

PLEASE BRING THIS AGENDA WITH YOU

1

The Lord Mayor will take the Chair at ONE
of the clock in the afternoon precisely.



COMMON COUNCIL

SIR/MADAM,

You are desired to be at a Court of Common Council, at **GUILDHALL**, on
THURSDAY next, the **10th day of October, 2024**.

Members of the public can observe the public part of this meeting by visiting the
[City of London Corporation YouTube Channel](#)

IAN THOMAS CBE,
Town Clerk & Chief Executive.

*Guildhall,
Wednesday 2nd October 2024*

Alexander Barr

Alastair King

}

Aldermen on the Rota

1 **Apologies**

2 **Declarations by Members under the Code of Conduct in respect of any items on the agenda**

3 **Minutes**

To agree the minutes of the meeting of the Court of Common Council held on 12 September 2024.

For Decision
(Pages 7 - 22)

4 **Election of Chief Commoner**

To elect a Chief Commoner for 2025/26.

One nomination has been received in accordance with Standing Order 18, namely, that of Deputy James Henry George Pollard.

For Decision

5 **Vote of thanks to the Lord Mayor**

To read the draft terms of a Vote of Thanks to The Right Honourable The Lord Mayor.

6 **Letter**

The Right Honourable The Lord Mayor to lay before the Court a letter of the Lord Mayor Elect declaring his assent to take upon himself that Office.

7 **Mayoral Engagements**

The Right Honourable The Lord Mayor to report on his recent engagements.

8 **Policy Statement**

To receive a statement from the Chairman of the Policy and Resources Committee.

9 **City of London Police Authority Board**

In accordance with Standing Order No. 63, your City of London Police Authority Board submit a candidate for appointment to the Office of Commissioner of Police for the City of London to be appointed on a date to be confirmed subject to receipt of approval of His Majesty The King (to be sought in accordance with Section III of the City of London Police Act 1839) and subsequently to the candidate taking an Oath before one of His Majesty's Judges.

Details of the candidate are set out in the confidential report at Item 27(B).

MOTION - To exclude the public.

The candidate will appear before the Court of Common Council and will be asked to provide a short presentation to Members. Upon the candidate's withdrawal from the Court, a ballot by Members will be held for the appointment. On completion of that, the public will be re-admitted and the decision of the Court can be made known. A non-public report has been printed and circulated for consideration by Members only (see: Item 27(B)) and its contents include exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act, 1972.

For Decision

10 **Appointments**

To consider the following appointments:

Where appropriate:-

** denotes a Member standing for re-appointment*

(A) One Member on the **Barbican Residential Committee**
(No Contest)
Nominations received:-
Michael Hudson

(B) One Member on the **Cripplegate Foundation**
(No Contest)
Nominations received:-
Dawn Frampton

For Decision

11 **Policy and Resources Committee**

(A) Member Financial Support Policy – Uplift

To consider revisions to the Member Financial Support Policy.

For Decision
(Pages 23 - 28)

(B) Panel of Independent Persons Report

To note the activities undertaken by the Panel of Independent Persons from March 2022 to May 2024.

For Information
(Pages 29 - 42)

12 **Education Board**

To consider the adoption of a new Education Strategy.

For Decision
(Pages 43 - 62)

4

13 **Finance Committee**

To consider proposals for Central London Forward relating to additional funding and associated contract extensions.

For Decision
(Pages 63 - 66)

14 **The Freedom of the City**

To consider a circulated list of applications for the Freedom of the City.

For Decision
(Pages 67 - 70)

15 **Motions**

16 **Questions**

17 **Ballot Results**

The Town Clerk to report the outcome of the ballot taken at the last Court:

Where appropriate:-

★ denotes appointed.

(A) One Member to the **Capital Buildings Board**.

Gregory Lawrence

Deputy Alastair Moss

Votes

30

48 ★

For Information

18 **Legislation**

To receive a report setting out measures introduced into Parliament which may have an effect on the services provided by the City Corporation.

For Information
(Pages 71 - 72)

19 **Resolutions on Retirements, Congratulatory Resolutions, Memorials.**

20 **Awards and Prizes**

21 **Docquets for the Hospital Seal.**

MOTION**22 By the Chief Commoner**

That the public be excluded from the meeting for the following items of business below on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1, 3, 4 and 7 of Part 1 of Schedule 12A of the Local Government Act, 1972, or they otherwise relate to functions of the Court of Common Council which are not subject to the provisions of Part VA and Schedule 12A of the Local Government Act 1972.

For Decision

23 Non-Public Minutes

To agree the non-public minutes of the meeting of the Court held on 12 September 2024.

For Decision
(Pages 73 - 76)

24 Policy and Resources Committee

To consider proposals relating to the London Wall West Development agreement and associated property acquisition.

For Decision
(Pages 77 - 100)

25 Finance Committee**(A) Managed Service Temporary Agency**

To consider proposals relating to the procurement and contract award for the provision of contingent labour.

For Decision
(Pages 101 - 110)

(B) Barbican Centre Catering Services – Procurement Stage 2 Award Report

To consider proposals relating to the procurement and contract award for catering services for the Barbican Centre.

For Decision
(Pages 111 - 122)

26 City Bridge Foundation Board

To consider a Gateway 4b report with proposals relating to fire suppression systems at Tower Bridge.

For Decision
(Pages 123 - 128)

27 City of London Police Authority Board**(A) Cryptocurrency Storage – Contract Extension**

To consider proposals relating to the provision of cryptocurrency storage and realisation services.

For Decision
(Pages 129 - 132)

(B) Election of Commissioner of the City of London Police

To consider the confidential report accompanying Item 7 and elect the Commissioner.

For Decision
(Pages 133 - 140)



PARMLEY, LOCUM TENENS COURT OF COMMON COUNCIL

12th September 2024
MEMBERS PRESENT

ALDERMEN

Alexander Robertson Martin Barr (Alderman)	Robert Charles Hughes-Penney (Alderman)	Sir Nicholas Stephen Leland Lyons (Alderman)
Sir Charles Edward Beck Bowman (Alderman)	Gregory Jones KC (Alderman)	Christopher Makin (Alderman)
Prem Goyal OBE (Alderman)	Vincent Keaveny CBE (Alderman)	Sir Andrew Charles Parmley, (Alderman)
Timothy Russell Hailes (Alderman)	Elizabeth Anne King, BEM JP (Alderwoman)	Simon Pryke (Alderman)
Robert Picton Seymour Howard (Alderman)	Dame Susan Langley, DBE (Alderwoman & Sheriff)	Sir William Anthony Bowater Russell (Alderman)

COMMONERS

Joanna Tufuo Abeyie MBE	Mary Durcan JP	Wendy Hyde	Sir Michael Snyder, Deputy
Munsur Ali	John Ernest Edwards, Deputy	Shravan Jashvantrai Joshi, Deputy MBE	Naresh Hari Sonpar
Randall Keith Anderson, Deputy	Helen Lesley Fentimen OBE JP	Gregory Alfred Lawrence	James St John Davis
Jamel Banda	Anthony David Fitzpatrick	Charles Edward Lord, OBE JP, Deputy	James Michael Douglas
Brendan Barns	John William Fletcher, Deputy	Andrew Stratton McMurtrie JP	Thomson, Deputy
Matthew Bell	John Foley	Wendy Mead OBE	Luis Felipe Tilleria
The Honourable Emily Sophia Wedgwood Benn	Marianne Bernadette Fredericks, Deputy	Brian Desmond Francis Mooney, Deputy BEM	James Richard Tumbridge
Nicholas Michael Bensted-Smith JP	John Griffiths	Alastair Michael Moss, Deputy	William Upton KC
Ian Bishop-Laggett	Jason Groves	Eamonn James Mullally	Jacqueline Roberts Webster
Christopher Paul Boden, Deputy	Madush Gupta, Deputy	Benjamin Daniel Murphy	Mark Raymond Peter Henry
Keith David Forbes Bottomley, Deputy	Caroline Wilma Haines	Deborah Oliver TD	Delano Wheatley
Timothy Richard Butcher, Deputy	Christopher Michael Hayward, Deputy	Graham Packham	Ceri Wilkins, Deputy
Michael John Cassidy CBE	Jaspreet Hodgson	Nighat Qureishi, Deputy	David Williams
Henry Nicholas Almroth Colthurst, Deputy	Ann Holmes, Deputy	Alpa Raja, Deputy	Philip Woodhouse
Anne Corbett	Amy Horscroft	Anett Rideg	Dawn Linsey Wright, Deputy
Aaron Anthony Jose Hasan	Michael Hudson	Ian Christopher Norman Seaton MBE	Irem Yerdelen
D'Souza		Alethea Silk	
Chief Commoner Peter Gerard Dunphy, Deputy			

1. Apologies The apologies of those Members unable to attend this meeting of the Court were noted.
2. Declarations There were no additional declarations.
3. Minutes *Resolved* - That the Minutes of the last Court are correctly recorded.
4. Mayoral engagements There was no report.

5. Policy
Statement

There was no statement.

6.
Appointments

The Court proceeded to consider appointments to the following Committees:-

- (A) **Local Government Pensions Board** (One vacancy)
(No contest)

Nominations received:-

Alderman Prem Goyal

Read.

Whereupon the Lord Mayor declared Alderman Prem Goyal to be appointed to the Licensing Committee.

- (B) **Capital Buildings Board** (One vacancy)
(Contest)

Nominations received:-

Gregory Lawrence

Deputy Alastair Moss

Read.

The Court proceeded, in accordance with Standing Order No.10, to ballot on the foregoing contested vacancy.

The Lord Mayor appointed the Chief Commoner and the Chairman of the Finance Committee to be the scrutineers of the ballots.

Resolved – That the votes be counted at the conclusion of the Court and the results printed in the Summons for the next meeting

7. **DIGITAL SERVICES COMMITTEE**

(Deputy Dawn Wright)

13 May 2024

Digital, Data and Technology Strategy

The Court received a report proposing the adoption of a new Digital, Data and Technology Strategy.

Resolved - That the Court of Common Council approves the adoption of the Shared Digital, Data and Technology Strategy.

8. Motions

Moss, A. M.,
Deputy;
Dunphy, P. G.,
Deputy

(A) By Deputy Alastair Moss

Resolved - That the Ward of Cheap be paired with the Ward of Bread Street for the Port Health & Environmental Services Committee, in the room of Tjis Broeke

(B) By Deputy Shравan Joshi

Joshi, S.,
Deputy, MBE;
Dunphy, P. G.,
Deputy

Resolved - That Tom Sleigh be appointed to the Planning and Transportation Committee in the room of Deputy Simon Duckworth and that Deputy Simon Duckworth be appointed to the Finance Committee, in the room of Tom Sleigh, both representing the Ward of Bishopsgate.

9. Freedoms

The Chamberlain, in pursuance of the Order of this Court, presented a list of the under-mentioned persons, who had made applications to be admitted to the Freedom of the City by Redemption:

Jaime Daniel Alves Cardoso <i>Ann-Marie Jefferys</i> <i>Anne Elizabeth Holden</i>	a Commercial Pilot & Security Specialist <i>Citizen and Glover</i> <i>Citizen and Basketmaker</i>	Kensington and Chelsea, London
Julian Charles Barnwell <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i>	a Printing Company Director <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i>	Norwich, Norfolk
Lincoln Roy Barnwell <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i>	a Printing Company Director <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i>	Norwich, Norfolk
Dr Prodipta Bhattacharya <i>Deputy Madush Gupta</i> <i>Ald. Timothy Russell Hailes, JP</i>	a Corporate Finance Company Managing Director <i>Citizen and Pewterer</i> <i>Citizen and Pewterer</i>	Southwark, London
Benjamin Andrew Bishop <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i>	an Environmental Resilience Officer <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i>	Rugby, Warwickshire
Kevin James Bradford <i>Deputy Keith David Forbes</i> <i>Bottomley</i> <i>Deputy Christopher Michael</i> <i>Hayward</i>	a Pilates Teacher <i>Citizen and Pattenmaker</i> <i>Citizen and Pattenmaker</i>	Southwark, London
Susan Mary Brinson <i>Colin Norman Newsome</i> <i>Christopher James Thomas</i> <i>Burton</i>	an Infrastructure Procurement Consultant <i>Citizen and Engineer</i> <i>Citizen and Engineer</i>	Wiltshire

<p>Diana Penelope Brooks <i>Rodney Cartwright</i> <i>Paul Nash, OBE</i></p>	<p>an Institute of Directors Administrator <i>Citizen and Plumber</i> <i>Citizen and Plumber</i></p>	<p>Hampshire</p>
<p>Michael Paul Chambers <i>Simon Jonathan Mark Burrows</i> <i>John Francis Bertrand</i></p>	<p>a Payment Advisory Company Chief Executive <i>Citizen and Framework Knitter</i> <i>Citizen and Information</i> <i>Technologist</i></p>	<p>Essex</p>
<p>King Man Chui <i>Lisa Rutter</i> <i>Deputy Keith David Forbes</i> <i>Bottomley</i></p>	<p>an Equity Analyst <i>Citizen and Pattenmaker</i> <i>Citizen and Pattenmaker</i></p>	<p>Wimbledon, London</p>
<p>Professor Andrea Cipriani <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Professor of Psychiatry <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Oxford, Oxfordshire</p>
<p>Lt Gen Richard John Cripwell, CB, CBE <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>Lieutenant-Governor Guernsey <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>of Guernsey</p>
<p>Professor Mark Lionel Athaide Da Costa <i>Jonathan Peter Wallis</i> <i>Ronald Paul Ng</i></p>	<p>a Consultant Cardiothoracic Surgeon <i>Citizen and Loriner</i> <i>Citizen and Gold & Silver Wyre</i> <i>Drawer</i></p>	<p>Galway, Ireland</p>
<p>Rupert Elton Daniels <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Senior Civil Servant <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Cambridge, Cambridgeshire</p>
<p>Nicholas James Davies <i>David Alastair Morgan-Hewitt</i> <i>Philippe Roland Rossiter</i></p>	<p>a Hotel General Manager <i>Citizen and Innholder</i> <i>Citizen and Innholder</i></p>	<p>Brent, London</p>
<p>Niamh Catherine Elizabeth Dowling <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Drama School Principal <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Southwark, London</p>
<p>James Robert David Dunn <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Transport Company Operations Director <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Ashford, Kent</p>
<p>Adam Michael Dyke <i>David Alastair Morgan-Hewitt</i> <i>Philippe Roland Rossiter</i></p>	<p>a Hotel Group Operations Director <i>Citizen and Innholder</i> <i>Citizen and Innholder</i></p>	<p>North Yorkshire</p>

Annabelle Emney <i>Judy Senta Tayler-Smith</i> <i>Simon Jonathan Tayler-Smith</i>	a Staff Trainer, retired <i>Citizen and Upholder</i> <i>Citizen and Basketmaker</i>	Tunbridge Wells, Kent
Lt Cdr Rachel Jane Firth <i>Bettine Valerie Evans</i> <i>Graham Nigel Cole, CBE</i>	a City Livery Assistant Clerk <i>Citizen and Coachmaker & Coach Harness Maker</i> <i>Citizen and Coach Maker & Coach Harness Maker</i>	Lincolnshire
Joanna Margaret Flynn <i>Gerald Michael Edwards</i> <i>Robert Travers Smith</i>	a Deputy Headteacher <i>Citizen and Fruiterer</i> <i>Citizen and International Banker</i>	Shrewsbury, Shropshire
Janette Margaret Joyce Foster <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King, DL</i>	a Charity Programme Manager <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i>	Waltham Abbey, Essex
Rory James Godson <i>David O'Reilly</i> <i>Richard Logue</i>	a Corporate Communications Group Founder <i>Citizen and Educator</i> <i>Citizen and Educator</i>	Westminster, London
Martin Hackett <i>Sir David Hugh Wootton</i> <i>Dr Iain Reid</i>	an Almshouse Warden <i>Citizen and Fletcher</i> <i>Citizen and Ironmonger</i>	Hastings, East Sussex
David Heffer <i>Christopher Paul Grant</i> <i>Russell Chweidan</i>	a School Bus Driver <i>Citizen and Baker</i> <i>Citizen and Baker</i>	Ipswich, Suffolk
Lucy Georgina Horder <i>Ald. Sir Andrew Charles Parmley</i> <i>CC Jaspreet Hodgson</i>	a Drama and Education Facilitator <i>Citizen and Musician</i> <i>Citizen and Vintner</i>	Putney, London
Captain Martin Pelham Jones <i>Simon Andrew Camamile</i> <i>Richard Myall Davies</i>	a Master Mariner and Royal Fleet Auxiliary Captain <i>Citizen and Chartered Surveyor</i> <i>Citizen and Chartered Surveyor</i>	Dorchester, Dorset
Timothy Koch <i>Richard George Turk</i> <i>Claude Andrew Robert Fenemore-Jones</i>	a Rowing Coach <i>Citizen and Shipwright</i> <i>Citizen and Scrivener</i>	Ealing, London
Ying Hoi Kwan <i>Lisa Rutter</i> <i>Mei Sim Lai</i>	an Investment Manager <i>Citizen and Pattenmaker</i> <i>Citizen and Horner</i>	Barnet, London
Lisa Elaine Laybourn <i>David Albert Charles Ayres</i> <i>Patricia Ann Ayres</i>	a Policy Director <i>Citizen and Upholder</i> <i>Citizen and Upholder</i>	Stanford-le-Hope, Essex

<p>Cdr Mark Vincent Leaning <i>Bettine Valerie Evans</i></p> <p><i>Graham Nigel Cole, CBE</i></p>	<p>a City Livery Clerk <i>Citizen and Coachmaker & Coach Harness Maker</i></p> <p><i>Citizen and Coach Maker & Coach Harness Maker</i></p>	<p>Lincolnshire</p>
<p>Revd Dr Bernárd Joseph Lynch <i>Vincent Dignam</i></p> <p><i>John Paul Tobin</i></p>	<p>a Priest and LGBTQ+ Rights Activist <i>Citizen and Carman</i></p> <p><i>Citizen and Carman</i></p>	<p>Camden, London</p>
<p>Turkel Dervish Mahmout <i>Deputy James Michael Douglas Thomson</i></p> <p><i>Deputy Patricia Ann Holmes</i></p>	<p>a Security Supervisor <i>Citizen and Grocer</i></p> <p><i>Citizen and Cordwainer</i></p>	<p>Enfield, London</p>
<p>Mark Noel McAllister <i>Simon Stuart Walsh</i></p> <p><i>Anthony Sharp</i></p>	<p>a Chief Technology Officer <i>Citizen and Loriner</i></p> <p><i>Citizen and Loriner</i></p>	<p>Sittingbourne, Kent</p>
<p>Matthew Sol McDonough <i>Adam James Crockatt-Lane</i></p> <p><i>Thomas Daniel Crockatt</i></p>	<p>a Teacher <i>Citizen and Dyer</i></p> <p><i>Citizen and Dyer</i></p>	<p>Surrey</p>
<p>Professor John Charles McIntosh, CBE <i>Lord Robert George Alexander Lingfield, Kt, DL</i></p> <p><i>Nigel Anthony Chimmo Branson, JP</i></p>	<p>a Headmaster, retired <i>Citizen and Goldsmith</i></p> <p><i>Citizen and Haberdasher</i></p>	<p>Southwark, London</p>
<p>Alessandra Miles <i>The Rt. Hon The Lord Mayor Ald. Alastair John Naisbitt King, DL</i></p>	<p>a Corporate Partners and Project Executive <i>Citizen and World Trader</i></p> <p><i>Citizen and Blacksmith</i></p>	<p>Watford, Hertfordshire</p>
<p>Francesco Mussoni <i>CC Wendy Mead, OBE</i></p> <p><i>Deputy Paul Nicholas Martinelli</i></p>	<p>a Lawyer <i>Citizen and Glover</i></p> <p><i>Citizen and Butcher</i></p>	<p>San Marino</p>
<p>Katherine Nicholls, OBE <i>David Alastair Morgan-Hewitt</i></p> <p><i>Philippe Roland Rossiter</i></p>	<p>a Hospitality Trade Body Chief Executive Officer <i>Citizen and Innholder</i></p> <p><i>Citizen and Innholder</i></p>	<p>Ealing, London</p>
<p>Oba Eric Nsugbe, KC <i>The Rt. Hon The Lord Mayor Ald. Alastair John Naisbitt King, DL</i></p>	<p>a Barrister <i>Citizen and World Trader</i></p> <p><i>Citizen and Blacksmith</i></p>	<p>Islington, London</p>
<p>Dr Heather Evelyn Oakervee <i>The Rt. Hon The Lord Mayor Ald. Alastair John Naisbitt King, DL</i></p>	<p>a Medical Doctor <i>Citizen and World Trader</i></p> <p><i>Citizen and Blacksmith</i></p>	<p>Lambeth, London</p>
<p>Veryan Mary Olivia Palmer <i>David Alastair Morgan-Hewitt</i></p> <p><i>Philippe Roland Rossiter</i></p>	<p>a Hotelier <i>Citizen and Innholder</i></p> <p><i>Citizen and Innholder</i></p>	<p>Newquay, Cornwall</p>

<p>Rupert James Pleasant <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Finance Company Chief Executive <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Guernsey</p>
<p>Ian Sidney Poskett <i>Henry John Emms</i> <i>Douglas William Abbott</i></p>	<p>a Construction Worker <i>Citizen and Gardener</i> <i>Citizen and Poulter</i></p>	<p>Lewisham, London</p>
<p>Paul Cameron Reid <i>Ald. Sir Andrew Charles Parmley</i> <i>CC Jaspreet Hodgson</i></p>	<p>an Air Cabin Crew Member <i>Citizen and Musician</i> <i>Citizen and Vintner</i></p>	<p>Ealing, London</p>
<p>Deborah Jane Rowe <i>John Dominic Reid, OBE</i> <i>The Rt. Hon The Lord Mayor</i></p>	<p>a Tour Operating Company Director <i>Citizen and Grocer</i> <i>Citizen and World Trader</i></p>	<p>Tower Hamlets, London</p>
<p>Mayor Henry Carroll Sheehy IV <i>The Rt. Hon The Lord Mayor</i> <i>Deputy Peter Gerard Dunphy</i></p>	<p>Mayor of Lake Havasu City <i>Citizen and World Trader</i> <i>Citizen and Common Councillor</i></p>	<p>Lake Havasu City, Arizona, United States of America</p>
<p>Dominic George Shepherd <i>Leslie David Dennison</i> <i>Dean Hollington</i></p>	<p>a Taxi Driver <i>Citizen and Glover</i> <i>Citizen and Blacksmith</i></p>	<p>Essex</p>
<p>John David Thomas Slate <i>David Charles Mortlock</i> <i>David William Henderson-Begg</i></p>	<p>a Civil Servant, retired <i>Citizen and Wheelwright</i> <i>Citizen and Tin Plate Worker</i> <i>Alias Wire Worker</i></p>	<p>Sittingbourne, Kent</p>
<p>Antony John Smithson <i>CC David James Sales</i> <i>CC Timothy James McNally</i></p>	<p>an Underwriting Agent, retired <i>Citizen and Insurer</i> <i>Citizen and Glazier</i></p>	<p>Berkshire</p>
<p>Simon Geoffrey Taylor-Nobbs <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Sales & Marketing Director <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Kent</p>
<p>Ian Frank Tichener <i>Edward Gradosielski, BEM</i> <i>Richard George Turk</i></p>	<p>a Marine Consultant Associate Director <i>Citizen and Wax Chandler</i> <i>Citizen and Shipwright</i></p>	<p>Buckingham, Buckinghamshire</p>
<p>Dr Konstantinos Tsiolis <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King,</i> <i>DL</i></p>	<p>a Pollinator Ecologist <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Ramsgate, Kent</p>
<p>Peter William Veryard <i>Henry John Emms</i> <i>Douglas William Abbott</i></p>	<p>a Precision Engineer <i>Citizen and Gardener</i> <i>Citizen and Poulter</i></p>	<p>Buckinghamshire</p>

Hannah Wadey <i>The Rt. Hon The Lord Mayor Ald. Alastair John Naisbitt King, DL</i>	a Community Interest Company Chief Executive <i>Citizen and World Trader Citizen and Blacksmith</i>	Lewisham, London
Grace Wansanze Waters <i>Trevor Beedham Gerald Dawson Clarkson, CBE</i>	a Maternity Manager, retired <i>Citizen and Apothecary Citizen and Firefighter</i>	Maidstone, Kent
David John Welham <i>Vincent Dignam CC Henry Llewellyn Michael Jones, MBE</i>	a Traffic Management Coordination Officer <i>Citizen and Carman Citizen and Common Councillor</i>	Colchester, Essex
Professor Geoffrey Brian West <i>The Rt. Hon The Lord Mayor Ald. Alastair John Naisbitt King, DL</i>	a Distinguished Professor <i>Citizen and World Trader Citizen and Blacksmith</i>	Santa Fe, New Mexico, United States of America
Sally Elizabeth Wilson <i>Howard Martin Railton Philippa Ottoline Frances Maude Stary</i>	a Finance Director, retired <i>Citizen and Scientific Instrument Maker Citizen and Plumber</i>	Wandsworth, London
Dr Eleni Angeliki Zoumi <i>Nikolaos Kotrozos Daniel Mark Benham</i>	a Medical Doctor <i>Citizen and Feltmaker Citizen and Feltmaker</i>	Wandsworth, London

Read.

Resolved – That this Court doth hereby assent to the admission of the said persons to the Freedom of this City by Redemption upon the terms and in the manner mentioned in the several Resolutions of this Court, and it is hereby ordered that the Chamberlain do admit them severally to their Freedom accordingly.

10. Questions

*Wheatley, M.,
to the
Chairman of
the Policy and
Resources
Committee*

The City Corporation's commitment to the new Government's ambitions

Mark Wheatley, noting the Government's ambitions of driving growth and enabling defence spending to reach 2.5%, asked the Chairman of the Policy and Resources Committee what the City Corporation was doing to develop policies and communications demonstrating its commitment against these ambitions.

In reply, the Chairman said that he would not go into detail on the matter of defence, which was a matter for national Government. However, he noted his pride in the City Corporation's work to support the Armed Forces, which including the annual Armed Forces flag day and its status as a signatory to the Armed Forces covenant.

The Chairman noted that security was central to a robust and growing economy – from the economic security, provided by the City of London Police, to national defence. The Chairman looked forward to the City working with both government

and industry over the coming period to achieve economic growth.

Noting that the Financial Professional Services (FPS) sector provided more than £110 billion in tax contribution to the exchequer, more than the entire national education budget, by focussing on growth in the sectors where the UK is strong, the Chairman said that the City Corporation could help to fund the wider public spending ambitions referred to in the question.

Mr Wheatley, through a supplementary question, asked if the City Corporation should focus on defence and security more widely, considering its impact on economic security, potentially through convening the FPS sector to discuss for defence spending.

In reply, the Chairman assured of his commitment to national defence and economic security. He would do everything he could in discussions with the Government to ensure they knew they had fullest support of the City Corporation to meet defence spending.

*Woodhouse,
P., to the
Chairman of
the Policy and
Resources
Committee*

Funding for sports engagement

Philip Woodhouse asked the Chairman of the Policy and Resources Committee for further information on the amount and source of funds spent collectively and individually on representatives attending the Paris Olympics.

The Chairman replied to inform the Court that the Policy and Resources Committee at its November 2023 meeting, had approved an allocation of £100,000 from the 2024-25 Policy Initiatives Fund, to support the City Corporation's engagement with the Olympic and Paralympic Games.

The Chairman continued to note the success of the City Corporation's sports engagement, which included sponsorship of the Team GB welcome reception at the British Embassy in July, support for the Department of Business & Trade and UK Sport programme in Paris, and its own major event alongside the Deputy Mayors of Los Angeles and Brisbane, the next two hosts of the Olympic Games, and the CEO of VISA Europe to promote the sustainability of the Games. The summer had ended with a City Corporation hosted reception with Paralympics GB to mark the closing of Paris 2024.

Each of these activities, among others, enabled the City Corporation to engage with leaders in business, politics, and sport, reminding them of its wider roles in the community, economy, and, of course, sport. This included Lisa Nandy, Secretary of State for Culture, Media & Sport.

The Chairman emphasised that, alongside the Paris Olympics, there had been an increased investment in grassroots sport and physical activity in the City and on our open spaces. This included commitment to the refurbishment of the Golden Lane Leisure Centre and investment on the running track on Hampstead Heath.

The City Corporation had partnered with the BIDs on Summer of Sport, appointed a Community Sport Officer, and would continue to examine opportunities to develop more and better sport facilities in the Square Mile, and across London.

Mr Woodhouse, through a supplementary question, asked the Chairman to clarify if there had been any spending above the approved budget. In reply, the Chairman said that he was not aware that there had been significant spending above the budget. The money had been allocated with 75% used towards Olympic engagement, and 25% for Paralympic engagement.

Helen Fentimen asked if he agreed that the decision to fund the refurbishment of the Golden Lane Leisure Centre should be the first building block in developing community sport.

In reply, the Chairman said that, while the project still needed to go through the correct governance processes, the Community and Children's Committee and the Resource Allocation Sub-Committee had been abundantly clear on the political direction for the Golden Lane Leisure Centre. The appointment of contractors underway, and the funding was available. There was a lot that the City Corporation could do to drive community sport.

Deputy Marianne Fredericks congratulated all those who had participated in the games and asked if there were any developments on discussions for the City Corporation to support and sponsor an athlete from London. In reply, the Chairman echoed her congratulations for those who participated in the Games. With regards to sponsorship, there had not been adequate time or information to sponsor an athlete for 2024, but he would explore the opportunities for the 2026 Games and back to Members.

Michael Hudson asked if the Chairman could confirm how much had actually been spent on the Olympics and Paralympics engagement, and the source of the funds. In reply, the Chairman confirmed that the money had come from PIF, which was sourced from City's Estate. The specific figure would be submitted to the Policy & Resources Committee in line with PIF rules, as well as a Return On Investment report. He had been assured that the overall spend had been around or about £100,000.

Eamonn Mullally, noting the commitment to the community through the refurbishment of the Golden Lane Leisure Centre, asked the Chairman if a similar commitment could be made to addressing rough sleeping. In reply, the Chairman shared the concerns but said he could not give a commitment to spend on the issue without a costed plan.

Key skills issues

*Sonpar, S. to
the Chairman
of the Policy
and Resources
Committee*

Naresh Sonpar asked the Chairman of the Policy and Resources Committee how the City of London Corporation's Women Pivoting to Digital Taskforce plans to help address the key skills issues the Labour Government have highlighted in policy announcements during their first 100 days.

The Chairman replied to note that he had previously talked about raising investment levels and providing the conditions for growth. This needed to be complemented by the right supply of skills and by ensuring that people from all backgrounds can see a role for themselves in the UK's high-productivity, high-skill

industries.

The City Corporation had a long track record in skills development. The City's Livery companies developed early apprenticeships and, in the 19th Century, the Livery and the City Corporation co-founded City & Guilds which today provided more than half a million vocational qualifications per year.

Through its support of the Women Pivoting to Digital Taskforce, the City Corporation was helping to address the underrepresentation of women working in digital careers, supporting women to transition into skilled roles in the growing digital sector; meeting the industry's skills need and improving diversity. Through its leadership in this space, the City Corporation was well placed to partner with government on the skills and social mobility challenges the United Kingdom faced.

Mr Sonpar asked the Chairman if he could describe recent activities of the Taskforce and the plans to take its work nationwide. In reply, the Chairman said the Taskforce had four main areas of activity. These were: to equip businesses with the tools to better attract and retain women from non-technical backgrounds into digital careers; to provide practical tools to third sector organisations and local government to better attract/retrain women from non-technical backgrounds into digital careers; to capitalise on the momentum around AI and digital skills by working with Government, regulators and academic experts to advocate for funding and using existing/develop new policy levers to greater support female career changers; and to amplify and elevate the outputs and messages of the Taskforce to promote women's equality in tech at the heart of our mission.

Guildhall School of Music and Drama

*Benn, E., to the
Chairman of
the Policy and
Resources
Committee*

The Hon. Emily Benn asked the Chairman of the Policy and Resources Committee for an update on how he thought the City could best support the Guildhall School of Music & Drama as it embarked on its next phase.

The Chairman recognised that the Guildhall School of Music and Drama (GSMD) was a vital asset for the City of London and the UK. It continued to nurture a thriving international community of musicians, actors, and production artists, and its cultural contribution could not be overstated.

Since 2005, the City Corporation's Education Board had provided an annual grant to support scholarships to GSMD. This funding had helped ensure that the School continued to attract the very best talent, regardless of their financial circumstances. The City Corporation recognised that the higher education landscape had evolved considerably since 2005, which was one of the reasons that it had recently agreed to maintain the annual grant through 2026.

Looking ahead, the Chairman said that the City Corporation was committed to strengthening its strategic collaboration with the School. The Education Strategy Unit was actively engaging with the principal and senior leaders to explore partnerships focused on enhancing outreach programmes for young people and expanding knowledge exchange and research excellence.

In essence, the City's ongoing financial support and strategic collaboration with the

Guildhall School would ensure that it continues to flourish as a world-leading conservatoire, attracting top talent and enriching the cultural life of our city and nation.

Ms Benn, through a supplementary question, asked the Chairman to consider how he and other Members could use their positions to think more widely about how they could promote GSMD and build better partnerships, help students and find solutions the space challenges it was facing.

In reply, the Chairman said that she was right to highlight how GSMD could be embedded into the wider work of the City Corporation. He felt that this principle applied to all our institutions. He was delighted that the head of each of these bodies now participated alongside the executive directors on the Town Clerk's Executive Leadership Board.

The Chairman informed the Court that, over the summer, the City Corporation had worked with GSMD to set up 60 workspaces in the Guildhall, allowing for around 100 administrative staff to work from its headquarters. He said that this should help embed in the minds of both City Corporation and GSMD staff that they were part of the same family and the successes of any one part reflected well on the whole.

He agreed that all Members should be proud ambassadors of the School and its contribution to the creative sector in this country, and think about how they could contribute to this promotion in their own work. GSMD was currently ranked one of the top five institutions in the world for Music and Performing Arts in the QS World University Rankings, and was number one in Arts, Drama and Music in the Complete University Guide 2025.

The Chairman concluded by saying that he looked forward to continuing this conversation to hear more about the Honourable Member's ideas for how to continue to better celebrate the Guildhall School.

*Lord, C.E.,
Deputy, JP,
OBE to the
Chairman of
the Policy and
Resources
Committee*

Northern Ireland

Deputy Edward Lord, referring to recent growth in fintech investment in Northern Ireland and the City Corporation's long and historic connections in the region, asked the Chairman to comment on how these developments were supporting the UK wide FPS sector.

In reply, the Chairman said that it was right to highlight the impressive growth of Northern Ireland's FinTech sector. Invest Northern Ireland's report, which had highlighted Belfast's extraordinary growth in fintech investment was encouraging. It underscored the success of the Northern Ireland Executive's 10X Vision, which had rightly identified FinTech and Financial Services as priority sectors. The Chairman said that these efforts and the resulting progress should be applauded.

The City Corporation had a longstanding and productive relationship with Northern Ireland. This was maintained through ongoing engagement, including the annual visits made by the Policy Chairman, visits made by the Lord Mayor and of course the good work supported by the Honourable the Irish Society. These visits facilitated direct interaction with stakeholders, enabling the City Corporation to

understand the evolving landscape and identify areas for collaboration.

The Chairman noted that the question related to the previous question on the Women Pivoting to Digital Taskforce. The Taskforce was already engaging with Northern Irish stakeholders to support the skilling, upskilling and re-skilling of all staff working there in the FPS sector. The City Corporation was committed to supporting this growth and working to help integrate Northern Ireland's strengths into the broader UK offer.

It was actively working to facilitate connections between Northern Irish firms and the City's extensive network of financial institutions, investors, and professional service provider, and was also committed to promoting Northern Ireland's capabilities on the global stage, showcasing its potential to international audiences. The developments in Northern Ireland demonstrate the potential across the UK, and the City Corporation was dedicated to working with partners to unlock growth, and ensure the continued success of the UK's financial and professional services industry.

Deputy Lord asked a supplementary question, asking the Chairman if he would work with officers to ensure that the Honourable the Irish Society was utilised to best effect when developing relations with Northern Ireland and its FPS sector. In reply, the Chairman said that the present executive in Northern Ireland were pleased with the level of engagement with and contribution from the City Corporation. The Corporation worked closely with partners across all devolved administrations to ensure that it supported the competitiveness of the FPS sector across the UK. The Chairman took the opportunity to thank the Honourable the Irish Society for all it did on cross-community grants. Having served as a Trustee and as a former Chairman of its Property Committee, he had seen first-hand its rich network of connections and contacts and the impact of its work.

Pursuant to Standing Order 13(9) and 13(10) the Rt Hon. The Lord Mayor declared that the time limit of 40 minutes for Questions had passed and that any not dealt with would be deferred for consideration at the following meeting or, with the consent of the questioner, be answered in writing within two working days and a copy placed in the Members' Reading Room.

11. Ballot
results

The Town Clerk reported the results of the several ballots taken at the last Court, as follows:-

Where appropriate:-

**denotes a Member standing for re-appointment;*

**denotes appointed.*

(A) Two Members to the Board of Governors of the City of London School.

	Votes
*Dominic Christian	54 *
Michael Hudson	26
Naresh Sonpar	65 *

12. Legislation The Court received a report on measures introduced by Parliament which might have an effect on the services provided by the City Corporation, as follows:-

Statutory Instruments

In Force

Windsor Framework (Retail Movement Scheme: Plant and Animal Health) (Amendment etc.) Regulations 2024

2 September 2024
(generally)

Creates greater flexibility in relation to the entry requirements for certain plant products and products of animal origin entering GB from outside the UK or EU so that they to match the entry requirements for NI. Expands the list of “rest-of-world” goods that are eligible to move from GB to NI under the Northern Ireland Retail Movement Scheme. Adjusts the GB entry requirements for certain retail agri-food goods from non-EU third countries so that they match the entry requirements for those goods into NI. The Regulations are designed to reduce certification and checking requirements when moving relevant products from GB to NI under the Movement Scheme.

26 April 2025
(for certain pests linked to rose plants)

Statutory Paternity Pay and Statutory Adoption Pay (Parental Orders and Prospective Adopters) (Amendment) Regulations 2024

26 August 2024

In cases of adoption, a prospective parent may choose for statutory paternity pay to be paid in respect of two non-consecutive weeks or in respect of a single period of one or two weeks.

The text of the measures and the explanatory notes may be obtained from the Remembrancer’s Office.

13. Resolutions There were no resolutions.

14. Hospital seal There were no docquets.

15. Awards and prizes There was no report.

16. Exclusion of the public
Dunphy, P. G., Deputy;
Colthurst, H., N., A., Deputy
Resolved – That the public be excluded from the meeting for the following items of business below on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph (s) 2 and 3 of Part 1 of Schedule 12A of the Local Government Act, 1972; or relate to functions of the Court of Common Council which are not subject to the provisions of Part VA and Schedule 12A of that Act.

Summary of exempt items considered whilst the public were excluded:-

17. Non-public minutes *Resolved* – that the non-public Minutes of the last Court are correctly recorded.
18. **Finance Committee**
The Court considered and approved a report concerning the annual pay award for London Museum staff.
19. **Barbican Centre Board**
The Court considered and approved a report concerning the revised scope and budget for an ongoing project addressing fire safety measures at the Barbican Centre.
20. **Digital Services Committee**
The Court considered and approved a report concerning a direct contract award for the provision of End User devices, such as laptops.
21. **Investment Committee**
The Court considered a report and approved a report proposing the disposal of a City's Estate Freehold property.

The meeting commenced at 1.00pm and ended at 1.54pm

THOMAS.

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Report – Policy & Resources Committee

Member Financial Support Policy - Uplift

To be presented on Thursday, 10th October 2024

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

The City of London Corporation operates a two-part Member Financial Support Policy (MFSP). The first element is a Financial Loss Scheme; the second is an optional allowance known as the Extended Member Support Scheme (EMSS).

The EMSS was introduced in July 2021, enabling Members to claim for duties undertaken with a maximum limit of £7,500. This amount has not changed since the introduction of the policy and officers were instructed in 2024 to explore changes to the scheme to adjust it for inflation.

Your Policy and Resources Committee now recommends several changes to the MFSP, including the application of an inflationary uplift to the EMSS, the publication of claims made, and an adjustment relating to carer/childcare claims.

In particular it is recommended that, from the start of the next financial year (April 2025/26), an inflationary uplift should be applied to the maximum allowance claim limit, updating it to £9,000. It is further proposed that this sum should be fixed and reviewed every four years, based on inflationary changes, and on a cycle in line with Common Council City-wide elections (such that the figure is fixed for each term of office). It is also recommended that the Town Clerk should be authorised to make changes to the scheme to address an anomaly faced by Members seeking to claim under both the Extended Member Support Scheme and the carer/childcare element of the Financial Loss Scheme. Finally, it is also recommended that a list of those Members who have made claims under the scheme should be published annually.

RECOMMENDATION

The Court of Common Council is **recommended** to agree:

1. That an inflationary uplift should be applied to the Extended Member Support Scheme element of the Member Financial Support Policy, on the basis of the Consumer Price Index, to update the current allocation to £9,000 (applicable from April 2025);
2. That the allowance be set and reviewed every four years, in advance of each all-out Common Council elections;
3. That a provision be added, requiring the annual publication of Members' claims, and
4. That the Town Clerk be authorised to make such changes as required to the MFSP to allow Members to claim under both the EMSS and the Carer / Childcare element of the Financial Loss Scheme.

MAIN REPORT

Background

1. In July 2021, the Court of Common Council introduced a new Members' Financial Support Policy (MFSP). This followed work on enhancing the diversity of the Court of Common Council and aiming to ensure that prospective candidates for election to the Court were not deterred from standing for election for any reason, including prohibitive cost.
2. The MFSP is divided into two parts. The first part retained the previous Financial Loss Scheme (FLS), initially introduced in 2006. This scheme was introduced to provide a means of addressing the situation where a Member demonstrably suffers a loss of earnings¹ and, as a result, is likely to incur hardship by virtue of undertaking their civic duties; however, this scheme had almost never been claimed against, which Members felt may have been due to potential embarrassment around making a claim.
3. The second part, the Extended Member Support Scheme (EMSS), was introduced as a response to the City Corporation's aspirations to enhance the diversity of the Court of Common Council and to ensure that prospective candidates for election to the Court are not deterred from standing for election for any reason, including any prohibitive cost. This was a view shared by the then Members' Diversity Working Party and by the Tackling Racism Taskforce. The EMSS is available to any elected Member of the Court of Common Council (including Aldermen).
4. A maximum claimable figure of £7,500 was set. This sum was based on the then inner-London Weighting figure of £6,710.04, adjusted to £7,500 to consider some of the additional costs required of Members for the City Corporation's civic events. The figure was also considered in the context of not wishing to create an unintentional tax liability for Members in respect of National Insurance Contribution thresholds.

Current Position

5. In 2024, while exploring the potential introduction of Special Responsibility Allowances, it was noted that there had been no consideration as to any prospective uplift in the amount that Members could claim since the introduction of the policy. This was despite the significant rise in inflation over the three-year period, along with other cost of living issues. Noting that the EMSS was introduced with the intention of ensuring that the financial costs of serving as a Member did not dissuade prospective candidates from standing for office, it was considered prudent to consider the merits of applying a discretionary uplift.
6. The Civic Affairs Sub (Policy and Resources) Committee in July 2024 considered various mechanisms through which an uplift could be achieved, including linking it to annual increases in staff pay or an inflationary link. The Sub-Committee supported the latter, and recommended through a report to the Policy and

¹ Earnings are defined under paragraph 3.4.2 of the [Members Financial Support Policy](#)

Resources Committee that an inflation-linked uplift should be applied to the EMSS, updated on an annual basis by the Chamberlain subject to consideration of the broader financial position.

7. Your Policy and Resources Committee considered the report at its meeting on 26 September 2024. Members agreed to recommend that the Court approve an inflationary uplift to the maximum claimable limit under the EMSS. Using Consumer Price Index (CPI) inflation data from the Office for National Statistics from 1988 onward, the £7,500 figure set in 2021 would now equate to c.£9,000.
8. The Committee agreed that the uplift should be implemented at the start of the next civic year rather than backdated, as Members felt this had the benefit of implementation aligning with the all-out elections in March 2025.
9. Members also agreed that, rather than an annual application of an inflationary uplift, the maximum claim allowance should be fixed on a four-yearly basis, aligning with Common Council electoral cycles. It was felt that a review should be undertaken towards the end of the term of each Court and in advance of all-out elections, to ascertain whether the maximum claimable amount should be updated for the coming four years. It was felt that this would also help to alleviate any administrative burden in checking the impact of an inflationary uplift.
10. The Committee also noted that there was an anomaly in the way in which the two parts of the Policy are currently set out, whereby anyone in receipt of the EMSS is not entitled to claim for childcare or carer costs associated with undertaking their duties, as the provision for making such claims was left in the FLS, and it is not permissible to claim from both parts. Accepting that this was inconsistent with the general principle of removing barriers to participation in public life, as well as with the practice adopted by some other local authorities, Members agreed that the Town Clerk should be authorised to make provision within the MFSP to provide for the possibility of an individual being permitted to claim such costs while also receiving the EMSS. It was noted that, while allowing claims under both elements was possible without impacting the voluntary status, there was an implication that any payments would not be “tax efficient” and so the individual may be liable to pay higher rates of taxation. Given the personal and individual nature of tax considerations, taking into account each Member’s own circumstances and income, it would be a matter for individual Members to assess and determine the impact to themselves should they wish to claim in these circumstances.
11. Your Policy and Resources Committee also supported a proposal made by a Member that, as a measure to improve transparency, the claims made by Members under the EMSS should be published annually online. Claims under the FLS are reported annually to the Finance Committee in accordance with existing requirements.
12. A separate report with proposals relating to the Court's previous instruction to explore the introduction of Special Responsibility Allowances was also presented at the meeting. The Committee agreed that the proposals on SRAs should not be recommended to the Court.

Financial & Resource Implications

13. Following the recommendations of the Independent Review into the possible introduction of an SRA, the Court of Common Council made provision of £800k within the budgeting cycle for possible increases to Member allowances. This amount is therefore available to be used against the recommended uplift to the EMSS.
14. The Employee National Insurance Contribution threshold is £1,048 per month. Members will not have to make NIC payments if the allowance received from a scheme is less than this amount. The current figure of £7,500 is £625.00 a year; the proposed annual maximum of £9,000 means that Members will be able to claim for a maximum of £750 a month, under the NIC threshold.

Legal Implications

15. An assistance scheme provided by the authority itself is not a disclosable pecuniary interest and therefore there is nothing to prevent Members from speaking and voting on this proposal (as outlined in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2021).
16. Any tax implications arising from individual Members' decisions to make claims against elements of the Financial Loss Scheme are the responsibility of individual Members.

Equalities Implications

17. Under the Equality Act 2010, all public bodies have a duty to ensure that when exercising their functions they have due regard to the need to advance equality of opportunity between people who share a protected characteristic (i.e., age, disability, gender transition, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sex orientation) and to take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, and to encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. The premise that inadequate remuneration could serve as a potential barrier to participation in public life was accepted by the Court in commissioning the work on Member allowances, and an assessment of the people with protected characteristics was undertaken prior to approval of the Members Financial Support Policy, and the premise was accepted by the Court in introducing the Policy.
18. By seeking to address the changed economic circumstances since the original implementation of the MFSP, and by resolving the anomalous position regarding maternity claims, the proposals support the original objective of aiming to remove any obstacles which may deter prospective candidates for standing for election to the Court.

Conclusion

19. The Member Financial Support Policy was introduced in 2021 to address the diversity of the Court by ensuring that any financial obstacles which might deter prospective candidates to stand for election were addressed. The maximum

claimable figure under the EMSS not having been updated since its introduction, the Court is recommended to approve an uplift in the maximum claimable amount, in line with inflation, to ensure that principle remains adhered, along with addressing an anomaly concerning claims related to carer costs.

20. The Court is further recommended to approve a new mechanism to regularly review further uplifts to the EMSS, along with the annual publication of claims.

All of which we submit to the judgement of this Honourable Court.

DATED this 26th day of September 2024.

SIGNED on behalf of the Committee.

Deputy Christopher Michael Hayward
Chairman, Policy and Resources Committee

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Report – Policy and Resources Committee

Panel of Independent Persons Report

To be presented on Thursday, 10th October 2024

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

This report presents activity undertaken by the Panel of Independent Persons in relation to both Complaints received under the Members' Code of Conduct and applications for dispensation since their inception. Their submission has been placed by the Town Clerk's office into the usual report format, in order to facilitate submission to the Member Development and Standards and Policy and Resources Committee ahead of its submission to the Court of Common Council where it is presented as a report of the Policy and Resources Committee given that neither the Panel nor the Sub-Committee have any direct reporting mechanism.

It is envisaged that a similar annual report will be submitted to the Court of Common Council each Autumn now that the Panel of Independent Persons are at full complement with 12 Independent Persons in place.

RECOMMENDATION

Honourable Members are asked to **note** the contents of the report.

Main Report

1. The Panel of Independent Persons (The Panel) was initially established by the City of London Corporation (the Corporation) by way of Court of Common Council Resolution on 14 January 2021.
2. This was following an independent Governance Review of the City Corporation undertaken by Robert Rogers, the Lord Lisvane. Part of the recommendations of the Report proposed the establishment of an Independent Panel composed only of independent persons, to receive allegations of misconduct under the Code of Conduct, determine whether to investigate, present findings to the Court, and hear any appeal.
3. Following an initial round of recruitment, the Panel was first established in July 2021 and its purpose and powers were set out. The task was unique in that the Panel were called upon to firstly establish and to thereafter administer a suitable Complaints Procedure for complaints received under the Code of Conduct and to also consider applications for Dispensations. The Panel (convening as smaller sub-Panels of three) receives allegations of misconduct,

determines whether to investigate and/or proceed to Hearing, presents its findings to the Court and hears any appeals. The Panel also has responsibility for making recommendations as to whether or not dispensations should be granted or refused.

4. When first established the Panel was comprised of nine members. This was later reviewed to ensure that adequate panel members were available to cover all necessary stages of a complaint noting that no one Independent Person may sit on more than one stage of the same complaint, but also to take into account availability and any potential conflicts of interest. It was approved by the Court that a further three members should be appointed bringing the panel to a total of twelve. The final three Panel members joined in October 2023. Details of all current members of the Panel, can be found at Appendix 1. This, therefore, is the first opportunity as a full Panel to present an 'Annual Report' although, for completeness, the opportunity has been taken to summarise all work undertaken with regards to alleged breaches of the Code of Conduct since March 2022 when the first complaint to the newly constituted Panel came forward. It is intended to report to the Court of Common Council in Autumn of each year going forward.
5. The Panel's current terms of reference are attached at Appendix 2 of this report. The Terms of Reference for the Panel were developed by the Panel. A draft was considered by the Panel and, following a number of suggested amendments, these were referred initially to the Civic Affairs Sub-Committee. The Terms of Reference were subsequently received by the Court in October 2022.
6. This report is being used by the Panel as the means of communicating its activity and the activity of all Assessment, Hearing, Appeal and Dispensations Sub-panels called to sit during the period from March 2022 to May 2024.

Operation of the Panel

7. The Panel operates within the framework of its terms of reference and all Panel members agree to follow the Nolan Principles and also the Code of Conduct in place for members and co-opted members of the Corporation. Each of the Panel members Register of Interests can be found online here: - [Modern Council \(cityoflondon.gov.uk\)](https://www.cityoflondon.gov.uk). The Panel is currently chaired by Amanda Orchard with Gary Rogers serving as Deputy Chair.
8. Seven full Panel meetings have taken place since July 2021. Agendas for these meetings are approved by the Chair. All full Panel meetings have been quorate in line with the Terms of Reference. The Terms of Reference are regularly reviewed to ensure that they remain fit for purpose. There is currently an annual meeting of the full panel with any further arranged to suit organisational requirements. The Panel also take the opportunity to share best practice and undertake training relevant to the roles at full meetings. The most recent meeting was kindly hosted by the Chief Commoner in February 2024.

9. Administrative and legal support to the Panel and all sub-panels is provided through the Town Clerk's, the Comptroller and City Solicitor's Department respectively. In any areas where legal advice is required, and there may be a perception that the Monitoring Officer's team might be in any way conflicted, external Counsel are called upon to provide legal advice to the panel.

Matters considered by the Panel from March 2022 – May 2024

Dispensations

10. The Panel have been asked to make recommendations on six applications for dispensation in this reporting period. The Panel would like to use this platform to encourage all seeking dispensations to complete the necessary applications in sufficient detail with reference to the guidance provided and in sufficient time so as to enable decisions to be taken. Of the six applications considered, the Panel had to adjourn the determination of two upon first receipt as they had insufficient information to enable proper consideration of these.

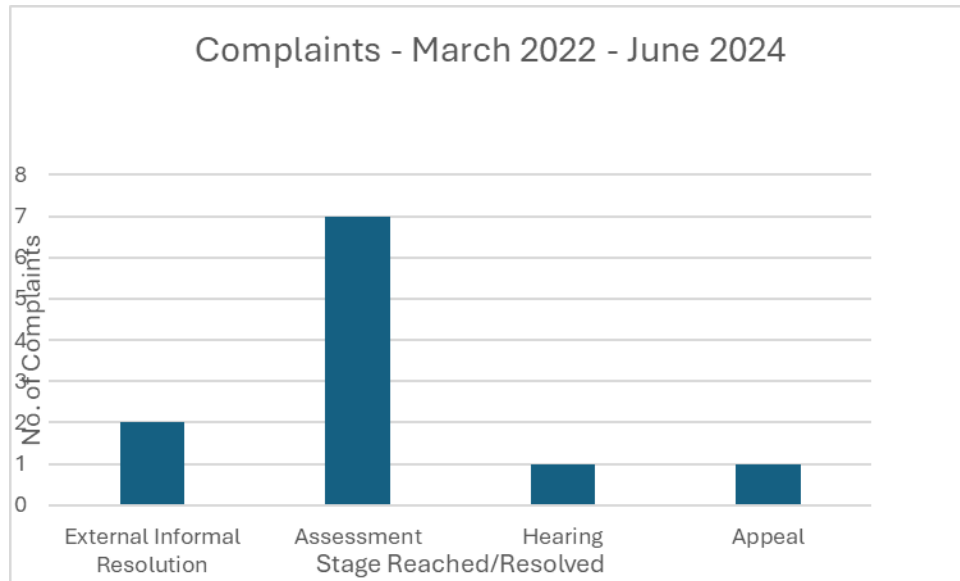
Alleged breaches of the Code of Conduct

11. The Panel have received a total of 11 formal complaints in this reporting period. The breaches formally considered and their outcome/current status are summarised below.
12. In accordance with the Complaints Procedure, the first determination at Assessment must be whether or not a complaint is admissible and meets the following tests:
 - (i) It is a complaint against one or more named members of the Corporation;
 - (ii) The named member was in office at the time of the alleged conduct and the code of conduct was in force at the time;
 - (iii) The complaint, if proven, would be a breach of the code of conduct under which the member was operating at the time of the alleged misconduct;
 - (iv) The complaint is about something that happened or came to light within the last three months, or is connected to alleged misconduct within the last three months, unless there are reasonable grounds for the complaint not having been made within that time period.

If the complaint fails one or more of these tests, it is deemed 'inadmissible' and cannot be investigated as a breach of the code and the complainant will be informed by the Town Clerk that no further action will be taken in respect of the complaint.

13. Should a Member be found to be in breach of the Code, there are a number of sanctions available to the Panel to recommend. These must be reasonable and proportionate in all of the circumstances. The available sanctions for a breach of the code of conduct are:-
 - (i) censure;
 - (ii) withdrawal of Corporation hospitality for an appropriate period;
 - (iii) removal from one or more committees;
 - (iv) other action.

14. There is no power to impose any alternative sanctions, although the willingness of a member to co-operate in the matters listed below may have a bearing on any sanction that is imposed:-
- (i) that the member submits a written apology in a form specified;
 - (ii) that the member undertakes specified training;
 - (iii) that the member participates in such conciliation as is specified.



Matter No.	Source of Complaint	Alleged breaches of the Code	Outcome/Status
01 - 22	Officer v. Members	<i>Failing to act with integrity; failing to comply with the Corporation's policies and procedures; failing to treat Officers with mutual respect; bullying and intimidation, bringing the office or authority into disrepute</i>	<i>Assessment ruled that no further action be taken. It was noted that all Members had offered to make an apology to the Complainant and were encouraged to make this in writing.</i>
02-22	Member v. Member	<i>Failing to value colleagues of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance.</i>	<i>Referred from Assessment directly to Hearing. Hearing found subject Member in breach of paragraph 2(k) of the Code of Conduct and recommended a sanction of censure. Hearing recommendations upheld at Appeal. Hearing recommendations approved by the Court of Common Council. Subject Member censured.</i>
03-22	Member v. Member	<i>Failing to value colleagues of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance.</i>	<i>Complaint deemed not admissible at Assessment</i>
04-22	Public v. Member	<i>Failing to act with integrity; failing to comply with the Corporation's policies and procedures;</i>	<i>Assessment ruled that no further action be taken.</i>

05-22	<i>Member v. Member</i>	<i>Failing to value colleagues and officers of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance; Failing to treat people with respect, including the organisations and constituents that you engage with and those that you work alongside, and not bullying, harassing), intimidating or attempting to intimidate any person; Failing to uphold the Corporation's obligations under the Equality Act 2010 by promoting equality, and not discriminating unlawfully against any person on the grounds of race, gender, disability, religion or belief, sexual orientation or age;</i>	<i>Assessment ruled complaint should be referred directly to Hearing unless within the next 14 days, both parties agree to the informal resolution of the complaint by way of a written apology. No apology forthcoming so referred to Hearing where the subject Member was found to be in breach of paragraphs (k), (l) and (n) of the Code of Conduct. A sanction of censure was recommended. A written apology and training for the subject Member was recommended. No Appeal lodged. Hearing recommendations approved by the Court of Common Council. Subject Member censured.</i>
01-23	<i>Public v. Members</i>	<i>Failing to value colleagues and officers of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance; Failing to treat people with respect, including the organisations and constituents that you engage with and those that you work alongside, and not bullying, harassing), intimidating or attempting to intimidate any person; Failing to uphold the Corporation's obligations under the Equality Act 2010 by promoting equality, and not discriminating unlawfully against any person on the grounds of race, gender, disability, religion or belief, sexual</i>	<i>Assessment ruled that no further action be taken</i>

		<i>orientation or age; Failing to provide leadership through behaving in accordance with these principles when championing the interests of constituents with other organisations as well as within the Corporation.</i>	
<i>02-23</i>	<i>Public v. Members</i>	<i>Failing to register and declare any private interests, both pecuniary and non-pecuniary, that relate to public duties in a manner conforming with the procedures set out below.</i>	<i>Complaint deemed not admissible at Assessment</i>
<i>03-23</i>	<i>Member v. Member</i>	<i>Failing to value colleagues and officers of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance; Failing to uphold the Corporation's obligations under the Equality Act 2010 by promoting equality, and not discriminating unlawfully against any person on the grounds of race, gender, disability, religion or belief, sexual orientation or age</i>	<i>Resolved via Informal Resolution (externally facilitated) on the agreement of both parties</i>
<i>04-23</i>	<i>Public v. Member</i>	<i>Bringing the office or authority into disrepute</i>	<i>Complaint deemed not admissible at Assessment</i>
<i>01-24</i>	<i>Co-optee v. Member</i>	<i>Failing to value colleagues and officers of the Corporation and engage with them in an appropriate manner and one that underpins the mutual respect that is essential to good local governance;</i>	<i>Resolved via Informal Resolution (externally facilitated) on the agreement of both parties</i>
<i>02-24</i>	<i>Public v. Members</i>	<i>Failing to adhere to all Seven Principles of Public Life</i>	<i>Assessment ruled that no further action be taken contingent on one of the subject Members undertaking to update their register of interests accordingly within a period of 28 days.</i>

15. The Panel therefore received 11 complaints in this reporting period, 3 were deemed inadmissible, it was decided that no further action be taken in relation to 4, 2 were upheld with a sanction and 2 were resolved via informal resolution facilitated by an external provider.

Conclusion

16. Over the almost three-year period that the Panel has now been active, a number of matters have been considered and refined as part of the formal Complaints Procedure now in operation. Informal resolution has now been expressly included in the revised Complaints Procedure with external mediation an option if agreeable by all parties involved. This has been very successfully deployed in some of our more recent cases. There has also been the inclusion of the need for any Member-on-Member complaints to first explore resolution with the Chief Commoner or either the Chair of the General Purposes Committee of Aldermen or the Chair of the Nominations Committee of Aldermen, at an early stage to seek to resolve issues and maintain effective working relationships before proceeding through the formal process.
17. These changes have resulted in what is hoped by the Panel to be a more effective and efficient complaints process which is accessible and widely understood by both members of the public and members of the Corporation alike

Recommendation

18. We submit this report for information.

Appendices

- Appendix 1 – Panel Membership and Terms of Appointment
- Appendix 2 – Panel Terms of Reference

All of which we submit to the judgement of this Honourable Court.

DATED this 26th day of September 2024.

SIGNED on behalf of the Committee.

Deputy Christopher Michael Hayward
Chairman, Policy and Resources Committee

PANEL MEMBERSHIP AND TERMS OF APPOINTMENT

Both the chair and members of the IRB have initially been appointed for a two-year term.

The current IRB members are:

Name	
Andrew Ayre	Appointed 2023
Miranda Carruthers-Watt	Appointed 2021
Robert Coyle	Appointed 2021
Chris Fraser	Appointed 2021
Amina Hossain	Appointed 2023
Tom Ketteley	Appointed 2021
Karen McArthur	Appointed 2023
Amanda Orchard	Chair (approved to June 2025) Appointed 2021
Gary Rogers	Deputy Chair (approved to June 2025) Appointed 2021
Rahul Sinha	Appointed 2021
Philip Thicknesse	Appointed 2021
Atiyah Younis	Appointed 2021

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Appendix 2

TERMS OF REFERENCE

Functions and Authority of the Panel

The Independent Persons Panel (the Panel) was established by the City of London Corporation Court of Common Council (the Corporation) by way of Court of Common Council Resolution on 14 January 2021.

The purpose and powers of the Panel is to establish and administer a Complaints Process and to also deal with the granting of Dispensations (the Scheme).

The Panel is to independently consider complaints made by anyone against an elected or co-opted member of the Corporation.

The Panel will also consider granting Dispensations for Members to participate in a particular item of business at a City Corporation meeting where a disclosable pecuniary interest exists that must be disclosed, relating to in any matter that is being considered.

The Panel has authority to develop the Policy on the process for dealing with complaints referring to any Sanctions that may be applied. The Panel is also authorised to consider Dispensations under the Scheme.

The Panel is responsible for providing from its membership, the persons to form Assessment, Hearing and Appeal Sub-panels, required to investigate and consider complaints, by informal and/or formal process under the Scheme.

The Panel considers all complaints referred to the Scheme and where formal process is followed will recommend to the Corporation the final outcome for approval. The Panel also issues the deciding determination on dispensation applications.

The Panel is responsible for developing a Policy for Publication of the outcomes of complaints, as recommended to the Corporation.

Membership

The Panel is formed of up to twelve members in total, comprised of all independent members.

All Panel members agree to follow the Nolan Principles and also the Code of Conduct in place for members and co-opted members of the Corporation.

The Panel will maintain a Register of Interests for all independent members which will be published on the City Corporation's Library webpages and updated regularly.

Independent panel members are selected by the Corporation. All appointments are for terms of up to two years, with a maximum of three terms being served.

Chair and Deputy Chair

The members of the Panel shall elect one of its members as Chair, and another member as Deputy Chair, both for a period of 12 months which can be renewed for a maximum of up to 36 months

Where the Chair is not present at a meeting, or is conflicted, the Deputy Chair will take the Chair for the meeting or for any conflicted item

Quorum, Frequency and Records of Panel Meetings

The Panel quorum is five.

The Panel will as standard meet annually each municipal year, but meetings may be cancelled or called more frequently if required.

The Panel shall hold additional meetings as required to deal with any business arising at the request of the Executive of the Corporation or at the request of two members of the Panel.

At least three weeks' notice of the time, date and venue of each Panel meeting shall be provided to all members. All relating paperwork will be issued to all no later than five clear working days before each meeting wherever possible.

It is acceptable for routine business to be conducted electronically.

The Secretariat of the Corporation will prepare minutes and provide each member with a copy. Such minutes will be reviewed at the next meeting and, subject to any amendment, agreed and will be signed by the Chair. The amendment of minutes shall not affect the validity of decisions taken by the panel in the meeting to which the minutes relate.

Duties

The Panel is responsible for establishing and maintaining a Complaints Process and applying the Sanctions Policy, both of which should be reviewed regularly.

The Panel is also responsible for considering applications for dispensations submitted by Members.

The complaints process and any guidance will be available to all who want to make a complaint. The Dispensations form and related guidance will be available to all who wish to submit an application for consideration.

The Panel, and its Sub-panels, are to have regard to the Complaints Process; any Sanctions specified in legislation or in any Sanctions Policy; the Policy and Guidance on the granting of dispensations under the Localism Act 2011; and the Members Code of Conduct when dealing with any complaints or dispensation requests before it.

All formal complaints and/or appeal recommendations will be referred to the Corporation for oversight approval. After the matter has been addressed by the Corporation the outcome will be published where the process requires this.

A recommendation or other outcome at any stage of the complaints process, will be recorded in writing and reported to the next full Panel meeting after the end of the full process for that complaint. All determinations made by the Corporation will also be reported back to the Panel.

The Panel will adhere to best practice in terms of managing data and do so in line with the City of London Corporation Data Subject Rights Policy.

The Panel will produce an Annual Report that will be published.

Sub-Panels

Each Sub-panel will be comprised of up to three persons.

Appointments to Sub-panels will be undertaken on a rota basis. The Panel can select particular members for a complaint to replace any rota allocations, if specific skills are required to deal with a particular complaint. Also, allocations should ensure, as far as possible, a mix of persons to each Sub-panel to reflect the range of diversity within the panel.

A panel member cannot be part of more than one Sub-panel for each individual complaint.

Voting mechanism

The Panel or any Sub-panel, may vote on and determine any matter arising at the meeting and each member present at the meeting shall have one vote.

Decisions of the Panel or any Sub-panel shall be by simple majority of the votes cast (excluding any abstentions).

Last reviewed 29 February 2024.

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Report – Education Board

City of London Corporation: Education Strategy Update

To be presented on Thursday, 10th October 2024

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

This report is updating Members on Final development work for the 2024-29 Education Strategy and requests approval of the document (not it's design), so that it can progress to the next phase of delivery.

RECOMMENDATION

That Members approve the Education Strategy 2024-29, as set out in Appendix 1.

MAIN REPORT

Background

1. As noted in the February 2023 meeting of the Education Board, the Education, Cultural & Creative Learning and Skills Strategies 2019-23 expired at the end of the 2023 calendar year. As this fell in the middle of an academic year, to minimise disruption to ongoing activity, the Education Strategy Unit (ESU), with the approval of Education Board Members, continued to deliver against these strategies until the end of the 2023/24 academic year (i.e. August 2024).

Current Position

2. Development of the new strategic framework, for September 2024-29, has been delivered through multiple workstreams. The ESU conducted research which looked at three areas: (1) An analysis of the previous strategies; (2) A review of the current and near-future education landscape; (3) Identifying opportunities within the Corporation.
3. In parallel to this, extensive stakeholder engagement took place. In all, 121 people were engaged from groups including: teachers, headteachers, multi-academy trust CEOs, governors, education charities, education researchers, employers, arts & culture professionals, skills development specialists, the City of London Family of Schools (FoS), local authority officers, Members of the Education Board and Livery Companies & Guild Members.
4. Additionally, over 350 pupils across the Family of Schools were engaged via a pupil survey, and a small group of parents from the Family of Schools were engaged through a bespoke research project developed in collaboration with Brunel University.

5. After distilling the combined findings of the landscape research and stakeholder engagement, seven areas emerged as options for the priorities of the new Education Strategy. These were, 'Educational Excellence'; 'Health, Safety & Wellbeing'; 'Equity, Equality, Diversity & Inclusion (EEDI)'; 'Personal Development'; 'Employability'; 'Culture, Sport, Creativity & The Arts'; and 'Technology'.
6. At the February 2024 meeting of the Education Board, Members decided that the new strategy should be structured around five explicit priority areas, these being:
 - i. Educational Excellence
 - ii. Health, Safety & Wellbeing
 - iii. Personal Development
 - iv. Employability
 - v. Culture, Sport, Creativity & The Arts

Alongside this, Education Board Members decided that Equity, Equality, Diversity and Inclusion (EEDI), Environmental and Outdoor Learning, and Technology should exist as overarching themes that run through all activity in all areas. Inclusion of those with additional and special education needs is also a key feature.

7. At the April 2024 meeting of the Education Board, Members reviewed and approved the proposed lists of actions and outcomes associated with each priority area. Members were also updated on elements of preparatory work being developed to support delivery against the new priorities.
8. The start of the document features a foreword from the Chair of the Education Board and the 'Introduction' section has been updated to better illustrate 'golden threads' to the Corporate Plan 2024-2029. Particular attention has been paid to both the Equity, Equality, Diversity & Inclusion, and Environmental & Outdoor Learning sections which have been further expanded. The 'Context' section has also been updated to reference Technology more explicitly. Inclusion of those with additional and special educational needs has been strengthened.
9. To illustrate the fact that the City Corporation is already delivering work that aligns with the new priority areas, examples of existing activity have been included in each priority section's introduction. Additionally, the actions and outcomes listed in each priority section have been adjusted in line with input from the Chair and Deputy Chair of the Education Board.
10. Finally, over-arching measures have now been included in each priority section. These measures have been developed in consultation with the Chair and Deputy Chair of the Education Board, the Strategic Director of Education and Skills, and the Corporate Strategy & Performance Team.
11. Given the cross-departmental nature of the strategy, your Policy and Resources Committee considered and endorsed the document at their September meeting. The draft Education Strategy was also shared with the Community and Children's Services Committee at their meeting in September 2024, for information.

Proposals

12. With the development process for this piece of work now complete and it having been approved by Education Board and then by Policy and Resources Committee,

approval of Court of Common Council is now being sought to allow it to move into the production and delivery phase for the new academic year.

Strategic Implications

13. This work is aligned with and will contribute to the outcomes of the City Corporation's Corporate Plan 2024-29, specifically 'Providing Excellent Services', 'Diverse Engaged Communities' and 'Leading Sustainable Environment'.

Financial Implications

14. None, existing approved resources will continue to be deployed.

Resource Implications

15. None, existing approved resources will continue to be deployed.

Legal Implications

16. None

Risk Implications

17. None

Equalities Implications

18. An Equalities Impact Assessment was undertaken and reported to the Education Board in June 2024. It was concluded that there was no change required to proposals as the assessment did not identify any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Climate Implications

19. None

Security Implications

20. None

Conclusion

21. This report has highlighted the work which has taken place to develop the 2024-29 Education Strategy and asks Members to approve the draft so that the work can progress to the next phase.

Appendices

Appendix 1: Education Strategy 2024-29 Full Draft - August 2024

All of which we submit to the judgement of this Honourable Court.

DATED this 17th day of June 2024.

SIGNED on behalf of the Board.

Naresh Sonpar
Chair, Education Board

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CITY OF LONDON CORPORATION
EDUCATION STRATEGY 2024-29

(Draft 4 v9 - August 2024)

FOREWORD

Education is often seen as the cornerstone of a thriving society. It cultivates the next generation of innovators, shapes our cultural identity, and fuels economic prosperity. Within this national framework, London emerges as one of many vibrant educational hubs. Home to a diverse mix of schools, world-renowned universities, and an incredibly diverse student body, London is excellently positioned to help champion the future of education.

Much has already been said about the City of London being unique in terms of us acknowledging our historic roots whilst driving towards the future. Nowhere is this truer than in the education realm. We are immensely proud of all learners within the City of London Corporation ‘Family of Schools’, whether enrolled at our maintained school, one of the City of London Academy Trust schools, or one of our independent schools. Our admiration and support of these fine young people and their dedicated teachers is assured.

Apprenticeships were created in the medieval City to ensure that the wealth generating professions and trades maintained their standards and sustainability. In the 21st century City we are growing our breadth of top-class apprenticeships, particularly targeted at young people and adults who may have experienced some form of disadvantage.

As an educator myself, I commend this strategy. Its vision, ambition and inclusive priority will ensure that world class education grows through the City’s influence, locally, nationally and beyond for learners and their educators. This strategy complements the City of London Corporation’s Corporate Strategy 2024-2029, honouring our fine educational tradition and positioning our learners with every advantage that we can influence for successful, content and productive futures.

Naresh Sonpar – Chair of the Education Board

INTRODUCTION

The City of London Corporation looks after the City of London (‘the City’ or ‘Square Mile’) on behalf of all who live, study, work, and visit, providing modern, efficient, and high-quality local services and policing for all. We have a long history, a unique constitution, our own Lord Mayor, and a dedicated police service keeping the City safe. Our independent and non-partisan political voice and convening power, enables us to promote the interests of people and organisations across London and the UK and play a valued role on the world-stage.

Today the Square Mile is the proud home to 8,600 residents, 614,500 workers, 24,000 businesses and over 100 livery companies and guilds. Additionally, a number of Further Education (FE) and Higher Education (HE) institutions (including City, University of London, Gresham College and the Guildhall School of Music and Drama) operate within the Square Mile, as well as numerous training providers, and a number of world-renowned creative and cultural institutions (such as the Museum of London and the Barbican). We support this rich landscape through our dedication to *‘a vibrant and thriving City, supporting a diverse and sustainable London within a globally-successful UK’*.

At the heart of everything we do is a commitment to help increase social mobility – this being the extent to which people have the same chances to do well in life, regardless of their background. A key outcome of our Corporate Plan 2024-29 is the provision of excellent services that *‘help people*

live healthy, independent lives, and achieve their ambitions'. A vital component of this is our commitment to supporting schools, outstanding education, and lifelong learning.

Another outcome within our Corporate Plan is our desire to *'help build diverse, engaged communities*'. To align with this, as well as our Equality Objectives 2024-29, a drive to continuously improve Equity, Equality, Diversity, and Inclusion (EEDI) in learning settings will be the foundation for all activity borne of this strategy. EEDI efforts in education settings focus on the fundamental right of all learners to access equitable educational experiences. This involves creating environments free from all forms of discrimination where every learner, regardless of their socio-economic background, gender, age, sexual orientation, race, disability, ethnicity, birthplace, or other circumstance beyond their control, feels acknowledged, safe and supported to thrive and reach their full potential.

We believe that our commitment to improving educational EEDI can play a pivotal role in creating positive life outcomes for more learners – especially those facing the most challenge. This will ultimately contribute to a fairer, more prosperous society that benefits from richer diversity of thought. It is our ambition that at all times, *all* learners are acknowledged and supported, to give them the best chance to flourish.

Our Corporate Plan also illustrates our commitment to *'act as a leader on environmental sustainability*'. To reflect this in our education efforts, Environmental & Outdoor Learning (EOL) will be a priority area, especially with regard to topics such as climate action, sustainability, and green skills. To do this we will support initiatives such as nature immersion experiences, sustainability awareness programmes and green careers development opportunities which will encourage green leadership and environmental stewardship in learners.

With all of these outcomes acting as a bedrock, this strategy illustrates how we will extend and enrich education experiences by creatively leveraging our unique combination of assets and resources. We will utilise the funding, networks, knowledge, influence, expertise, and experience available to us to help more learners realise their full potential – regardless of their background, identity, or ability.

CONTEXT

In England today, learners and education organisations continue to face many challenges. Long-term problems including funding constraints, growing socio-economic disparities and the widening attainment gap have been amplified by events such as the COVID 19 pandemic and the cost-of-living crisis. All of this is reflected in and around London with learning organisations trying to navigate a complex mix of interconnected problems such as poor mental health in learners, low attendance and a growing skills gap. These challenges affect many of the education organisations and learners we are connected to.

The City Corporation is a major provider and funder of education. We have Local Authority education duties in the Square Mile, maintain one primary school, support ten Early Years settings, are a proprietor of four independent schools, and act as the sole sponsor of academies managed by the City of London Academies Trust (CoLAT). In its entirety, this group of schools is called the **'Family of Schools'**.

Beyond school-age education, the Adult Skills and Education Service (ASES) delivers the City Corporation's statutory Adult Community Learning (ACL) services. ASES is also integral to our Apprentice Programme, recruiting apprentices at the City Corporation and brokering and delivering apprenticeships for local businesses and residents in the Square Mile and beyond.

Alongside this, the Skills and Workforce Policy team in the Department for Innovation and Growth ensures London and the UK develop a strong skills and talent pipeline for financial and professional services. The team works to foster a lifelong learning culture that supports the creation of a domestic talent pool, attracts top global talent and helps employees to stay in work and reach their full potential.

This strategy will leverage our links to the Square Mile's world-class business community, learning and cultural institutions, and environmental assets. Our ambition is that this, along with our philanthropic commitments, will offer learners unique educational enrichment that expands their opportunities to progress, and inspires an appetite for excellence, creativity, and innovation.

For this strategy to deliver meaningful impact, it must look beyond today's educational landscape and account for the critical factors of the near future. Perhaps the most significant topic in this regard is the transformative impact emerging technologies will have on education. For example, sophisticated tools that use Artificial Intelligence (AI) to analyse student performance and then recommend tailored content and targeted interventions are emerging to help both educators and learners. When effectively utilised, such technologies can enhance learning outcomes by improving operational efficiency, and enabling personalised, adaptive, and inclusive educational experiences.

Alongside technology, other factors such as the development of future-proof personal skills, our responses to local and global environmental issues, and the universal benefits of EEDI are just a few examples of other topics that will grow in significance in the near future. This strategy will therefore continue to acknowledge the landscape of tomorrow to help learners prepare for it today.

Delivery of this strategy is a cross-Corporation endeavour. Strategic oversight, including monitoring and evaluation of the strategy will be conducted by the City of London Corporation's Education Board, with day to-day operational oversight delivered by the Education Strategy Unit (ESU). The ESU sits within the City Corporation's Department of Community & Children's Services and supports its aim to ensure '*people of all ages and backgrounds are prepared to flourish in a rapidly changing world*'. City Corporation departments that will be key in delivery of this strategy are:

- Town Clerk & Chief Executive
- Department of Community & Children's Services
- Environment Department
- Innovation & Growth

OUR VISION

We believe all learners – especially those facing the most challenge - are entitled to an education which helps them to achieve their best academically and helps them develop and flourish as people. We define this as the development of academic excellence, cultural knowledge, work-readiness, and a lifelong love of learning.

To deliver against this belief, we extend and enrich education for 'City-linked' learners to offer them world-class education experiences and help them secure better life outcomes. This work is driven by our vision for education:

‘Helping learners to flourish in a rapidly changing world by championing outstanding education, encouraging lifelong learning and driving increased social mobility’.

OUR STRATEGY

Fundamentally, education at all stages and all levels should support learners in developing skills and knowledge that will help them access new opportunities and move forward in life. However, today’s education landscape is incredibly complex, with a wide range of inter-connected factors influencing education outcomes. The City Corporation is uniquely positioned to help educators navigate this complexity through our ability to fund, influence and facilitate unique educational initiatives across this range of factors. These initiatives, driven by research and innovation, will help educators enrich what they are doing right now, and anticipate what will be of value in the future. So, to summarise our strategy...

‘We will create exceptional education experiences for City-linked learners by creatively leveraging our unique array of assets and resources’.

To create a framework for this intention, we have processed the data, knowledge, insights and concerns collected through extensive stakeholder engagement and sector research. Using these learnings as a foundation, we will support our pledges to champion outstanding education, encourage lifelong learning and drive increased social mobility by focusing on the following priorities:



● 'SUPPORTING EDUCATIONAL EXCELLENCE'

Context:

The City of London Corporation defines educational excellence as a combination of academic attainment, achievement, and personal growth - a foundation for holistic development. High attainment remains a crucial component for success in many spheres and the City Corporation remains passionate in its commitment to support academic excellence in City-linked learning settings. Alongside attainment we will continue to promote the importance of achievement as a valuable way to track progress and motivate pupils who are less academically inclined.

Research increasingly tells us however, that focusing on academic attainment and achievement alone will not meaningfully prepare learners to be work-ready *and* world-ready. The identification and development of personal skills and competencies is now a critical factor in improving career opportunities, and equipping learners to navigate life in a constantly changing world. For this reason, the City Corporation will increase its drive to support the integration of skills and personal development in all learning experiences.

Importantly, educational excellence is dependent on teaching excellence. Outstanding teaching and learning can cater for a more diverse mix of learners, foster engagement and improve comprehension, helping to build knowledge and skills, whilst also inspiring curiosity, creativity and a broader love of learning.

Supporting the development of education, educators and learning experiences, especially where it involves innovation, creativity and strengthened EEDI practise, will be central in our drive for educational excellence. We will continue to build on current activity - which includes funding to broaden teacher CPD opportunities, widen access to higher education, and provide bespoke pastoral support for learners facing significant challenge - through our unique City Premium Grant programme.

Actions (What we will do):

- Strengthen existing synergies and collaboration by revitalising the concept of the City Family of Schools, reviving the sense of benefit for member schools, reintroducing a shared ethos, and encouraging more sharing of skills, knowledge, and resources.
- Help support innovative practice and EdTech adoption across City-linked learning environments by working with educators to identify and introduce digital tools, skills, resources, and approaches that they believe will add value.
- Continue to improve education experiences, learning outcomes and future pathways for learners across the Family of Schools – especially those who do not have equal access and those with SEND - by improving how effectively the City Premium Grant is deployed, and ensuring schools align funded activity with our strategic priorities.
- Offer learners unique, enriching off-site experiences by leveraging our access to the City Corporation's physical assets and venues, such as the Guildhall, our open spaces, our markets, and cultural institutions.

- Through research and collaboration we will connect City-linked educators with leading-edge thinking, practices and opportunities that support innovation in education – with a particular focus on supporting learners who do not have equal access and those with SEND.

Key Outcomes (What we will achieve):

- Collaborative work across the Family of Schools is boosted, with multiple lines of dialogue between the schools as well as the City Corporation, to maximise the sharing of skills, knowledge, and resources.
- City-linked learning settings keep pace with technology, resulting in improved efficiency, effectiveness, and learner engagement
- Learners across the Family of Schools - especially those in need of extra support – see the benefit of the City Corporation’s financial support, and experience an education that is enriched and extended by our innovative funding
- More learners engage with the City Corporation's places and spaces through unique enrichment opportunities which offer the chance to build their skills and knowledge, as well as their social and cultural capital.
- City-linked educators are aware of, have access to, and regularly consider how they might engage with opportunities, tools and practices that will make their learning experiences leading-edge.

Key Measures:

Educators tell us that education experiences for their learners – especially those in need of extra support - are being enhanced by the additional opportunities and initiatives being provided by the City of London Corporation.

Number of improvement-focused tools or initiatives facilitated or funded by the City of London Corporation annually.

● 'PROMOTING PERSONAL DEVELOPMENT'

Context:

The pairing of academic education with personal development is crucial for the overall growth of individuals both personally and professionally. Personal development involves the building of principles and values such as respect, responsibility, and citizenship, as well as the development of skills and competencies like financial literacy and autonomy. Central to this are Fusion Skills (commonly known as Key Skills, Core Skills, or Transferable Skills) - a mix of creative, social, and interpersonal competencies as well as cognitive skills such as decision making, critical thinking and problem-solving. Fusion Skills have been identified as a set of skills that are highly likely to support success in tomorrow's world, especially with respect to the workplace.

Research tells us that access to personal development opportunities varies substantially - particularly among underrepresented groups. The City Corporation believes that personal development is an essential component of a holistic education and should be available to all learners – especially those challenged by disadvantage. We can and will play an important role in making this a reality for more learners. Our current work with Bloomberg, which supports the development of fundamental financial skills is just one example of how we are already responding to this challenge. We will continue to support a number of key initiatives designed to help learners focus on their personal development and increase our drive to see this acknowledged in all City-linked learning settings.

Actions (What we will do):

- Via partners, service providers and specialist platforms, offer City-linked educators curriculum-linked opportunities and tools which will accelerate the development of life skills and competencies in their learners, giving them a valuable edge.
- Create a new event/s designed to promote the development of interpersonal skills and social capital for secondary-age learners - including those who do not have equal access and those with SEND.
- Establish a dialogue between the City Corporation and learners across the Family of Schools by hosting input sessions that give learners the opportunity to share their thoughts and opinions on activity the ESU is planning.
- Work with outdoor learning and cultural partners to pilot or expand programmes and experiences for learners and educators that use creativity, culture, and natural environments as vehicles for the development of personal skills and competencies.

Key Outcomes (What we will achieve):

- City-linked educators have more structured ways to help learners develop their personal skills and competencies, build their self-confidence, and feel world-ready.

- Learners see first-hand the value of building their personal skills from an early age, are motivated to think critically and explicitly about their own skills and competencies, and get the opportunity to build richer peer networks.
- Participants have the opportunity to interact with a professional organisation and feed their thoughts into planned activities and develop key skills (e.g. communication and critical thinking) through their interactions with us and each other.
- Culture, creativity, sports, and the natural environment are used as vehicles to improve the personal skills and competencies of learners.

Key Measures:

Learners tell us engaging with our tools or initiatives has further motivated them to invest in their personal development.

Number of personal development initiatives facilitated or funded by the City of London Corporation annually, in receipt of positive participant evaluation increases annually.

● 'REINFORCING SAFETY, HEALTH & WELLBEING'

Context:

Good physical and mental health, combined with positive learning environments and effective safeguarding provide the foundation for learners to thrive and develop. These responsibilities are critical aspects of a duty of care for learners and form the basis of our focus on Safety, Health, and Wellbeing. Learners continue to face challenges in these areas, especially with regard to their mental health, and this can affect their education in many ways. Studies by Public Health England and the Education Policy Institute emphasise the link between health, wellbeing, and educational outcomes. Their findings highlight the fact that learners' physical and mental health significantly influences their academic achievement. Improved health and wellbeing positively impact attendance rates, concentration levels, cognitive abilities, and social-emotional development, thereby enhancing learning outcomes.

Schools play a crucial role in supporting the health and wellbeing of pupils, and those that promote learner wellbeing through work such as mental health support, sporting activity, and healthy eating interventions observe improved educational attainment among their learners. Evidence also suggests that exposure to natural environments can benefit the mental health and wellbeing of learners. For this reason, we believe that Environmental and Outdoor Learning can play an important role in this area.

From our current commitment to fund bespoke mental health support and counselling for learners, to a focus on broader research and development, the City Corporation will continue to acknowledge safety, health, and wellbeing as critical aspects of effective education. We will maintain our commitment to promoting and facilitating exemplary safeguarding practise throughout all City-linked learning settings and continue to support efforts that will improve mental and physical health. This will be achieved through specialist programmes, creative initiatives, innovative interventions, and alignment with broader City Corporation efforts focused on sports and leisure engagement and Environmental and Outdoor Learning.

Actions (What we will do):

- In consultation with Heads of Sport across the Family of Schools, establish a 'City Schools Sports Tournament', launched by a high-profile sports influencer, which brings the Family of Schools together around a series of sporting competitions designed to celebrate the value of physical activity and healthy living.
- Deliver a suite of online sessions that offer extra guidance to parents and carers, helping them better support pupils/their children across a range of areas, including exam preparation, risky behaviours, and support with SEND.
- Expand our commitment to exceptional safeguarding by extending our safeguarding training offer to Members and external partners.
- Identify and curate EOL specialists to help City-linked educators deliver more curriculum-linked learning in natural environments to benefit the health and wellbeing of learners -

especially those with SEND and those who do not have equal access.

Key Outcomes (What we will achieve):

- A large number of pupils across the Family of Schools convene around sporting activity, celebrating healthy lifestyles and building their peer networks and social capital in the process.
- Parents and carers feel better informed and equipped to navigate the different aspects of their child's education journey.
- All City-linked learning settings are offered extra support to uphold excellent safeguarding practise.
- Teachers are better equipped to create opportunities where the health and wellbeing of learners can be positively impacted by natural environments.

Key Measures:

Educators tell us that they feel the safety, health and wellbeing of their learners is benefitting from the additional support being provided by the City of London corporation.

The number of health, safety and wellbeing activities and initiatives facilitated or funded by the City of London Corporation, with positive participant evaluation, increases year-on-year.

● 'IMPROVING EMPLOYABILITY'

Context:

Education already plays a key role in preparing individuals for the workforce, but *maximising* the connection between education and employability is often a challenge for educators as it requires a multifaceted approach that goes beyond standard classroom practice.

It must also encompass the development of Fusion Skills such as problem-solving, communication, resilience, and adaptability—essential qualities sought by employers. Alongside this, education experiences should build an appetite for lifelong learning and ongoing development—essential components to succeed in the constantly changing workplace of the future. Finally, education should play a central role in exposing learners to the world of work, and where possible, connecting them with employers. This better equips learners to navigate the complexities of the workplace, enhancing their prospects for meaningful employment and future career progression.

The City Corporation is uniquely positioned to provide learners with a world-leading offer in this respect. Along with an increase in our drive to see skills development acknowledged in more learning environments, we will utilise our long-standing networks with employers in the Square Mile and beyond to connect learners with a wide range of workplace opportunities. These will include apprenticeships, work experience, volunteering, continued professional development, informal learning, traineeships, internships, supported internships, work placements, 'direct to employment' programmes, mentoring and university pathways. Whilst we already connect thousands of learners with opportunities and employers in the Square Mile each year by organising the London Careers Festival, we will build on this success with new, adjacent initiatives.

Actions (What we will do):

- Better leverage the City Corporation's links with employers to contribute to the 'London Bridge the Gap' initiative currently being driven by the City of London Academies Trust, to help all learners – including those with SEND, and especially those without equal access – understand the landscape of careers and development opportunities in the Square Mile, access world-class careers pathways ranging from work experience to supported internships, and gain professional connections.
- Work collaboratively with ASES and our central apprenticeships team to help students leaving the Family of Schools better understand apprenticeships and access high quality City-based opportunities.
- Better support learners leaving the Family of Schools, especially those in need of extra support, who are interested in entrepreneurship and innovation by working collaboratively with our Small Business Research + Enterprise Centre.
- Map the landscape of Green Careers to offer learners a comprehensive overview and signpost them to careers pathways and green career development opportunities.

- Refresh and relaunch FindFusion, positioning the platform as a knowledge hub that helps educators understand what Fusion Skills are, why they are so important to employers, and how they can help their learners to develop them.

Key Outcomes (What we will achieve):

- Learners facing the most challenge have a strong grasp of careers options, are aware of high-quality City-based development opportunities including mentoring, supported internships and apprenticeships, and build connections with professionals and practitioners.
- Learners leaving the Family of Schools who are particularly interested in apprenticeships are aware of, and have enhanced access to apprenticeship opportunities in the City.
- Learners leaving the Family of Schools who are aspiring entrepreneurs are aware of and motivated to engage with the business support services available to them via the City Corporation.
- Learners of all ages are more compelled by and inspired to develop green employability skills and are connected with Green Careers pathways.
- Users of FindFusion understand the value of Fusion Skills in the context of employability and have excellent awareness of development opportunities for their learners.

Key Measures:

Learners tell us participation in our initiatives has improved their confidence in engaging with the world of work.

Number of career development opportunities with which we connect learners increases annually.

● 'EMBRACING CULTURE, CREATIVITY & THE ARTS'

Context:

Access to cultural and creative learning nurtures imagination and creativity, and significantly contributes to the development of skills, knowledge, and well-being in learners. Moreover, research emphasises the growing importance of creative skills such as problem-solving and innovation in the future workplace. Despite the acknowledged value of arts subjects however, there is a noted lack of recognition for arts education within the congested state education system. Aligning with this issue, it is often the case that learners have limited access to arts and culture.

The City is home to a wide range of high-quality cultural venues and inspiring spaces, within historically and culturally significant geographical areas. This presents a unique educational resource that can enrich the learning of children, young people, and adults.

We will unlock the potential in both of these areas. Although we already fund a wide range of bespoke, creative learning projects in the Square Mile, we will build stronger links with, and provide better access to more cultural venues and creative communities. This will in turn help us support high quality cultural and creative learning experiences both within learning settings, and also within the inspiring cultural and creative communities we are connected to.

Actions (What we will do):

- Engage the City's creative communities and highlight the range of cultural and creative experiences available to City-linked learners, inspiring them to appreciate the arts and culture, explore their creative potential and consider creative careers.
- Strengthen knowledge and skills across our cultural and creative learning partners so they are more confident when working with learners who experience significant barriers to learning such as those with SEND or those without equal access.
- Support creative CPD training that equips non-arts secondary teachers to use creativity to enhance learning across the curriculum.
- Increase the breadth and depth of cultural and creative learning experiences available through our cultural and creative partners by funding unique programmes, encouraging them to work collaboratively, and consistently strengthening the list of partners we work with.

Key outcomes (What we will achieve):

- City-linked learners are familiar with a wide range of creative opportunities and better informed if considering creative careers.
- Learners from all backgrounds feel comfortable and respected when engaging in partner-led cultural and creative learning experiences and are more likely to access the City's

cultural and creative spaces.

- Educator recipients of cultural and creative training create more compelling learning experiences which positively impact learner engagement.
- There is a richer variety of opportunities for learners facing disadvantage to explore their creativity and build their cultural capital.

Key Measures:

Learners tell us participation in our initiatives has enhanced their exposure to the arts and culture.

Learner participant numbers for arts and culture initiatives funded or facilitated by the City of London Corporation increases year-on-year.

DRAFT

IMPLEMENTATION, DELIVERY & MEASUREMENT

This strategy will be implemented each year through the development of an annual delivery plan which will outline the lead actions for that year, along with the associated costs, timings, and impact measures we will put in place.

In addition to the over-arching measures presented earlier in this document, more granular measures will be assigned to the actions outlined in the delivery plan each year. A combination of quantitative and qualitative measures will be used in each case to ensure both quantifiable metrics *and* participant narratives are used to gauge outcomes and impact. A selection of outcomes in this strategy will be used to measure performance against the Corporate Plan 2024-29.

Baseline measures and performance capture processes will be introduced in the first year of the strategy and iterated upon annually to ensure continuous improvement. Reporting against each annual plan will occur regularly, with measurement ongoing and an annual end-of-year review undertaken through the Education Board Committee. Some measurement may need to continue after this strategy has expired in order to report against real-world, longitudinal outcomes.

Actions will be delivered by the ESU, at times in partnership with City Corporation colleagues from other departments and external organisations as necessary. Actions will see a phased delivery through the five-year duration of the strategy to acknowledge the financial and human resources available.

Dialogues with stakeholders will be maintained throughout to ensure there is opportunity for incremental improvement, iteration, and ongoing co-design for relevant initiatives. This will also allow us to confirm the ongoing relevance of outcomes, many of which we expect to maintain their relevance after this strategy expires.

If necessary, this strategy will be adapted to acknowledge any legislative change, national or international priorities that may significantly affect planned activity. This strategy supports the delivery of key outcomes in the City of London Corporation's [Corporate Plan 2024 -29](#), our [Equality Objectives 2024-29](#), and the Department of Community and Children's Services Business Plan and Children and Young People's Partnership Plan.

Report – Finance Committee

Extension of Central London Works and Pioneer Support programmes

To be presented on Thursday, 10th October 2024

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

The City Corporation acts as the Contracting Body for Central London Forward (CLF). CLF promotes inclusive and sustainable growth in central London and manages employment and training programmes for central London residents.

These programmes include the devolved Work and Health Programme – known as Central London Works – and Pioneer Support. This report concerns an update to the delivery of the Pioneer Support programme previously reported to, and approved by, this Honourable Court in June 2024. These two programmes were due to be replaced in October, however, with the subsequent change in government, these existing programmes will be extended, while Universal Support is reviewed.

In this respect the Court's decision is now required to process the recommendations put forward by the CLF through your Finance Committee, to accept the additional funding and extend the contracts for the Work and Health Programme and Pioneer Support.

RECOMMENDATION

That the Court of Common Council approves:-

- i. A seven-month extension of Central London Works and Pioneer Support, to the end of April 2025;
- ii. CLF accepting up to £10m of additional funding from DWP to fund this extension;¹
- iii. The signing of associated documents with DWP to accept the funding and extend the programme;
- iv. The signing of associated documents with Ingeus to extend the programme.
- v. That the Finance Committee be authorised to:
 - a. vary the extension agreements with DWP if the transition period and/or funding arrangements change; and
 - b. vary the contract with the provider commissioned to deliver the programme (subject to approval by the CLF Programmes Board).

¹ It is anticipated that this will be in the order of £8.3million, but are requesting a higher cap in case more funding is offered.

MAIN REPORT

Background

1. Central London Forward (CLF) is the sub-regional partnership of the 11 central London local authorities and the City of London Corporation. The City of London Corporation is the Contracting Body for CLF and, as such, enters into contracts on behalf of member authorities as requested.
2. Central London Works is the devolved Work and Health Programme in central London. The programme supports residents who are unemployed and disabled, and those with significant barriers to work, to move into sustainable employment. The programme was rolled out in 2018. It is funded by DWP, managed by CLF, and delivered by Ingeus.
3. Pioneer Support helps residents who are economically inactive and disabled into sustainable work. The programme was rolled out in 2023 as an extension of the Work and Health Programme. The programme is funded by DWP, managed by CLF, and delivered by Ingeus.
4. Both programmes are due to stop taking referrals on 30th September 2024. Universal Support is a new DWP employment programme which was due to be rolled out from October 2024. It was due to support unemployed and economically inactive people into work, replacing both the Work and Health Programme and Pioneer Support.
5. DWP had designated CLF as the accountable body for Universal Support locally with associated funding of circa £70m. This was approved by this Honourable Court in June 2024.

Current Position

6. Both Central London Works and Pioneer Support are operating effectively. Central London Works has supported nearly 30,000 residents and since it started in 2018. 11,214 residents have been supported into work. Since the extension of the programme in 2022, Central London Works is third out of 11 Work and Health Programmes nationally in terms of the proportion of participants entering and sustaining in work. Pioneer Support has supported 1,792 residents since it started in September 2023. 403 residents have been supported into work. CLF's Pioneer Support programme is currently top performing out of 11 programmes nationally in terms of the proportion of participants entering and sustaining in work.
7. These programmes are the largest specialist employment programmes for disabled residents in central London. Around 550 residents join the programmes each month.
8. Both Central London Works and Pioneer Support are due to stop taking new starters on 30th September 2024 – the point at which Universal Support had been due to replace them.
9. Following the change of Government in July 2024, DWP has paused the roll-out of Universal Support in order to review the policy. DWP is seeking to extend

the Work and Health Programme and Pioneer Support in all areas nationwide for seven months in order to avoid a significant gap in provision. If these programmes ended before the roll-out of any successor programme(s), there would be a shortage of specialist employment support for residents.

10. DWP is looking to provide CLF with around £8.3m of additional funding for the extension period, to support the continuation of these two programmes in central London (subject to approval by HM Treasury). This includes £110,000 of management and administration funding to cover CLF's costs in managing the programme.
11. This would enable CLF to support an additional 3,901 residents through the programmes. With a goal of 1,950 of these residents entering work, and 1,300 sustaining in employment.
12. The extension is permissible under Reg 72(1)(b) of the Public Contracts Regulations 2015 as the increase is below 50% of the original value and because a change of contractor would cause significant inconvenience and duplication of costs.

Proposals

13. Your Finance Committee recommends that the Court approves the extension of Central London Works and Pioneer Support, to the end of April 2025; Your Committee also recommends that CLF should accept such additional funding up to £10m and sign the associated documentation with DWP and Ingeus, and note that any further expenditure shall be limited to the amount of funding finally received. Finally, the Court is also asked to authorise its Finance Committee to approve any variations to the transition arrangements in order to enable CLF to accept any adjustment to the extended delivery period and funding, if proposed by DWP, and minimise the likelihood of associated gaps in provision.

Corporate and Strategic Implications

Strategic Implications

14. The Universal Support programme will support the delivery of diverse, engaged communities, providing excellent services, and dynamic economic growth. Further, it will enable the delivery of priority 1 of the CLF Strategy.

Financial Implications

15. There are no financial implications for the City Corporation. DWP will be providing grant funding to cover both the cost of the programmes, and CLF's costs in managing the programmes.

Resources Implications

16. The resource implications for the City Corporation are very limited. Completing the contractual documents with DWP and Ingeus would require some support from City Solicitors. While the CLF team manage the finances of the programme, there would be some support required from Comptrollers. In both cases, the work required would be minimal, and CLF would be able to cover the cost from the DWP funding.

Legal Implications

17. Extending the contract is permissible under Reg 72(1)(b) of the Public Contracts Regulations 2015.

Risk Implications

18. There are no risk implications for the City Corporation from extending the programmes. There would potentially be reputational risk if there was not agreement to extend these programmes. This would likely mean central London is the only area that does not extend the programmes, and it would leave a gap in provision of employment support for disabled residents.
19. This is a Payment By Results Contract and the money will be drawn down from DWP in line with performance achieved. If the full performance were not to be achieved, the full funding allocation would not be claimed.

Equalities Implications

20. The extension of these programmes would have a positive impact through tackling labour market inequalities.

Climate Implications

21. There are no climate implications. CLF require Ingeus to minimise emissions as a result of the programme.

Security Implications

22. There are no security implications.

Conclusion

23. The proposal will enable Pioneer Support to support a potential additional 3,901 residents. It would enable the programme to continue delivery until the end of April 2025. Your Finance Committee therefore **recommends** that this Honourable Court approve these proposals

All of which we submit to the judgement of this Honourable Court.

DATED this 24th day of September 2024.

SIGNED on behalf of the Committee.

Deputy Henry Nicholas Almroth Colthurst
Chairman, Finance Committee



List of Applications for the Freedom

To be presented on Thursday, 10th October, 2024

*To the Right Honourable The Lord Mayor, Aldermen and
Commons of the City of London in Common Council assembled.*

Set out below is the Chamberlain's list of applicants for the Freedom of the City together with the names, etc. of those nominating them.

Ali Raza Abbasi <i>David Arnold Raines</i> <i>Martin Stanley Riley</i>	a Solicitor <i>Citizen and Distiller</i> <i>Citizen and Distiller</i>	Liverpool, Merseyside
Carol Elizabeth Abbasi <i>David Arnold Raines</i> <i>Martin Stanley Riley</i>	a Solicitor <i>Citizen and Distiller</i> <i>Citizen and Distiller</i>	Liverpool, Merseyside
Deborah Belinda Abergil <i>Hugh Joseph Ogus</i> <i>Adrian Charles Mumford</i>	a Bookkeeper <i>Citizen and Lightmonger</i> <i>Citizen and Musician</i>	Barnet, London
Adetunji Adeboyejo Akintokun, MBE <i>CC Dr Joanna Tufuo Abeyie, MBE</i> <i>Deputy Andrien Gereith</i> <i>Dominic Meyers</i>	a Head of Enterprise Solutions <i>Citizen and Haberdasher</i> <i>Citizen and Goldsmith</i>	Barnet, London
The Rt. Hon Sir Robert James Buckland, KBE KC <i>Deputy Christopher Michael Hayward</i> <i>Ald. Sir William Anthony Bowater Russell</i>	a Barrister and Politician <i>Citizen and Pattenmaker</i> <i>Citizen and Haberdasher</i>	Swindon, Wiltshire
The Rt. Hon. Sir Conor Burns <i>Deputy Charles Edward Lord, OBE, JP</i> <i>Ald. Vincent Thomas Keaveny, CBE</i>	a Politician <i>Citizen and Broderer</i> <i>Citizen and Solicitor</i>	Bournemouth, Dorset
Ching Jack Choi <i>Mei Sim Lai</i> <i>David Lawrence Byron</i> <i>Stringer-Lamarre</i>	a Trainee Solicitor <i>Citizen and Horner</i> <i>Citizen and Glazier</i>	Lambeth, London

<p>Hannah Nenna Chukwu <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King, DL</i></p>	<p>a Literary Editorial Director <i>Citizen and World Trader</i></p> <p><i>Citizen and Blacksmith</i></p>	<p>Lambeth, London</p>
<p>Sarah Lucy Stewart Dickson <i>Malcolm De Mowbray Adam Stewart</i> <i>Robin Hugh Harcourt Williams</i></p>	<p>a Town Planner</p> <p><i>Citizen and Chartered Accountant</i></p> <p><i>Citizen and Arts Scholar</i></p>	<p>Lambeth, London</p>
<p>Victor George Dodig <i>Ald. Prem Babu Goyal, OBE</i> <i>Ald. Michael Raymond Mainelli</i></p>	<p>a Bank of Commerce Chief Executive Officer</p> <p><i>Citizen and Goldsmith</i></p> <p><i>Citizen and World Trader</i></p>	<p>Toronto, Ontario, Canada</p>
<p>Paschal James Martin Donohoe <i>The Rt. Hon The Lord Mayor</i> <i>Deputy Christopher Michael Hayward</i></p>	<p>an Irish Government Minister</p> <p><i>Citizen and World Trader</i></p> <p><i>Citizen and Pattenmaker</i></p>	<p>Dublin, Ireland</p>
<p>Lynsey Jane Ford <i>CC John William Fletcher</i> <i>Ald. Prem Babu Goyal, OBE</i></p>	<p>a Journalist, Researcher and Librarian</p> <p><i>Citizen and Common Councilman</i></p> <p><i>Citizen and Goldsmith</i></p>	<p>Merton, London</p>
<p>Elaine Pamela Godfrey <i>Rafael Steinmetz Leffa</i> <i>Jacqueline Chan</i></p>	<p>an Electrical Contracting Company Director</p> <p><i>Citizen and International Banker</i></p> <p><i>Citizen and Gold and Silver Wyre Drawer</i></p>	<p>Aylesbury, Buckinghamshire</p>
<p>Paul Kenneth Hazeldene <i>Colin George Ring</i> <i>George Richard Cannell</i></p>	<p>a Contracts Manager</p> <p><i>Citizen and Loriner</i></p> <p><i>Citizen and Loriner</i></p>	<p>Surrey</p>
<p>Colonel Colin Robert Jones <i>Alan Leslie Warman</i> <i>Diane Irene Warman</i></p>	<p>a Crown Servant</p> <p><i>Citizen and Clockmaker</i></p> <p><i>Citizen and Clockmaker</i></p>	<p>Hampshire</p>
<p>H.E. Ilir Kapiti <i>Jonathan Martin Averbs</i> <i>Michael John Tadman</i></p>	<p>an Ambassador</p> <p><i>Citizen and Fletcher</i></p> <p><i>Citizen and Fletcher</i></p>	<p>Camden, London</p>
<p>Neil David Kedward <i>David Alastair Morgan-Hewitt</i> <i>Philippe Roland Rossiter</i></p>	<p>a Hotelier</p> <p><i>Citizen and Innholder</i></p> <p><i>Citizen and Innholder</i></p>	<p>Pembrokeshire, Wales</p>
<p>Daphne Susan Morgan <i>Deputy James Henry George Pollard</i> <i>Ald. Simon Tony Pryke</i></p>	<p>an Investment Director, retired</p> <p><i>Citizen and Skinner</i></p> <p><i>Citizen and Painter-Stainer</i></p>	<p>Greenwich, London</p>

Paul Richard Skinner Morris <i>CC David James Sales</i> <i>CC Jaspreet Hodgson</i>	a Verderer of Epping Forest <i>Citizen and Insurer</i> <i>Citizen and Vintner</i>	Essex
Dermot Joseph Moynihan <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King, DL</i>	a Financial Services Company Chief Executive <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i>	Jersey, Channel Islands
Angelos Thomas Papakostas <i>Ald. Timothy Russell Hailes, JP</i> <i>Deputy Madush Gupta</i>	a Student <i>Citizen and Pewterer</i> <i>Citizen and Pewterer</i>	Haringey, London
Jack Joseph Perry <i>Ald. Timothy Russell Hailes, JP</i> <i>Deputy Madush Gupta</i>	an International Trade Company Chief Executive <i>Citizen and Pewterer</i> <i>Citizen and Pewterer</i>	Kensington and Chelsea, London
Rt Hon. Sir Hugh Robertson <i>Deputy Christopher Michael Hayward</i> <i>Deputy Charles Edward Lord, OBE, JP</i>	A Company Director <i>Citizen and Pattenmaker</i> <i>Citizen and Broderer</i>	Sittingbourne, Kent
Dr Aranzazu Rodriguez Guerrero <i>Mahmoud Hamid Warriah</i> <i>Simon Paul Hamlet</i>	a Medical Doctor <i>Citizen and Stationer & Newspaper Maker</i> <i>Citizen and Stationer & Newspaper Maker</i>	Hammersmith and Fulham, London
Paul Stuart Scully <i>Deputy Christopher Michael Hayward</i> <i>Ald. Prem Babu Goyal, OBE</i>	a Politician <i>Citizen and Pattenmaker</i> <i>Citizen and Goldsmith</i>	Elmbridge, Surrey
Benjamin Paul Sizer, JP <i>Lisa Rutter</i> <i>Anne Elizabeth Holden</i>	a Bank Director <i>Citizen and Pattenmaker</i> <i>Citizen and Basketmaker</i>	Gravesend, Kent
Hiu Hung Tai <i>Ald. Timothy Russell Hailes, JP</i> <i>Deputy Madush Gupta</i>	a Corporate Affairs Director <i>Citizen and Pewterer</i> <i>Citizen and Pewterer</i>	Tower Hamlets, London
Anthony Charles Taylor <i>Michael Osborne</i> <i>Robert Brian Linton</i>	a Licenced Taxi Driver <i>Citizen and Basketmaker</i> <i>Citizen and Blacksmith</i>	Hertfordshire
Tevin Titilope Tobun <i>CC Dr Joanna Tufuo Abeyie, MBE</i> <i>Deputy Andrien Gereith Dominic Meyers</i>	a Technology and Logistics Chief Executive <i>Citizen and Haberdasher</i> <i>Citizen and Goldsmith</i>	Surrey

<p>Andrew Bernard Walker <i>Stephen David Willis</i> <i>Dr Millan Sachania</i></p>	<p>a Commercial Insurance Auditor, retired <i>Citizen and Musician</i> <i>Citizen and Musician</i></p>	<p>Essex</p>
<p>Michael Oliver Warren <i>David Alastair Morgan-Hewitt</i> <i>Philippe Roland Rossiter</i></p>	<p>a Hotel Group Managing Director <i>Citizen and Innholder</i> <i>Citizen and Innholder</i></p>	<p>Salisbury, Wiltshire</p>
<p>John Weedon <i>Ronald Peter Murray</i> <i>Alan William Mabbutt</i></p>	<p>a Reinsurance Broker <i>Citizen and Firefighter</i> <i>Citizen and Firefighter</i></p>	<p>Islington, London</p>
<p>Ian Anthony Yeoman, BEM <i>CC David James Sales</i> <i>CC Timothy James McNally</i></p>	<p>a Client Services Manager and Band Director <i>Citizen and Insurer</i> <i>Citizen and Glazier</i></p>	<p>Havering, Essex</p>
<p>Dr Elsa Gayle Zekeng <i>The Rt. Hon The Lord Mayor</i> <i>Ald. Alastair John Naisbitt King, DL</i></p>	<p>a Technology Company Chief Executive <i>Citizen and World Trader</i> <i>Citizen and Blacksmith</i></p>	<p>Lambeth, London</p>

Report– City Remembrancer

Measures introduced into Parliament which may have an effect on the work and services provided by the City Corporation.

To be presented on 10th October 2024

To the Right Honourable The Lord Mayor, Aldermen and Commons of the City of London in Common Council assembled.

Statutory Instruments

In Force

Financial Services and Markets Act 2023 (Commencement No. 7) Regulations

2 September
2024

Revokes certain of the instruments (or provisions) related to securitisation referred to in Schedule 1 to the Act. This includes revocation of Regulation (EU) 2017/2402 of the European Parliament and of the Council of 12 December 2017 regarding the general framework for securitisation, and of Delegated Regulation (EU) No 625/2014 of 13 March 2014 regarding technical standards.

Procurement Act 2023 (Commencement No. 3 and Transitional and Saving Provisions) (Amendment) Regulations 2024

17 September
2024

Delays the coming into force of the Act, so that provision start to come into force February 2025, rather than October 2024 as originally planned.

The text of the measures and the explanatory notes may be obtained from the Remembrancer's Office.

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