



## **People. Equality and Inclusion Committee of the City of London Academies Trust**

**Date:** TUESDAY, 8 FEBRUARY 2022

**Time:** 9.30 am

**Venue:** VIRTUAL MEETING VIA TEAMS

**Members:** Dawn Elliott  
Roy Blackwell  
Tijs Broeke  
Lucas Green

**Enquiries:** Jayne Moore  
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### **Accessing the virtual public meeting**

**Members of the public can observe this public meeting at the below link:**

[https://youtu.be/VYFM\\_18TbII](https://youtu.be/VYFM_18TbII)

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

**John Barradell  
Town Clerk and Chief Executive**

# AGENDA

1. **APOLOGIES**

2. **DECLARATIONS OF INTEREST**

3. **ELECTION OF CHAIRMAN**

**For Decision**

4. **TERMS OF REFERENCE**

To agree the Terms of Reference.

**For Decision**  
(Pages 5 - 6)

5. **CONSIDERATION OF ACHIEVEMENTS TO DATE**

To consider the achievements to date, including:

- Set-up of central HR May 2018
- Diversity Policy Statement in HR Policies
- COLAT Recruitment & Selection Policy – Equality of Opportunity for roles, ability to positively discriminate based on gender and ethnicity
- In the past 12 months, HR have managed seven grievances/complaints regarding racism
- Principal/Headteacher presentation on Equality Act
- Staffing ethnicity data collated on SIMs and EPM data bases
- Collation of Leadership ethnicity data
- Publishing of Gender Pay Gap report, no requirement yet to publish ethnicity pay gap data
- Key HR Policies still to develop: Protection from Harassment at Work, and Equality & Diversity Policy

**For Discussion**

6. **EQUALITY OF OPPORTUNITY STATEMENT**

To consider the Equality of Opportunity statement.

**For Decision**  
(Pages 7 - 8)

7. **PRINCIPLES OF EQUALITY AND DIVERSITY IN THE WORKPLACE**

To discuss Equality and Diversity in the workplace.

**For Discussion**  
(Pages 9 - 88)

8. **QUESTIONS ON THE WORK OF THE COMMITTEE**

To review the purpose of the Committee.

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

10. **DATE OF NEXT MEETING**

To consider the date of the next meeting.

**For Discussion**

11. **EXCLUSION OF THE PUBLIC**

**For Decision**

12. **NON-PUBLIC QUESTIONS ON THE WORK OF THE COMMITTEE**

13. **ANY OTHER BUSINESS THAT THE COMMITTEE AGREES SHOULD BE CONSIDERED IN THE NON-PUBLIC SECTION**