equality Act 2010.

TO CIT	Safeguarding Measures (free text)		issue	
			<ul style="list-style-type: none"> There should be separate pools for males and females 	<ul style="list-style-type: none"> Prioritise safeguarding vulnerable groups Diverse options Importance of individual privacy Separate cubicles (for/against) Urinals (for/against)
	Proof of gender identity	<ul style="list-style-type: none"> No need for proof Proof should be only in instances of doubt/concern Proof of identification is discriminatory 	<ul style="list-style-type: none"> Identity documents should be provided Self-identification should be discouraged Self-identification is subjective 	<ul style="list-style-type: none"> Risks of assault Protect vulnerable groups
	Gender Neutral Facilities and Services	<ul style="list-style-type: none"> Hygiene issues 		<ul style="list-style-type: none"> Gender neutral facilities are a feasible option Gender neutral facilities are less stigmatising Protection of vulnerable groups

Access to Corporation Services

* These comments are inconsistent with the legal requirements of the Equality Act 2010.

4. Key findings City Residents, Workers and Service Users

City Residents: Response

- 4.1 City residents will have identified as either ‘living in the City of London’ or ‘living and working in the City of London’. 1,564 respondents self-identified as a City resident and 3,184 as a City resident and worker. However, analysis by postcode suggested that most of these respondents lived in Greater London, rather than the Square Mile (see Table 6a and 6b below), and that a little under 1,000 respondents were residents on the narrower and intended definition.

TABLE 6A: SELF-IDENTIFIED CITY RESIDENTS BY HOME POSTCODE

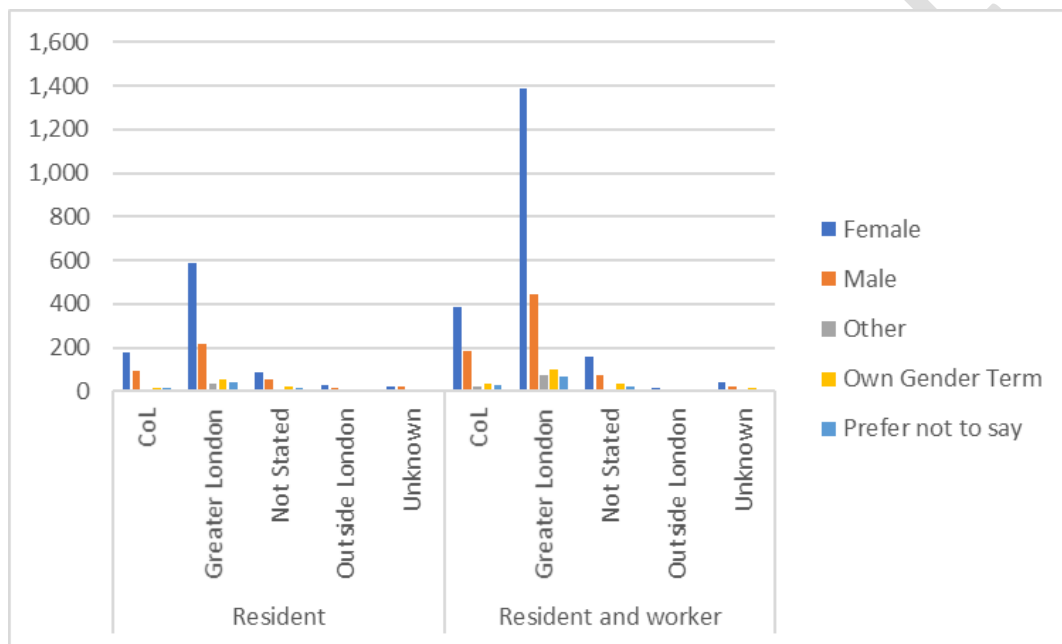


TABLE 6B: CITY RESIDENT NUMBERS BASED ON POSTCODE ANALYSIS: GRAPH

Respondent	Female	Male	Other	Own Term	Prefer not to say	Grand Total	% Total Respondents
City Resident	181	93	12	17	15	318	2%
City Resident & Worker	386	183	21	37	30	657	3%
Grand Total	567	276	33	54	45	975	5%

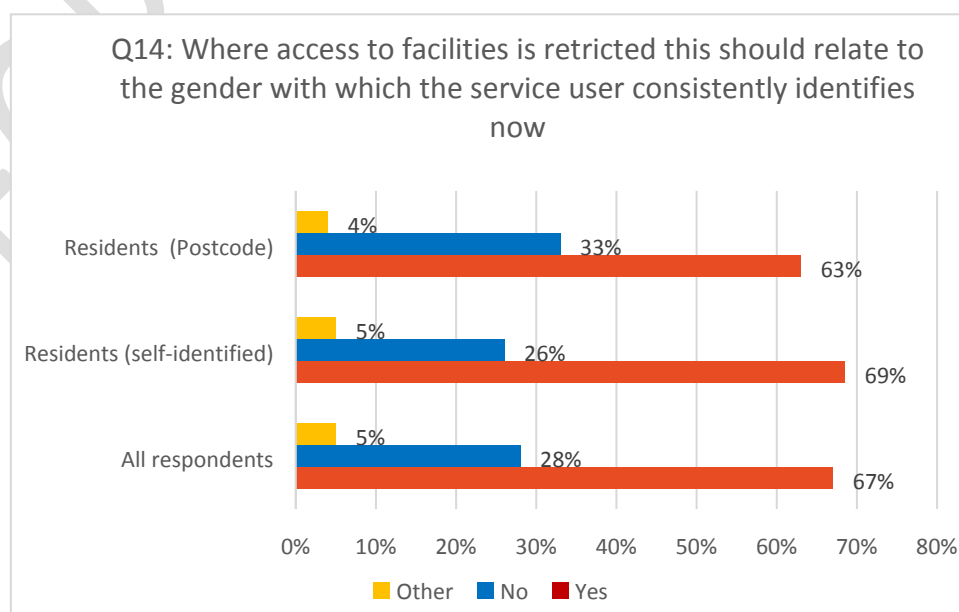
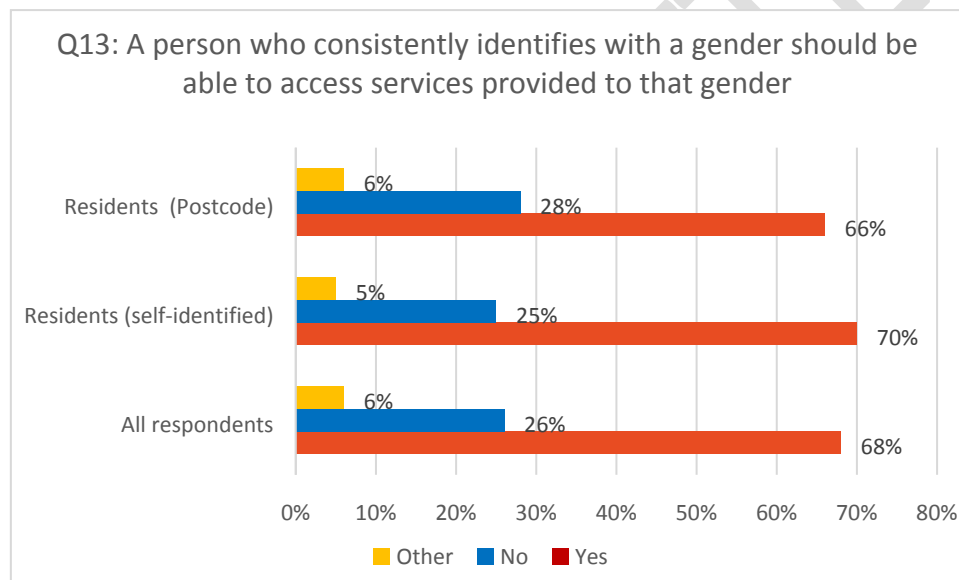
TABLE 2 CITY RESIDENTS, AS IDENTIFIED BY HOME POSTCODE

- 4.2 The demographic profile of this group is comparable to that for respondents generally, with 58% identifying as female, 56% as White British and 43% in the age range 25-34 (but, note, that 24% of City Residents did not provide information about their age).⁵

City Residents: Views on Gender Identity

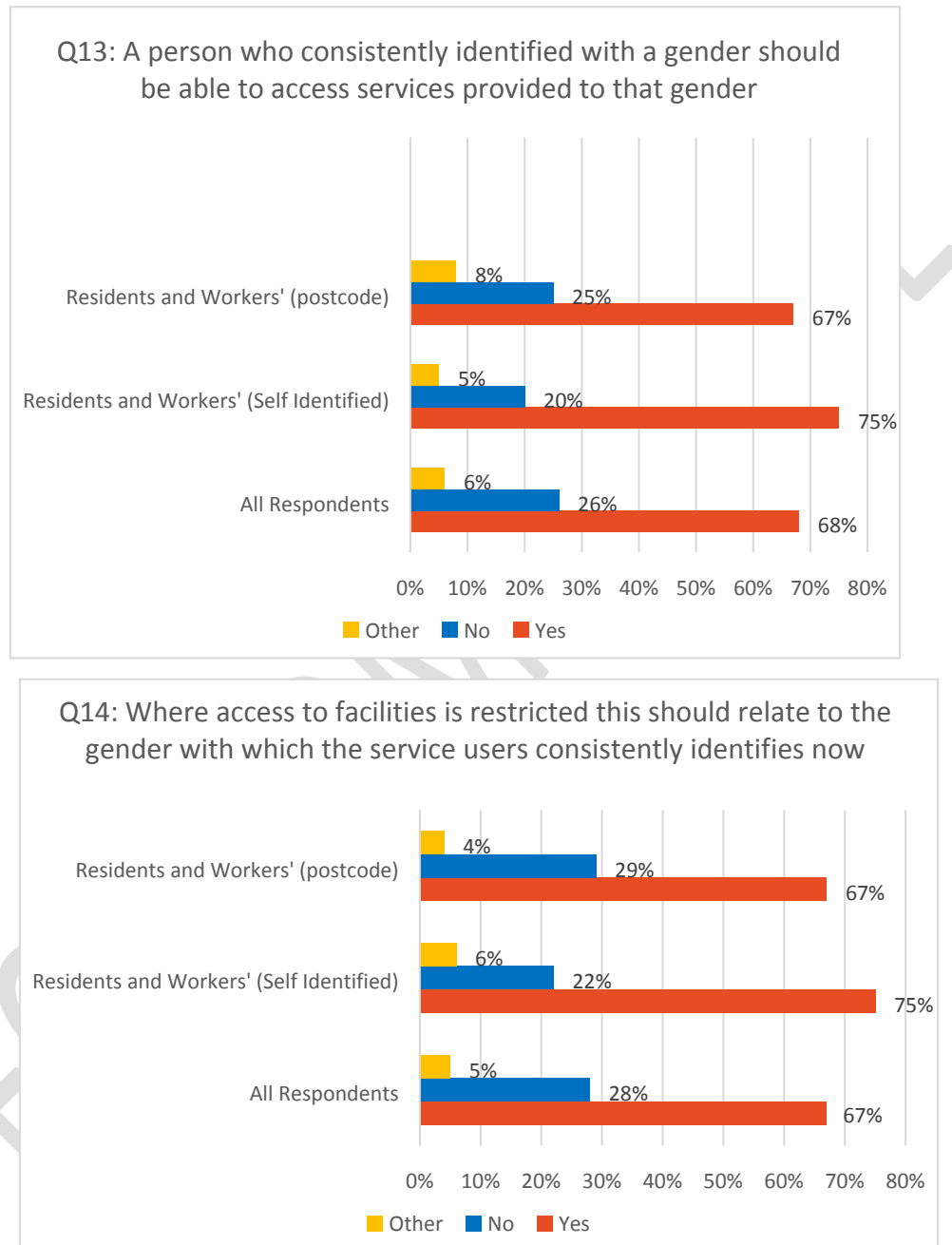
- 4.3 The views of City Residents were broadly in line with other stakeholders, with an aggregate of two thirds (65%) supporting the basic principles, contrasted with 15% who strongly disagreed with them. Two thirds of City residents strongly agreed that restrictions on access to services ‘should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth’.
- 4.4 Those who self-identified as City residents were marginally more likely to be supportive of the key propositions than respondents overall. Those identified as City residents following postcode analysis were a little less likely to be supportive, but with a majority in favour of the proposals.

‘Resident’ response compared to All Respondents – Q13 and Q14



4.5 The same overall pattern was reflected in the responses of those who self-identified as ‘Residents and Workers’ and following a postcode analysis of the responses from this group.

‘Resident and Worker’ response compared to all responses – Q13 and Q14



4.6 As with respondents in general, City residents who opposed the principles and/or proposals on access to services were much more likely to comment in the free text boxes. A sample of resident comments on access to City services on the basis of current gender identity is provided below.

For **Against**

<p><i>I am happy to share services for women with those not born into female bodies. I think their safety would be more compromised in male spaces than mine would be by having trans women (women) in a female space with me.</i></p> <p>City Resident and worker, White British, Female, Heterosexual - Straight, 31</p>	<p><i>I am a man (and nothing will change that) and I use male facilities - I do not expect to see ANYBODY of the opposite sex within those facilities regardless of whether they "identify as male" or not. And I'm sure most women (including my wife) don't want to see men in their facilities.</i></p> <p>City Resident and worker, White British Male, Heterosexual - straight</p>
<p><i>Not doing so [i.e. enabling access] would be unsafe for the person in question (i.e. women being forced to use men's facilities simply because they were assigned male at birth).</i></p> <p>City Resident and worker, Asian or Asian British: Pakistani, Female, Heterosexual - Straight, 34</p>	<p><i>I will no longer be able to use women only pool and changing area if men are allowed in. My nieces are not allowed to be uncovered around men and will not be able to learn to swim. Muslim girls are put at risk and discriminated against by this change.</i></p> <p>City Resident, Asian or Asian British: Pakistani, Female, Heterosexual-straight</p>
<p><i>I am "passing" meaning that others see me as a woman. For me to enter the men's room would be disruptive if not dangerous!</i></p> <p>Resident, Mixed - Asian and White, Female</p>	<p><i>This is opening-up opportunities and safe spaces for women to any man who claims to self-ID as a woman. Statistics show that women are at risk of male violence. This includes genuine transwomen - these transwomen with GRC and cis women need safe places and not to have misogynistic self-ID advocates trying to erode their rights and safe spaces.</i></p> <p>Resident and Worker, Female, (Ethnicity not stated)</p>

4.7 Almost all City Residents answered Q15⁶ which requested that respondents note any safeguards that would be required if the policy under consultation was adopted.

4.8 City Residents noted the safeguards in the question (individual cubicle and gender-neutral toilets) and felt that these were reasonable options. Most of those who commented felt that gender neutral spaces would be the best option for inclusiveness (see para 3.14 above). Supplying individual cubicles and stalls in toilets was the most common practical suggestion for City Residents, along with changing areas/cubicles in swimming areas.

⁶ Q15 If this policy were adopted, what safeguards, if any, do you believe the City Corporation should put in place to preserve the dignity of all service users? *For example, at swimming facilities, should changing areas have individual cubicles to allow users to dress unseen by others? And where toilets are offered on gender neutral basis, should urinals be removed, and only individual stalls be made available?*

Service users: Response

- 4.9 18% (3781) of all respondents said that they used City Corporation Services (in addition, of course, it is a reasonable assumption that many of those identifying as City Residents or City Workers and Residents will also be users of City services).
- 4.10 A common challenge was that the survey had not provided a list of services which might be affected by the consultation, and had left it to respondents to establish this information for themselves. Comments ranged from it should not be the expectation of the respondent to list services and it was likely that the services they did use would be affected, to general terms such as 'Various', or 'All'.
- 4.11 Where respondents provide further information on their service use, by far the largest number focused on their use of swimming facilities - Hampstead Heath Ponds, Kenwood Ponds, the Parliament Hill Lido, Highgate/Female/Women's ponds/ Men's ponds/ changing rooms. This was followed by: arts centres, galleries and museums notably Barbican but also Guildhall; Public Toilets (Bathroom, Restrooms, lavatories and urinals); Green spaces (Epping Forest/Parks) and Transport services (Trains/Tube/Bus).

5. Conclusion

5.1 A substantial majority of respondents to the survey supported its six key propositions:

- ✓ a person may come to feel that their gender is different from that assigned at birth
- ✓ in these circumstances, they should be accepted in their stated gender identity
- ✓ in these circumstances, they should be able to access services commonly provided to the gender with which they now identify
- ✓ that, where access to services or facilities are restricted by gender, those restrictions should relate to the gender with which the service user consistently identifies now
- ✓ That the City Corporation should not require service users to provide 'proof' of their identity at single gender services and facilities but rely on each service user to self-identify their gender
- ✓ That the City Corporation should consider adapting facilities to be gender neutral.

This should be reflected in the development of the City Corporations approach to Gender Identity.

5.2 A significant minority of respondents did not support these propositions, and their views too should be considered. This group were much more likely to provide comments, and their views are therefore disproportionately represented in analysis of free text responses. Key messages were:

- The importance of language and clarity in the use of language (e.g. 'sex' and 'gender')
- The need to consider and address safeguarding risks.
- The need to balance the rights and interests of the transgender community against those of other protected groups under the Equality Act (e.g., sex and religion and belief)
- The need to consider the cost implications of any gender identity policy.

5.3 Respondents proposed constructive ways forward to address the issues they identified. For example, the benefits of individual lockable cubicles in gender neutral toilets. These views should be considered in the development and implementation of a Gender Identity policy.

5.4 To conclude, most respondents supported the statements posed in the survey and highlighted the need to respect all groups which would ensure equality and basic human rights were upheld. Those who were least supportive were also most 'vocal'. Despite the differences in views, a common thread in the free text responses was the importance of the Equality Act 2010 and the need for the voices of all to be heard and considered, particularly those of vulnerable groups.

Glossary

The following sets out a glossary of terms and acronyms used within this report

TERM/ACRONYM	DESCRIPTION
BAME	Black, Asian, and minority ethnic (commonly used to refer to members of non-white communities in the UK)
Cisgender	A respondent whose gender identity matches their sex assigned at birth, e.g. who is not transgender
Core Cohort	A respondent who has answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services Valid response to the survey
GDPR	The General Data Protection Regulation 2016/679 is a regulation in EU law on data protection and privacy for all individuals within the European Union and the European Economic Area
Gender fluid	Refers to someone who prefers to be flexible about their gender identity. They may fluctuate between genders or express multiple gender identities at the same time
Gender Neutral facilities	Facilities that can be accessed regardless of gender.
Interested Participant	A respondent who does not live, work, visit or use City Corporation service
Member of the Public (MoP)	An individual member of the public who did not supply their City Stakeholder status Did not answer Q7
Non-Binary	An umbrella term used to describe gender identities where the individual does not identify exclusively as a man or a woman. There are many included within this, such as agender, genderqueer and gender fluid.
Non-Core Cohort	A respondent who has not answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services. An invalid response to the survey
Not a gender	A respondent who identified as their biological sex not by gender.
Not stated	Not stated indicates that the answer was blank, and the respondent did not complete the question.
Relevant Expert	A respondent who self-identified as a relevant expert in respect to gender identity – Answering Q1a of survey
Representative	A respondent who has indicated that they are a representative of a specific organisation – Answering Q1b of survey
Resident	<i>Self-defined:</i> A respondent who has stated that they live in the City of London <i>By postcode:</i> A respondent who provided a postcode that is in the City of London
Resident and Worker	<i>Self-defined:</i> A respondent who has stated that they live and work in the City of London <i>By postcode:</i> A respondent who provided a postcode that is in the City of London
Respondent	An individual who has completed the survey

Service User	A respondent who has stated they regularly use City Corporation services which may be affected by this consultation
Text/Phrase (related)	Text or phrase relating to sex and/ or gender but not specifically noting the respondent's own gender
Text/Phrase (unrelated)	Text or phrase not relating to sex and/ or gender, nor stating respondent's own gender
Transgender	Umbrella terms used to describe individuals who have a gender identity that is different to the sex recorded at birth. This might lead to gender dysphoria. Non-binary people may or may not consider themselves to be trans.
Transsexual	Used in the past to refer to someone who transitioned to live in the 'opposite' gender to the one assigned to them at birth. Many now prefer trans or transgender
Valid response to the survey	A respondent who has answered one of the key questions in the survey Q11-Q13 Gender Identity – Basic Principles and Q14-17 Access to City Corporation Services Also known as the Core Cohort
Visitor	A respondent who has stated that they do not live or work in the City of London. Visitors who are also service users are those who supplied a home postcode.
Worker	A respondent who has stated that they work in the City of London but are not also a resident.
Visitor	A respondent who has stated that they do not live or work in the City of London. Visitors who are also service users are those who supplied a home postcode.

Appendix 1: Survey Questions

About You

Question 1

1. In what capacity are you answering this consultation? As... (Please select the ONE option that best applies)

- a) A relevant expert in respect to gender identity
- b) A representative of a specific organisation
- c) An individual member of the public

Question 2

If 1=a

2. Using the box below, please tell us about your qualifications as an expert in this field

(Free text box)

Question 3

If 1=b

3. What is the name of the organisation you are submitting a response from?

(Free text box)

Question 4

4. What position do you hold in the organisation?

(Free text box)

Question 5

5. What is your organisation's interest in this consultation?

(Free text box)

Question 6

6. Please confirm that you have been authorised by the board, management committee, or chief executive to respond on behalf of your organisation and that this is the only response that your organisation will be submitting to this consultation.

- a. Yes, I have been authorised and this will be the only response from my organisation
- b. No, I have not been authorised or my organisation may be submitting other responses

Question 7

If 1 = c

7. Which of the following applies to you? Please select all that apply.

- a. I live in the City of London
- b. I work in the City of London
- c. I do not live or work in the City of London
- d. I live and work in the City of London

Question 8

If 7= a or b

8. Please enter your work and/or home postcodes into the boxes below

- a. Home (Free text box)
- b. Work (Free text box)

Question 9

9. Do you regularly use any of the City Corporation's services which may be affected by this consultation?

a. Yes, I do

- (Please specify) (Free text box)

b. No, I do not

Question 10

If 7 = c and 9=b

Q.10. You indicated that you do not live or work in the City and are not a service user. Using the box below, please explain your interest in this consultation. (Free text box)

FOR COMMITTEE

GENDER IDENTITY – BASIC PRINCIPLES

Looking at your views on gender identity to begin with.

Question 11

11. Do you agree or disagree with the following statement...?

A person may come to feel that their gender is different from that assigned to them at birth?

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 12

12. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 13

13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Access to City Corporation Services

Question 14a

14. Do you support or oppose the following proposal...?

Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

- Strongly Support
- Support
- Neither support nor oppose
- Oppose
- Strongly oppose
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer

. (Free text box)

Question 15

15. If this policy were adopted, what safeguards, if any, do you believe the City Corporation should put in place to preserve the dignity of all service users?

For example, at swimming facilities, should changing areas have individual cubicles to allow users to dress unseen by others? And where toilets are offered on gender neutral basis, should urinals be removed, and only individual stalls be made available?

(Free text box)

Question 16

16. Do you support or oppose the following proposal...?

The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

- Strongly Support
- Support
- Neither support nor oppose
- Oppose
- Strongly oppose
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 17

17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree
- Not sure

Please feel free to use the box below if there is anything you wish to add to expand on your answer.

(Free text box)

Question 18

18. Please provide any further comments you would like to make about this consultation below

(Free text box)

Demographic Information

Gender

A1. Do you identify as

Female

Male

Other

Prefer not to say

If you prefer to use your own term, please provide this here: _____

A2. Is your gender now the same as the gender you were assigned at birth?

Yes

No

Prefer not to say

A3 Do you identify as trans?

Yes

No

If you prefer to use your own term, please provide this here: _____

Disability

B1. Do you consider yourself disabled?

Yes

No

Prefer not to say

Sexual Orientation

C1. Do you identify as

Bisexual?

Gay man

Gay woman/lesbian

Heterosexual/straight

Other

Prefer not to say

If you prefer to use your own term, please provide this here: _____

(Free text box)

Age

D1. What is your current age?

Prefer not to say

(Free text box)

Ethnicity

E1. Do you describe your race or ethnicity as:

Arab

Asian or Asian British: Indian

Asian or Asian British: Pakistani

Asian or Asian British: Bangladeshi

Asian or Asian British: Chinese

Asian or Asian British: Other

Black or Black British: African

Black or Black British: Caribbean

Black or Black British: Other

Mixed: Asian and White

Mixed: Black and White

Mixed: Other

White: British

White: Irish

White: European

White: Gypsy or Irish Traveller

White: Other

If 'Other' or if you would prefer to use your own definition, please specify: _____

Prefer not to say

(Free text box)

Citizenship

F1. Of which countries are you a Citizen:

United Kingdom

Other EU

Other

Please specify: _____

Prefer not to say

(Free text box)

Religion or Belief

G1. Do you consider yourself to be:

Buddhist

Christian

Hindu

Jewish

Muslim

Non-religious (including Atheist, Agnostic, Humanist)

Sikh

Other

If you prefer to use your own term, please provide this here: _____

Prefer not to say

(Free text box)

Appendix 2 – Survey Data

GENDER IDENTITY – BASIC PRINCIPLES

Looking at your views on gender identity to begin with.

Question 11

11. Do you agree or disagree with the following statement...?

A person may come to feel that their gender is different from that assigned to them at birth?

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,487	3,848	870	1,028	475	13,708	65%
Agree	1,811	1,038	53	206	235	3,343	16%
Neither agree nor disagree	621	224	22	111	84	1,062	5%
Disagree	302	250	7	143	51	753	4%
Strongly disagree	776	669	40	312	128	1,925	9%
Not sure	128	49	4	28	15	224	1%
Not Stated	99	20	4	44	9	175	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 3 AGREEMENT TO Q11 BY GENDER

Question 12

12. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be accepted by society in their stated gender identity

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,410	3,765	860	990	445	13,470	64%
Agree	1,094	691	39	173	124	2,121	10%
Neither agree nor disagree	853	358	30	157	134	1,532	7%
Disagree	646	379	15	120	102	1,262	6%
Strongly disagree	930	831	45	334	164	2,304	11%
Not sure	184	54	5	44	22	309	1%
Not Stated	107	20	6	54	6	193	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 4 AGREEMENT TO Q12 BY GENDER

Question 13

13. Do you agree or disagree with the following statement...?

A person who consistently identifies in a gender which is different to the one they were assigned at birth should be able to access services commonly provided to the gender with which they now identify?

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	7,025	3,555	828	950	424	12,782	60%
Agree	789	564	44	83	62	1,542	7%
Neither agree nor disagree	391	298	20	158	101	968	5%
Disagree	802	444	27	135	121	1,529	7%
Strongly disagree	1,947	1,146	67	445	251	3,856	18%
Not sure	196	74	9	45	32	356	2%
Not Stated	74	17	5	56	6	158	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 5 AGREEMENT TO Q13 BY GENDER

Question 14

14. Do you support or oppose the following proposal...?

Where access to particular services or facilities are restricted by gender, the City Corporation has it in mind that the restriction should relate to the gender with which the service user consistently identifies now, regardless of whether that is the gender they were assigned at birth.

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly support	7,021	3,545	816	910	425	12,717	60%
Support	663	530	38	117	50	1,398	7%
Neither support nor oppose	266	269	28	120	72	755	4%
Oppose	649	383	15	103	93	1,243	6%
Strongly oppose	2,375	1,254	85	507	321	4,542	21%
Not sure	190	89	14	48	32	373	2%
Not Stated	60	28	4	67	4	163	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 6 AGREEMENT TO Q14 BY GENDER

Question 16

16. Do you support or oppose the following proposal...?

The City Corporation proposes not asking service users to provide 'proof' of their gender identity at single gender services and facilities but would rely on each service user to self-identify their gender.

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly support	6,406	3,203	796	895	400	11,700	55%
Support	663	530	38	117	50	1,398	7%
Neither support nor oppose	266	269	28	120	72	755	4%
Oppose	649	383	15	103	93	1,243	6%
Strongly oppose	2,375	1,254	85	507	321	4,542	21%
Not sure	190	89	14	48	32	373	2%
Not Stated	60	28	4	67	4	163	1%
Grand Total	10,609	6,098	1,000	1,872	997	21,191	100%

TABLE 7 AGREEMENT TO Q16 BY GENDER

Question 17

17. Where the City Corporation provides services or facilities accessed according to the gender of the service user (for example male and female public lavatories), it should consider adapting those facilities to be gender neutral, i.e. to enable anyone to use them regardless of their gender identity?

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage %
Strongly Agree	5,445	2,934	736	857	389	10,361	49%
Agree	1,557	907	102	169	115	2,850	13%
Neither agree nor disagree	908	497	52	145	86	1,688	8%
Disagree	696	374	25	105	79	1,279	6%
Strongly disagree	2,338	1,281	73	456	303	4,451	21%
Not sure	199	82	11	30	20	342	2%
Not stated	81	23	1	110	5	220	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 8 AGREEMENT TO Q17 BY GENDER

DEMOGRAPHIC INFORMATION

A LITTLE MORE ABOUT YOU

Gender

A1. Do you identify as

Respondents	Number	Percentage%
Female ⁷	11,224	53%
Male ⁸	6,098	29%
Other	1,000	5%
Own Gender Term	1,872	9%
Prefer not to say	997	5%
Grand Total	21,191	100%

TABLE 9 RESPONDENTS BY GENDER

The graph below gives a breakdown of those respondents who choose to use their own gender term. This table also includes those who subsequently noted their identity as female or male.

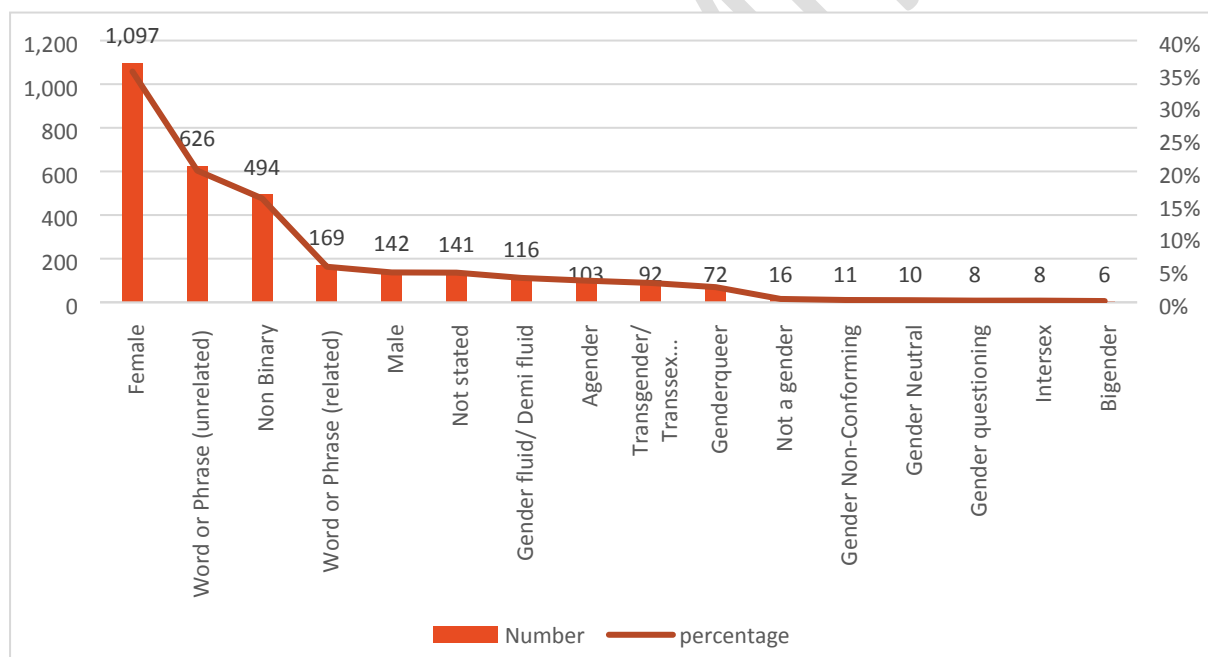


TABLE 10 RESPONDENT OWN GENDER TERM DETAILED

⁷ Includes respondents who initially indicated *Own Term*, then specified 'female' or 'woman'. Original percentage was 48% (10,127) and increased to 53% when this group was added

⁸ Includes respondents who initially indicated *Own Term*, then specified 'male' or 'man'. Original percentage was 28% (5,957) and increased to 29% when this group was added

A2. Is your gender now the same as the gender you were assigned at birth?

Respondents	Number	Percentage%
Yes	15,459	73%
No	3,270	15%
Prefer not to say	2,085	10%
Not Stated	377	2%
Grand Total	21,191	100%

TABLE 11 RESPONDENTS CONFIRMING IF CURRENT GENDER IS SAME AS THAT AT BIRTH

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Total	Percentage%
Yes	9,216	5,487	66	433	257	15,459	73%
No	1,055	421	759	957	78	3,270	15%
Prefer not to say	761	165	167	330	662	2,085	10%
Not Stated	192	25	8	152		377	2%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 12 RESPONDENTS CONFIRMING IF CURRENT GENDER IS SAME AS THAT AT BIRTH DETAILED

A3 Do you identify as trans?

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2,643	12%
No	9,821	5,539	299	737	314	16,710	79%
Prefer not to say	390	141	153	281	626	1,591	8%
Not Stated	83	18	3	142	1	247	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 13 RESPONDENTS TRANSGENDER STATUS

The table below notes their transgender status in correlation to Question A1 (gender identity). 712 respondents who used the option of specifying their *Own Gender Term* also identified as transgender.

Respondents	Female	Male	Other	Own Gender Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2,643	12%
No	9,821	5,539	299	737	314	16,710	79%
Prefer not to say	390	141	153	281	626	1,591	8%
Not Stated	83	18	3	142	1	247	1%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 14 RESPONDENTS TRANSGENDER STATUS DETAILED

The table below considers the 12% of respondents who identified as transgender cross referenced by stakeholder group

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage%
Yes	930	400	545	712	56	2643	
City Resident	34	29	31	34	6	134	5%
City Resident & Worker	38	18	46	68	5	175	7%
Worker	76	26	33	45	6	186	7%
Service User	121	44	92	95	7	359	14%
Visitor	39	16	20	16	3	94	4%
Expert	144	64	76	143	12	439	17%
Member of Public	1			1		2	0%
Organisation Rep	9	3	4	15	1	32	1%
Interested Participant	467	200	243	294	16	1,220	46%
Not stated	1			1		2	0%
Grand Total	930	400	545	712	56	2,643	100%

TABLE 15 STAKEHOLDERS TRANSGENDER STATUS

Disability

B1. Do you consider yourself disabled?

99% of respondents consider the question of whether they were disabled and supplied an answer. 6% preferred not to say if they were or not, however 18% considered they were.

The table below illustrates respondent's confirmation on whether they are disabled. 46% (1,759) of who state yes were White British and 50% (1,903) are female.

Respondents	Expert	Member of Public	Interested Participant	Not stated	Organisation Rep	City Resident	City Resident & Worker	Service User	Visitor	Worker	Grand Total	Percentage%
Yes	507	5	1,354	3	52	258	424	645	113	434	3,795	18%
No	918	9	5,513	13	97	1,205	2,573	2,869	520	2,253	15,970	75%
Prefer not to say	150	1	406	3	9	82	135	219	49	186	1,240	6%
Not stated	15		28	1	3	19	16	67	10	27	186	1%
Grand Total	1,590	15	7,301	20	161	1,564	3,148	3,800	692	2,900	21,191	100%

TABLE 16 STAKEHOLDERS DISABILITY STATUS

Sexual Orientation

C1. Do you identify as

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage%
Bisexual	2,995	976	377	483	136	4,976	23%
Gay man	11	1,018	15	20	10	1,074	5%
Gay woman/lesbian	1,696	7	67	82	26	1,878	9%
Heterosexual/straight	4,235	3,328	31	158	88	7,840	37%
Other	375	137	251	104	61	928	4%
Prefer not to say	931	273	61	101	607	1,973	9%
Not stated	4,235	3,328	31	158	88	7,840	37%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 17 RESPONDENTS SEXUAL ORIENTATION BY GENDER

Age

D1. What is your current age?

(Free text box)

Prefer not to say

This question allowed free text responses, which have been aggregated into standardised age bands. The response includes for the range of ages, including decimals, positive and negative numbers, in addition to text responses related and unrelated to age.

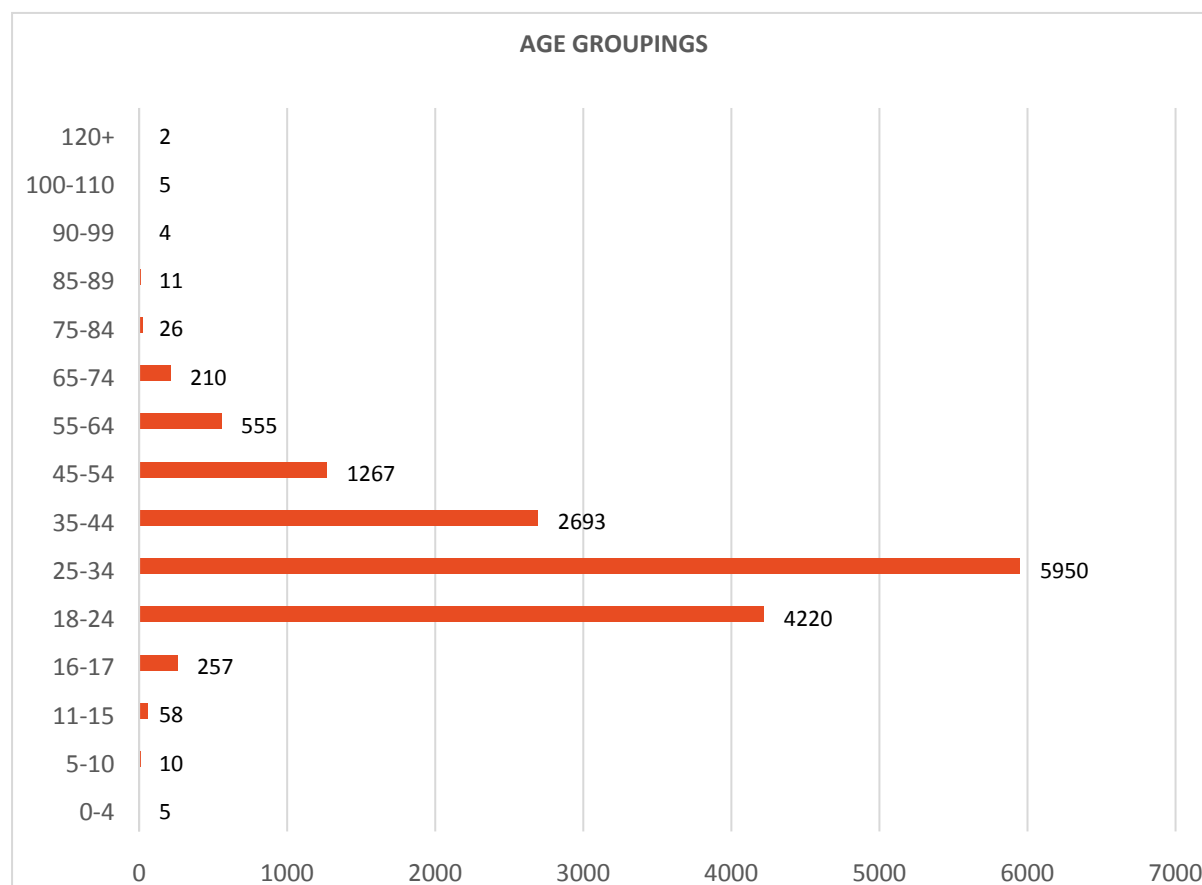


TABLE 18 RESPONDENTS AGE BANDS

A higher number of respondents were from 25-34 years age group. Not stated or information supplied in a format that couldn't be grouped into the standardised age bandings above were 5940 responses.

Ethnicity

E1. Do you describe your race or ethnicity as:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Grand Total	Percentage%
Arab	64	54	14	57	25	214	1%
Asian or Asian British: Indian	112	41	2	11	6	172	1%
Asian or Asian British: Pakistani	53	45	7	16	15	136	1%
Asian or Asian British: Bangladeshi	21	9	4	3	2	39	0%
Asian or Asian British: Chinese	51	22	7	9	4	93	0%
Asian or Asian British: Other	56	32	10	7	6	111	1%
Black or Black British: African	109	44	13	23	18	207	1%
Black or Black British: Caribbean	63	24	7	13	8	115	1%
Black or Black British: Other	28	15	7	14	8	72	0%
Mixed: Asian and White	197	85	23	30	17	352	2%
Mixed: Black and White	151	76	14	35	5	281	1%
Mixed: Other	336	170	57	101	98	762	4%
White: British	6,487	3,301	435	542	308	11,073	52%
White: Europe	1,382	974	170	209	92	2,827	13%
White: Gypsy or Irish Traveller	16	24	9	20	6	75	0%
White: Irish	521	273	32	47	20	893	4%
White: Other	1,126	665	144	265	97	2,297	11%
Prefer not to say			1			1	0%
Not Stated	451	244	44	470	262	1,471	7%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 19 RESPONDENTS ETHNICITY BY GENDER

Citizenship

F1. Of which countries are you a Citizen:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage %
United Kingdom	8,699	4,256	625	979	638	15,197	72%
Other EU	926	645	115	182	72	1,940	9%
Prefer not to say	661	469	113	196	240	1,679	8%
Not Stated	938	728	147	515	47	2,375	11%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 20 RESPONDENTS CITIZENSHIP STATUS BY GENDER

Religion or Belief

G1. Do you consider yourself to be:

Respondents	Female	Male	Other	Own Term	Prefer not to say	Total	Percentage%
Buddhist	130	57	10	28	11	236	1%
Christian	1,236	804	54	113	52	2,259	11%
Hindu	40	13	2	5	1	61	0%
Jewish	313	128	50	74	18	583	3%
Muslim	178	122	39	85	41	465	2%
Non-religious (Atheist, Agnostic, Humanist)	7,694	4,219	625	863	396	13,797	65%
Shinto			1			1	0%
Sikh	9	6		5	3	23	0%
Other	365	159	100	86	32	742	4%
Prefer not to say	855	287	61	113	410	1,726	8%
Not Stated	404	303	58	500	33	1,298	6%
Grand Total	11,224	6,098	1,000	1,872	997	21,191	100%

TABLE 21 RESPONDENTS RELIGION BY GENDER

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What is the Public Sec

EQUALITY ANALYSIS (EA) TEMPLATE

What is an Equality Ar

Decision

Adjustments to remove barriers identified by the assessment or to better advance equality

12 April 2019

How to demonstrate c

Deciding what needs to be assessed [Double click here for more information / Hide](#)

Role of the assessor [Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA) [Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

Assessor name: William Coomber

Contact details: William.coomber@cityoflondon.gov.uk

1. What is the Proposal?

A City Corporation Gender Identity (GI) Policy

2. What are the recommendations?

That the GI Policy will support the City Corporation to deliver its duties under the Equality Act 2010 effectively.

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

The proposal will directly affect transgender City residents, workers and visitors (including those in transition). There will be an indirect impact for other service users, particularly those who use single sex facilities and services.

Age Double click here to add impact / Hide

Check box if NOT applicable ☐

Key Demographic statistics:

The Square Mile has proportionately more residents aged 25-69 than Greater London and fewer young people. Summaries of the City of London [age profiles from the 2011 Census can be found on our website](#)

The City resident population is projected to grow steadily, with greatest growth amongst the over 65 years group over the next decade.

Those under 18 and over 65 years are concentrated in areas of deprivation in the east and north of the City.

City Workers tend to be younger, aged between 20-50 years of age. The younger age profile is consistent with the findings of prior independent reports and reflects the fact that finance and insurance industries represent a large % of the City workforce.

Demographics projections and analysis can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics.

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There is no reliable data currently available on gender identity by age for residents, workers or visitors in the City of London. Some young people identify with a gender other than that assigned to them at birth.

What is the proposal's impact on the equalities aims?

The GI Policy does not have a disproportionate impact on a particular age group.

The GI Policy will not apply to schools who will develop their own policies.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

N/A

Key demographic statistics:

Day-to-day activities can be limited by disability or long-term illness - In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Extract from summary of the [2011 Census relating to resident population health for the City of London can be found on our website](#).

City workers tend to be healthier than the general population and this is largely due to their younger age profile, although lifestyle choices (such as drinking, smoking and diet) may have a negative impact.

The 2011 Census identified that for the City of London's resident population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little.

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

Disability and health inequality amongst residents tends to be geographically concentrated in pockets of deprivation such as Portsoken in the east and north of the City.

NB: These statistics provide general data for these protected characteristics.

Disability

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals

There is no reliable data currently available on gender identity and disability for residents, workers or visitors in the City of London.

Some disabled people may identify with a gender other than that assigned to them at birth.

Research shows that trans people are more likely than the general population to experience mental health issues. The disability provisions under the Equality Act 2010 protect those with a 'physical or mental impairment which has a substantial and long-term adverse effect on ... ability to carry out normal day-to-day activities.'

What is the proposal's impact on the equalities aims?

The GI Policy may have a positive affect on the mental health of trans people, because it improves access to services and facilities and contributes to tackling stigma and discrimination.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Implement the GI policy and make sure that disabled trans people are aware of the policy and can access services/facilities.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

Check box if NOT applicable ☒

Key borough statistics:

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Conception and Fertility Rates](#)
- [Live Births and Still Births](#)
- [Maternities](#)

NB: These statistics provide general data for these protected characteristics.

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

The GI Policy is not expected to impact pregnancy and maternity.

What is the proposal's impact on the equalities aims?

No impact.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Not applicable.

Race [Double click here to add impact / Hide](#)

Check box if NOT applicable ☐

Key demographic statistics:

White British residents comprise 57.5% of the total population, followed by White – Other at 19%.

The second largest ethnic group amongst residents is Asian (12.7%), this group is divided between Asian-Indian (2.9%), Asian-Bangladeshi (3.1%), Asian-Chinese (3.6%) and Asian-Other (2.9%). The City has the highest % of Chinese people of any authority in London and the second highest in England & Wales.

These Asian communities tend to be concentrated geographically in the east and north of the City.

[See ONS Census information](#) or [Greater London Authority projections](#)

The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3%.

City workers are largely white (79%), compared to Asian ethnicity (12%), black groups (5%), mixed race (3%) and Arab origins (1%).

NB: These statistics provide general data for these protected characteristics.

Race

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

There is no reliable data currently available on gender identity by race for residents, workers or visitors in the City of London.

What is the proposal's impact on the equalities aims?

No direct impact on race or ethnicity.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Develop a better understanding of the potential impact of multiple levels of discrimination and mitigation to address these.

Religion or Belief [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key demographic statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

The City is a religiously diverse area, with a wider range of religious/faith identities than England as a whole. In the City, 45.3% of residents identify as Christian, with 34.2% stating that they have no religion. The next largest group is Islam (5.5%), followed by Judaism (2.3%), Hindus (2%), Buddhists (1.2%) and Sikhs (0.2%).

Since 2011 the Christian population has fallen by approximately 10% and those with no religion risen by roughly the same figure.

NB: These statistics provide general data for these protected characteristics.

Religion or Belief

Additional Equalities Data (Service level or Corporate)

There is no reliable data currently available on gender identity and religion or belief for residents, workers or visitors in the City of London.

The GI Policy may challenge beliefs about single sex services and facilities in some religious communities. The GI Policy could therefore have a challenging impact on the use of services and facilities by members of those communities.

What is the proposal's impact on the equalities aims?

The proposal is consistent with the Equality Act 2010 provisions on religion and belief.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Religious worship is exempt from the provisions of the Equality Act 2010.

The Public Sector Equality Duty includes a responsibility to 'foster good relations between people who share a relevant protected characteristics and persons who do not share it', and the City may want to consider what opportunities the GI Policy creates for dialogue with and between different communities.

Page 88

Sex Double click here to add impact / Hide

Check box if NOT applicable ☐

Key demographic statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics.

Sex

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Some males and females who use single-sex facilities have concerns about and/or are uncomfortable with trans access to those facilities (as illustrated by some of the responses to the City Corporation's GI Survey).

What is the proposal's impact on the equalities aims?

Sex is a protected characteristic under the Equality Act 2010.

The Act also has a strong inclusive presumption for trans people with respect to single sex services and facilities.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The City Corporation should consider exclusion of trans people from single-sex services in exceptional circumstances where this is a proportionate means to a legitimate end.

The Public Sector Equality Duty includes a responsibility to 'foster good relations between people who share a relevant protected characteristics and persons who do not share it', and the City may want to consider what opportunities the GI Policy creates for dialogue with and between different groups in the community.

Page 6

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

Check box if NOT applicable ☐

Key demographic statistics:

It is estimated that 10% of the UK population belong to the lesbian, gay and bisexual communities in the UK. Stonewall have estimated that 1% of the UK population are Transgender or identify as non-binary or gender fluid.

Please refer to:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity – ONS](#)

NB: These statistics provide general data for these protected characteristics.

Sexual Orientation and Gender Reassignment

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There is currently no reliable data on the numbers of transgender people living, working or visiting the City of London.

The GI policy was strongly supported by trans respondents to the GI Survey.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The GI policy will have a positive impact on transgender inclusion, and for LGBTQ

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

As it implements the policy, the City Corporation may have opportunities to

Sexual Orientation and Gender Reassignment

rights (noting that this is a diverse community, and includes people who do not support the policy, as was reflected in a minority of responses to the GI Survey).

The policy highlights the challenges for public authorities of responding to new understandings of and expectations about gender, with implications for the Public Sector Equality Duty. For example, how people who identify themselves as 'non-binary' or 'gender fluid' are covered by a gender identity policy.

promote dialogue between Trans, LGBT and Women's groups, which would be beneficial in fostering good relationships.

It would be beneficial to have more data on gender identity in the City, while recognising the challenges of monitoring on a trans classification.

There are legal limits to the degree to which people who identify as non-binary or gender fluid can be covered by this policy. However, the policy can commit to do whatever is possible (within the current limits of the law) to address issues for people who identify as non-binary/gender fluid as a matter of policy.

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☒

Key borough statistics - sources include:

[The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

NB: These statistics provide general data for these protected characteristics.

[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There were no obvious impacts upon marriage and civil partnership arising from the proposed draft policy.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

No negative impact

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Non-applicable

Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

Check box if NOT applicable ☐

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims. In addition to the sources of information highlighted above – you may also want to consider using:

- Equality monitoring data in relation to take-up and satisfaction of the service

- Equality related employment data where relevant
- Generic or targeted consultation results or research that is available locally, London-wide or nationally
- Complaints and feedback from different groups.

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations

Additional Equalities Data (Service level or Corporate)

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Non-applicable

Conclusion and Reporting Guidance

This analysis has concluded that...

The proposed policy provides a statement of the City Corporation's Public Sector Equality Duty under with the Equality Act 2010 with respect to Gender Assignment.

The City should also consider what opportunities the launch and implementation of a Gender Identity Policy creates for fostering understanding, dialogue and good relations between different equality groups.

The GI policy is an important tool in delivering the Equality Act 2010 and Chief Officers should draw up plans to promote trans equality in their service areas, with impact monitored and appropriate accountability and governance. Monitoring should also look out for evidence of any negative impact on service use by other protected groups.

There is little data on gender identity and how it intersects with other protected characteristics. It would be beneficial to build this evidence base where practicable.

Outcome of analysis - [check the one that applies](#)

☐ Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

☒ **Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality.

☐ **Outcome 3**

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

☐ **Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:

Name:

Andrew Carter

Date:

12.04.2019

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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