



Equality, Diversity & Inclusion Sub-Committee

Date: MONDAY, 12 DECEMBER 2022

Time: 10.30 am

Venue: COMMITTEE ROOMS, GUILDHALL, WEST WING, 2ND FLOOR

Members:	Deputy Andrien Meyers (Chairman)	Deputy Marianne Fredericks
	Joanna Tufuo Abeyie (Deputy Chairman)	Florence Keelson-Anfu
	Deputy Randall Anderson	Deputy Edward Lord
	Caroline Addy	Deputy Alastair Moss
	Alderman Sir Charles Bowman	Deputy Brian Mooney
	Deputy Simon Duckworth (Chief Commoner)	Alpa Raja
	Mary Durcan	Ruby Sayed

Enquiries: Blair Stringman
Blair.Stringman@cityoflondon.gov.uk

Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:
<https://youtu.be/D2FDzWyBa68>

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

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MINUTES**

To approve the public minutes and non public summary of the meeting held on 26 September 2022.

For Decision
(Pages 5 - 8)

3. **ANNUAL REVIEW OF TERMS OF REFERENCE**

Report of the Town Clerk & Chief Executive.

For Decision
(Pages 9 - 12)

4. **PROPOSAL TO AGREE A TIMELINE FOR CONSULTATION ON EQUALITY OBJECTIVES 2023 TO 2027**

Report of the Chief Operating Officer.

For Decision
(Pages 13 - 18)

5. **INITIATION OF THE EQUALITY, DIVERSITY AND INCLUSION DIRECTORATE**

Report of the Chief Operating Officer.

For Information
(Pages 19 - 38)

6. **REVIEW OF ACTIONS FOR THE EDI SUB-COMMITTEE**

Report of the Chief Operating Officer.

For Information
(Pages 39 - 40)

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

8. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE**

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

10. **EXCLUSION OF THE PUBLIC**

MOTION: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non Public Items

11. **REVIEW OF ACTIONS FOR THE EDI SUB-COMMITTEE - APPENDICES**

Report of the Chief Operating Officer.

For Information
(Pages 41 - 64)

12. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

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

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EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE

Monday, 26 September 2022

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at
COMMITTEE ROOMS – WEST WING, GUILDHALL on Monday, 26 September
2022 at 10.30 am

Present

Members:

Deputy Randall Anderson
Alderman Sir Charles Bowman
Deputy Simon Duckworth (Chief Commoner)
Florence Keelson-Anfu
Deputy Edward Lord
Deputy Andrien Meyers
Deputy Alastair Moss

Observing:

Caroline Addy
Deputy Marianne Fredericks
Ruby Sayed

Officers:

Saida Bello	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Lorraine Laddie	- Town Clerk's Department
Marcelle Moncrieffe	- Town Clerk's Department
Genine Whitehorne	- Town Clerk's Department
Blair Stringman	- Town Clerk's Department

1. APOLOGIES

Apologies for absence were received from Dr Joanna Abeyie, Mary Durcan and Brian Mooney.

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

There were no declarations of interest.

3. TERMS OF REFERENCE

The Sub-Committee considered a report of the Town Clerk concerning the Terms of Reference of the Equality, Diversity & Inclusion Sub-Committee.

In response to a question raised by a Member, the Director of Equality, Diversity and Inclusion agreed to take feedback from the Sub-Committee and work collaboratively with Members and officers on updating the Terms of Reference to include reference to Public Sector Duty, staff networks and other priorities considered relevant to the Sub-Committee and brought back to the next meeting for approval. The Sub-Committee agreed additionally that an

action tracker similar to the Tacking Racism Taskforce be established for the Sub-Committee.

Members discussed the proposed content of the Terms of Reference extensively and the Chair summed up the discussion as follows:

- Officers to revise TOR and consult widely with officers and members
- Sub Committee to recommend TOR to the court for approval
- TOR to include mapping of budgets to enable members to understand where the existing budgets for EDI are held
- Business plan for EDI for the next 2 to 3 years to be shared with members
- Monitoring and scrutiny function should be included in the draft TOR
- Ensure the work of the TRT, MDWP and Statues working group and recommendations are picked up by the Sub-Committee because members have received no updates from officers since those working groups concluded their work
- The TOR need to be broad and cover EDI with respect to institutions, members, commercial and other functions of the CoLC

RESOLVED – That, the Terms of Reference be noted and brought back to the next Sub-Committee for approval.

4. **ELECTION OF CHAIR**

The Committee proceeded to elect a Chairman in accordance with Standing Order No. 29. The Town Clerk informed that Deputy Andrien Meyers, being the only Member expressing their willingness to serve, was duly elected Chairman of the Equality, Diversity and Inclusion Sub-Committee for the ensuing year and took the Chair for the remainder of the meeting.

RESOLVED – That, Deputy Andrien Meyers be elected Chairman of the Equality, Diversity, and Inclusion Sub-Committee for the ensuing year.

5. **ELECTION OF DEPUTY CHAIR**

The Sub-Committee proceeded to elect a Deputy Chairman in accordance with Standing Order No. 30. Members of the Sub-Committee suggested that Dr Joanna Abeyie, be duly elected Deputy Chairman of the Equality, Diversity and Inclusion Sub-Committee for the ensuing year subject to agreement from the Member outside of the meeting.

RESOLVED – That, Dr Joanna Abeyie be elected Deputy Chairman of the Equality Diversity, and Inclusion Sub-Committee.

6. **INTRODUCTION FROM THE DIRECTOR OF EQUALITY, DIVERSITY AND INCLUSION**

The Sub-Committee received a verbal update from the Director of Equality, Diversity and Inclusion.

The Director of Equality, Diversity and Inclusion introduced herself to the Sub-Committee noting her local government and board level experience. The

Director informed Members of her priorities which included meeting with colleagues in the organisation and considering departmental plans already taking place, including looking at the Members Diversity working group recommendations. It was noted that colleagues in the organisation needed to be engaged through focus group sessions and a refresh the City Corporations four yearly equality objectives would need to take place alongside assembling a draft business plan.

7. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE

There were no questions.

8. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There were no urgent items.

9. EXCLUSION OF THE PUBLIC

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

10. NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no Questions.

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

There were no items of urgent business.

The meeting ended at 11.23 am

Chairman

Contact Officer: Blair Stringman
Blair.Stringman@cityoflondon.gov.uk

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Committee: Equality Diversity & Inclusion Sub-Committee	Dated: 12 December 2022
Subject: Annual Review of Terms of Reference	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	N/A
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Town Clerk & Chief Executive	For Decision
Report author: Blair Stringman, Town Clerk's Department	

Summary

As part of the implementation of the 2021 Governance Review, it was agreed that the cycle and process of annually reviewing the Terms of Reference of all Committees/Boards should be revised, to provide more time for Committees to consider and discuss changes before they are submitted to the Policy and Resources Committee. Therefore, this report is initially being brought before the Committee at its December meeting to allow time for proposed changes to be considered and developed at subsequent meetings.

This is in addition to significant Member and Officer feedback received at the first meeting of the Equality, Diversity & Inclusion Sub-Committee.

The proposed terms of reference of the Equality, Diversity & Inclusion Sub-Committee, are attached at appendix 1 to this report for your consideration. Subject to Member comments, proposed changes to the Terms of Reference will be brought forward to the Policy & Resources Committee and Corporate Services Committee for approval.

Recommendations

It is recommended that:

- Members approve the terms of reference of the Sub-Committee

Appendices

- Appendix 1 – Terms of Reference 2022/23 – Equality, Diversity & Inclusion Sub-Committee.

Blair Stringman

Governance Officer

Town Clerk's Department

E: Blair.Stringman@cityoflondon.gov.uk

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Equality, Diversity & Inclusion Sub-Committee

Composition

- The Chairman of the Policy and Resources Committee or their nominee;
- The Chairman of the Corporate Services Committee or their nominee;
- The Chairman of the General Purposes Committee of the Court of Aldermen, or their nominee
- The Chairman of Community and Children's Services Committee, or their nominee
- The Chief Commoner
- The Immediate past Chief Commoner*
- Two Members of the Policy & Resources Committee
- Two Members of the Corporate Services Committee
- Two Court of Common Council Members appointed by the Court
- Together with co-option by the Sub-Committee of up to two external people (with no voting rights).

**For part of the year and then the Chief Commoner Designate for the remainder of the year (elected in October each year)*

- The Chairman and Deputy Chairman to be elected from the membership of the Sub-Committee.

Terms of Reference

As a sub-committee reporting to Policy & Resources Committee and Corporate Services Committee responsible for:-

- a. Oversight of the City of London Corporation's policies and practices in respect of Equality Diversity & Inclusion including the implementation of the Equality Act 2010 and other relevant legislation and regulations.
- b. To consider matters of policy and strategic importance to the City of London Corporation in so far as these relate to the Equality, Diversity & Inclusion function.
- c. To monitor and scrutinise the activity and outcomes of officers against Equality, Diversity & Inclusion objectives across all the activities of the City of London Corporation.
- d. To be responsible for the creation and implementation an Equality Diversity & Inclusion governance structure across the City of London Corporation, including its services and its institutions.
- e. To consider what the City of London Corporation does to tackle prejudice in all its forms and assess any further action that can be undertaken to promote economic, educational, and social inclusion.
- f. To be responsible for making recommendations to help promote the merits of standing for office as an Alderman or Common Councilman, to enhance the diversity of the Court of Common Council.

- g. To be responsible for providing guidance and challenge on the development of the City of London Corporation's Equality, Diversity & Inclusion principles, Strategy, business plans and associated action plan.
- h. To have oversight of steps taken by the City of London Corporation to comply with the 9 protected characteristics as defined by the Equality Act 2010, Chapter 1.

Reporting and Monitoring

- i. To oversee updates to key Human Resources policies and procedures relating to Equality, Diversity & Inclusion.
- j. To provide guidance to officers that will ensure that the City Corporation is recognised as a world-class leader in the UK and internationally, ensuring Equality, Diversity & Inclusion is business and outcome focused
- k. To act as representatives for the City of London Corporation on Equality, Diversity & Inclusion related activities it undertakes as an employer, service provider and global leader in the Financial and Professional Services sector
- l. To consider new areas of work where the City of London Corporation can provide thought leadership in the Equality, Diversity & Inclusion sector.

Targets, Data and Metrics

- m. To approve and monitor Equality, Diversity & Inclusion aspirational targets and agreed metrics to help deliver the City of London Corporation's ambition as an inclusive employer, landlord, service provider and a global thought leader.
- n. To review and provide feedback on the annual equalities data prior to releasing the annual equalities report on the City of London Corporations external website.

Accessibility

- o. To oversee and ensure that the City of London Corporation understands the criteria for accessibility set by the government and ensure that it works towards the government's accessibility accreditation scheme

Budget and Resources

- p. To oversee the mapping exercise of resources available for Equality Diversity & Inclusion work across the City of London, its services and institutions and suggest priorities within those.

Quorum

- The quorum consists of any three Members

Meetings

- The Equality, Diversity & Inclusion Sub-Committee will meet quarterly.

Committee(s): Equality, Diversity and Inclusion Sub-Committee – for decision Policy and Resources Committee – for information Corporate Services Committee – for information	Dated: 12/12/2022 15/12/2022 17/01/2023
Subject: Proposal to agree a timeline for consultation on Equality Objectives 2023 to 2027	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5, 8
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Emma Moore, Chief Operating Officer	For Decision
Report author: Ms. Saida Bello, Director of Equality, Diversity and Inclusion, EDI directorate	

Summary

The purpose of this report is to agree a timeline for consultation on four new overarching Equality Objectives for the City of London Corporation (CoLC). The proposed Equality Objectives will be applicable to all departments in the City of London Corporation (CoLC), its institutions, and its public functions.

Under Section 149 of the Equality Act 2010, the CoLC is subject to the Public Sector Equality Duty(PSED). The PSED is supported by specific duties which require public bodies to set themselves specific, measurable equality objectives every four years.

The current four-yearly Equality Objectives covered the period between 2016 and 2020, and therefore, need to be refreshed.

This report recommends that new Equality Objectives are agreed and that stakeholders are consulted on the draft Equality Objectives for 12 weeks as proposed by the timeline in Appendix 1. This proposal will ensure that the CoLC is compliant with the Equality Act 2010 and related regulations. The consultation period will allow key stakeholders including staff, residents, institutions, city workers, Members, and other stakeholders to contribute to the development of the CoLC’s overarching Equality Objectives.

Recommendation(s)

Members are asked to:

- Agree that internal consultation can commence on the proposed Equality Objectives 2023 to 2027

- As an interim measure, to agree that the current Equality Objectives in paragraph 2 above will remain applicable until the Court of Common Council approves the new Equality Objectives in 2023
- Note that revised proposals will come back to this committee in March 2023 for approval to progress to external consultation
- Note the planned timeline at Appendix 1

Main Report

Background

1. The [Public Sector Equality Duty](#) (Section 149 of the Equality Act 2010) is supported by specific duties under the Equality Act 2010 ([Specific Duties Regulations 2011](#)) which require public bodies to set themselves, specific and measurable equality objectives every four years.

Current Position

2. The CoLC's current four-yearly Equality Objectives covered 2016 to 2020 and they are set out below. The previous Equality Objectives aimed to:
 - Increase community engagement and improve cohesion within our communities so that people feel safe
 - Support the City's most disadvantaged groups and develop our understanding of our communities
 - Improve the way we listen to our communities and respond to their feedback to improve our services
 - Promote staff development and career progression to ensure equality of opportunity for promotion and the development of a workforce that reflects the make-up of our communities
3. Progress against these objectives during the relevant period will be tested as part of the internal consultation process and reported back to this Sub-Committee.

Proposals

4. The Local Government Association (LGA) has developed the [Equalities Framework for Local Government](#) (EFLG) which provides guidance for improving performance in relation to equalities. This enables local authorities to assess their performance against best practice.
5. The four key areas set out by the LGA in the EFLG to support local authorities in benchmarking their equality functions are as follows:
 - i. Understanding and Working with your Communities
 - ii. Leadership and Organisational Commitment
 - iii. Responsive Services and Customer Care
 - iv. Diverse and Engaged Workforce

6. In accordance with the EFLG framework, the four proposed Equality Objectives for the CoLC will cover the following areas:

Equality Objective 1 – Understanding and Working with our Communities

Promoting a data-led and evidence-based approach to understanding and working with our communities

Equality Objective 2 – Leadership and Organisational Commitment

Leading on a broad and intersectional approach to protected characteristics under the Equality Act 2010 which includes social mobility and other underrepresented groups

Equality Objective 3 – Responsive Services and Customer Care

Co-creating a community-centred approach to service delivery bolstered by an effective community engagement strategy

Equality Objective 4 – Diverse and Engaged Workforce

Enabling staff development and career progression to ensure equality of opportunity for all and the development of a workforce that reflects the composition of our communities

7. Not all activities of CoLC is local government orientated. However, it is proposed that the wording on the Equality Objectives be adjusted through the consultation, so it adequately reflects all that we do.

Proposed timeline for consultation

8. Over the next three months (December 2022 to February 2023), the EDI directorate will consult with relevant internal departments, and the Chairs and Deputy Chairs of all committees on the four Equality Objective areas. Following internal consultation, the EDI directorate will bring a report on the four new Equality Objectives to the EDI Sub-Committee in March 2023. The report will also go to the Corporate Services Committee, the Policy and Resources Committee and to the Court of Common Council. It is proposed that a consultation with wider stakeholders take place between May and July 2023 for the minimum consultation period of 12 weeks.

The above timeline aligns with ongoing plans for the development of a wider community engagement strategy. This will be delivered by the Head of Campaigns and Community Engagement in the Deputy Chief Executive and Town Clerk's office.

Our aspirations

9. Crucially, the EFLG has three levels of achievement which can be used to benchmark local authorities. Our aspirations are to move from our current position as a “Developing” local authority to “Achieving” and then to “Excellent”. We intend to move from “Developing” in 2023 to “Excellent” by the end of the proposed Equality Objectives in 2027.

This proposal for new Equality Objectives 2023 to 2027 and for consultation within an agreed timescale, will be the first step towards the realisation of our aspirations. We, therefore, recommend these proposals to the EDI Sub-Committee.

Corporate & Strategic Implications

Strategic implications

The proposals align with outcomes 1, 2 3, 4, 5 and 8 of the Corporate Plan 2018 to 2023. It also aligns with the CoLC’s Social Mobility Strategy 2018 to 2028 and other Strategic Plans.

Resource implications –The project led by the EDI directorate is cross-cutting and it will have resource implications for all CoLC departments, services and institutions. Consequently, each department and institution should consider the human and financial resources required to achieve the Equality Objectives of the CoLC and to comply with the CoLC obligations under the Equality Act 2010 and related regulations.

Legal implications – The Public Sector Equality Duty (Section 149 of the Equality Act 2010) is supported by the specific duties regulation which requires public bodies to set themselves, specific and measurable equality objectives every four years. This proposal will enable the CoLC to comply with its obligations and specific duties regulations mentioned in the Equality Act.

Risk implications – The risk of non-compliance with the Equality Act 2010 and related regulations includes reputational damage and the possibility of the proceedings being brought by the Equalities and Human Rights Commission.

Equalities implications – This proposal will enable the CoLC to comply with the Public Sector Equality Duty 2010, Section 149 which covers the Public Sector Equality Duty and the Specific Duties regulations mentioned above. This proposal involves setting objectives required to comply with the Equality Act 2010. This proposal, is therefore, likely to have a positive impact on citizens protected by existing equality legislation which are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

The proposal allows for a 12 week consultation period to enable key stakeholders including staff, equality representatives, staff networks and other stakeholders to be consulted on the changes and to contribute to the Equality Objectives.

Furthermore, an Equality Impact assessment will be completed to ensure that both positive and negative impacts of this proposal have been considered.

Climate implications – N/A

Security implications – N/A

Conclusion

10. The EDI Sub-Committee are asked to agree the recommendations set out above.

This proposal will ensure that the CoLC continues to be compliant with the Equality Act 2010 and the specific duties regulations in paragraph 1 above.

Appendices

- Appendix 1 – Proposed timeline for consultation

Background Papers

None

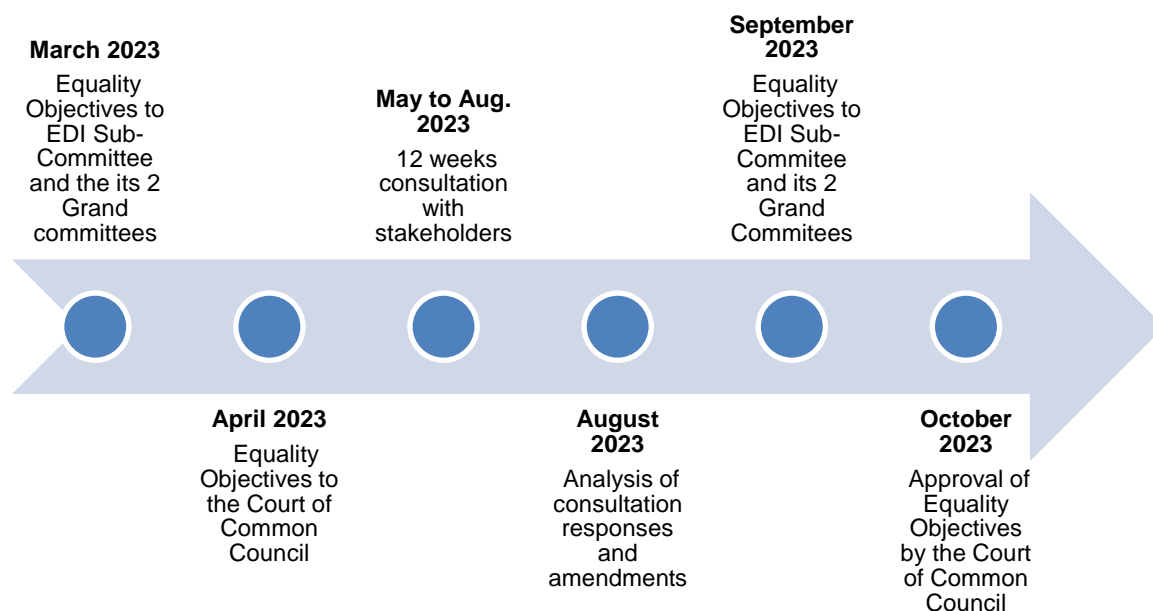
Ms. Saida Bello

Director of Equality, Diversity and Inclusion

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Appendix 1 – Proposed timeline for consultation

City of London Corporation's Equality Objectives 2023 to 2027



Committee(s): Equality, Diversity and Inclusion Sub-Committee – to note	Dated: 12/12/2022
Subject: Initiation of the Equality, Diversity and Inclusion directorate	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5, 8
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Emma Moore, Chief Operating Officer	For Information
Report author: Ms. Saida Bello, Director of Equality, Diversity and Inclusion, EDI directorate	

Summary

The purpose of this report is to provide an update on the development of the EDI function at the City of London Corporation (“CoLC”).

On 3 December 2021, a report went to the Establishment Committee setting out proposals for the organisational design of the Equality, Diversity and Inclusion function.

This report provides an update to the EDI Sub-Committee on the progress that has been made to implement the proposals in the report.

Recommendation(s)

Members are asked to:

- Note the progress that has been made which includes a new governance structure for EDI, five proposed EDI workstreams and a draft three-year business plan (Appendix 1-3)
- Comment on the draft business plan noting that it will go to the Corporate Services Committee in December 2022

Main Report

Background

1. On 3 December 2021, proposals for the organisational design of the Equality, Diversity and Inclusion (EDI) function were shared with the Establishment Committee. The purpose of the organisational design of the EDI function included the following:

- To increase resources for the EDI function at the CoLC
- To broaden the focus of the EDI function from mainly workforce matters to wider service delivery and Member diversity
- To put together a small but focused team to co-ordinate EDI efforts across the CoLC, its services and its institutions

Current Position

2. The CoLC aspires to be one of the most inclusive employers in the UK and an employer of choice. To this end, the CoLC took the decision to create a dedicated EDI function that covers workforce, service delivery, Member diversity, social mobility and other strategic EDI priorities.

The 6 strategic EDI priorities

3. The 6 strategic priorities identified in the proposals for the design of the EDI function in December 2021 are all being progressed. The updates in these 6 strategic areas are set out in the table below:

1	Governance & Accountability <ul style="list-style-type: none"> • A new governance structure has been proposed and approved by the Executive Leadership Board in November 2022 and it is set out in Appendix 1.
2	Workforce and Member Development <ul style="list-style-type: none"> • Appendix 2 sets out the five proposed workstreams in the EDI work programme. Workforce development is covered in workstream 1. • Member diversity and development is one of the initiatives in workstream 4 and it will be prioritised in the EDI work programme.
3	Workforce and Member Representation <ul style="list-style-type: none"> • Appendix 2 sets out the EDI work programme areas which includes data and metrics in workstream 3. This will involve gathering and monitoring data across the 9 protected characteristics, social mobility, and other agreed areas. This will include monitoring gender, ethnicity, disability pay gaps and Member Representation.
4	Disability Inclusion <ul style="list-style-type: none"> • The data and metrics workstream (workstream 3) covers our plans to increase our disclosure rates in relation to disability, social mobility, and other protected characteristics. We aim to share knowledge around visible and non-visible disabilities. • Workstream 2 of the work programme includes a workstream on service provision which will include accessibility of the services we provide to residents, service users and other city workers.
5	Evaluation and Recognition

	<ul style="list-style-type: none"> • Workstream 5 in our work programme covers a range of external partnerships relating to our growth and innovation department. • We have continued to take active steps to increase diversity and inclusion by being signatories or members of accreditations such as Race at work, Women in Finance, Stonewall Diversity Champions, Disability Confident, London Living Wage, Black Talent in Finance and Progress together. • In 2022, we provided a submission to the Social Mobility Index and the Women in Finance accreditation.
6	New and Emerging Networks <ul style="list-style-type: none"> • A new staff network, the Young Employees Network was successfully launched at Mansion House in October 2022. • In addition, we are empowering our 7 staff networks by providing them with training and facility time to undertake the vital work they do. • We also organised an event for all staff networks chairs and leads during National Inclusion Week in September 2022 that created a collective sense of inclusion and belonging.

Our three-year business plan

4. As part of the annual business planning process for the Chief Operating Officer's office (COO), a three-year business plan has been submitted to the Executive Leadership Board. The business plan which is attached is due to go before the Corporate Services Committee in December 2022. **(Appendix 3)**.

Emerging issues

5. Several emerging issues have surfaced as we implemented the EDI function proposals. These include the following:

i) Equality Objectives refresh

Under the Equality Act 2010 and related regulations, the CoLC is required to have four-yearly Equality Objectives. To increase both internal and external engagement, a proposal has been submitted to consult on the CoLC's Equality Objectives 2023 to 2027. This will provide an opportunity to engage our staff, our residents, city workers and other stakeholders on our EDI plans.

ii) EDI Strategic Leaders Network (all CoLC institutions)

In accordance with the EDI function proposals, a senior level Strategic Leaders Network has been created to enable the EDI leads across all CoLC institutions to work together. The purpose of this network will include providing a corporate hub/ network that will ensure that corporate EDI objectives are achieved through joined up working, regular meetings, and discussions across all CoLC institutions. This Strategic Leader's Network will also enable updates on EDI work taking place across institutions to be shared with the EDI Sub-Committee. In line with the new governance structure, the first meeting of this network took place in October 2022.

Crucially, the EDI Strategic Leaders Network recognises the diverse needs of each institution including their workforce, customers and stakeholder needs. Notwithstanding the flexibility afforded to each institution, our newly established Head of Profession model, will ensure that EDI policies across all institutions are in line with central policies and do not directly conflict with them.

iii) Facility time for staff network chairs / departmental representatives

In March 2022, a paper went to the Executive Leadership Board requesting dedicated facility time of 0.2 FTE for both departmental equality representatives (x18) and staff network chairs (x12). This proposal was approved by the Executive Leadership Board and with the support of line managers, the facility time will enable volunteers to have time to perform their agreed roles.

vi) Staff Survey results 2022

Following the staff survey results in 2022, we have facilitated three focus groups sessions to better understand the reasons around feedback received from staff. The results will form part of the report on the baseline review of the EDI function which will be presented to the EDI Sub-Committee in March 2023. The baseline review of the EDI function will include individual staff network maturity reports for our 7 staff networks.

Corporate & Strategic Implications

Strategic implications

The proposals covered in this report aligns with outcomes 1, 2 3, 4, 5 and 8 of the Corporate Plan 2018 to 2023. They also align with the CoLC's Social Mobility Strategy 2018 to 2028 and other Strategic Plans.

Resource implications – The EDI project being led by the EDI directorate is cross-cutting and has resource implications for all CoLC departments, services and institutions. Consequently, each department and institution should consider the human and financial resources required to achieve the Equality Objectives of the CoLC and comply with the CoLC's obligations under the Equality Act 2010.

Legal implications – This proposal will enable the CoLC to comply with its obligations under the Equality Act 2010 and the Public Sector Equality Duty under Section 149 of the Equality Act 2010.

Risk implications – The risk of non-compliance with the Equality Act 2010 and related regulations includes reputational damage and the possibility of the proceedings being brought by the Equalities and Human Rights Commission

Equalities implications – This proposal will enable the CoLC to comply with the Public Sector Equality Duty 2010 and the Public Sector Equality duty under Section 149 of the Equality Act 2010.

Climate implications – N/A

Security implications – N/A

Conclusion

6. The EDI Sub-Committee are asked to note the updates above including the successful initiation of the EDI directorate.

Appendices

- Appendix 1 – EDI governance structure
- Appendix 2 – EDI workstreams
- Appendix 3 – EDI directorate three-year Business Plan

Background Papers - None

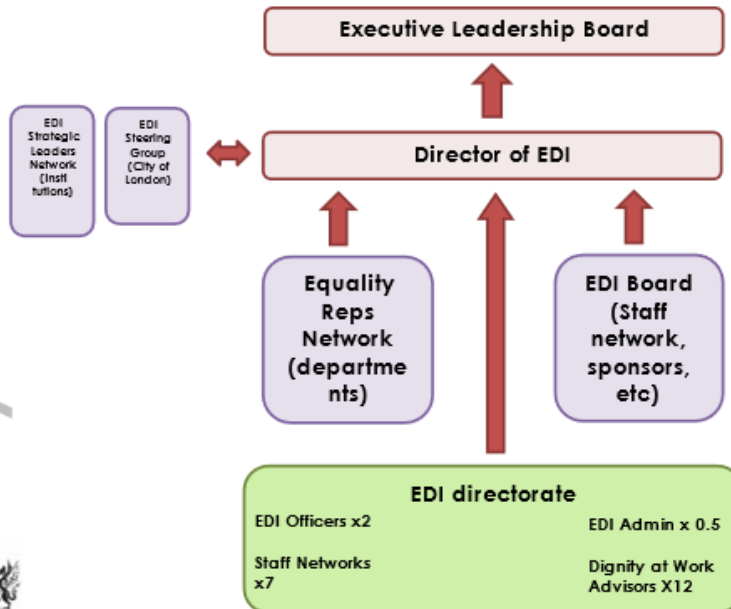
Ms. Saida Bello

Director of Equality, Diversity and Inclusion

E: saida.bello@cityoflondon.gov.uk

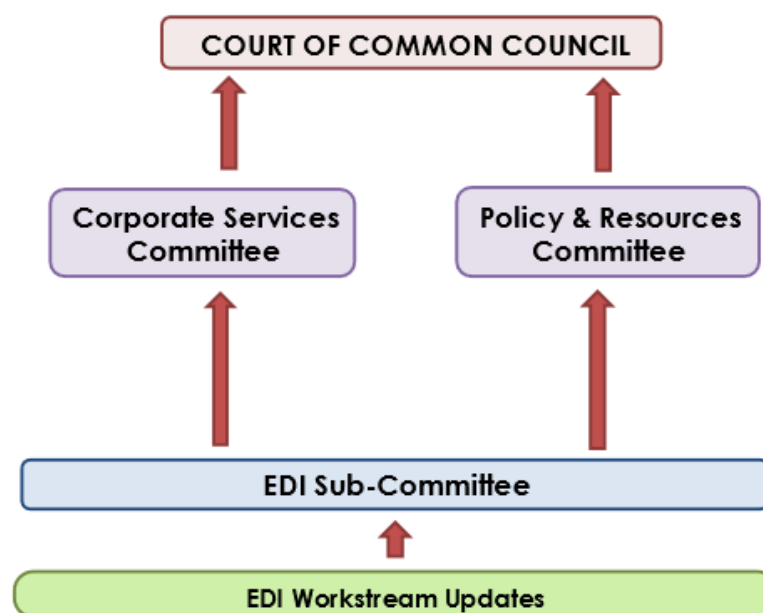
Appendix 1 - EDI Governance Structure

Officer Governance of EDI



1

Member Governance of EDI



EDI Directorate: Key Workstreams

1

Workforce Engagement



We will implement a number of strategies designed to engage the workforce including: EDI performance objectives for staff and managers; a review of people related HR; a written EDI communications plan; training and support for departments responsible for completing EQIAs; and the creation of an EDI strategy and action plan.

2

Service Delivery



We will improve service delivery by overseeing the following: customer facing action plans to identify local equalities issues; an approach to equality in the commissioning and procuring of goods, works and services; an accessibility policy and accessible website policy; service plans for fostering good relationships between different communities; the enablement of minority groups to participate and contribute to public life; and the development of community engagement strategy and service plans.

3

Data and Metrics



We will develop strategies designed to improve the way the City Corporation records and interprets data which will include: a disclosure campaign to increase disclosure rates and improve data gaps; action plans to address issues around quality or availability of data; review of EDI metrics and KPIs; sharing progress on EDI data with staff; institutions and partners; and an evaluation of EDI metrics and KPIs.

4

Initiatives and Impact



We will develop and measure the impact of initiatives that are designed to further the EDI agenda at the City Corporation including: diverse leadership development programmes to support the attainment of EDI aspirational targets; disability action plan; race action plan; gender action plan; graduate and school engagement programmes; and a number of other initiatives.

5

External Partnerships



We will strengthen external partnerships with our Institutions and wider stakeholders by supporting the development of their EDI business plans; external networking to co-create an eco-system for EDI; championing social mobility and the ESG agenda by sharing best practice; participating in joint EDI initiatives alongside external partners; public speaking at events to promote the City Corporations employer brand and corporate objectives and demonstrating thought leadership in the City, London, nationally and globally by convening joint events with partners.

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Equality Diversity and Inclusion Directorate (Aims, Missions, Values)

The purpose of the Corporate Equality, Diversity and Inclusion (EDI) Directorate is to enhance the diverse and inclusive culture that exists across the City of London Corporation, its institutions, services and partnerships. The EDI Directorate will ensure that the City Corporation develops and implements impactful EDI and Social mobility strategies that enhance the competitiveness, attractiveness and vibrancy of the Square Mile.

Our aims and objectives are...

To ensure the EDI function supports the City Corporation in achieving its strategic aims and objectives set out in its Corporate Plan which includes:

- As an employer, ensuring that it delivers and embeds impactful EDI and Social mobility strategies that fulfils its obligations under the Equality Act 2010
- As a service provider, ensuring that it actively engages and meets the need of residents, visitors, workers, students, communities, businesses, etc
- As a thought leader in a global city, aligning the City Corporation's Environmental, Social and Governance strategy with the Corporation's core functions and values. This will involve co-creating a sustainable EDI ecosystem made up of public, private and voluntary sector partners. The impact will be that we will attract the best talent to the City, London and the UK and retain the UK's position as a leading global hub for financial, insurance and professional services

The EDI directorate will promote the values of the City Corporation which are Pride, Pace, Passion and Professionalism and its behaviours which are Relevant, Reliable, Responsible and Radical.

Our major workstreams in 2023/2024 will be:

*This should be a **prioritised** outcome focused list (the Department's highest priority should be Priority 1 and so on) and should state the key deliverable(s) in year (when) and key KPI. If completion extends beyond 2023/24, please also included the estimated completion date.*

- **Priority 1 – Workstream 1 (Workforce engagement) - COO transformation objective – enablement**
Outcomes – (i) Staff networks are empowered through training and support ii) Culture & inclusion initiatives create a sense of belonging for all staff iii) All departments have an EDI committee and agreed staff survey action plans to improve staff survey engagement scores iv) Annual EDI action plan v) Annual comms plan and shared D&I calendar
- **Priority 2 – Workstream 2 (Service delivery) COO transformation objective – credibility**
Outcomes – (i) Our four-yearly equality objectives are refreshed and published on our website (ii) The quality of Equality Impact Assessment (EIA) forms improve through training and support to departments (iii) Resident feedback results are reviewed annually with an EDI lens, recommendations are made, and improvements monitored
- **Priority 3 – Workstream 3 (Data and metrics) – COO transformation objective – transparency**
Outcomes – (i) Cross-departmental data team initiated to improve EDI data gaps (ii) Our data (members, staff, senior leaders, residents, etc.) are up-to-date (iii) We have agreed aspirational EDI targets, metrics and Key Performance Indicators
- **Priority 4 – Workstream 4 (Initiatives and impact) – COO transformation objective – credibility**
Outcomes – (i) Race action plan agreed in line with the Tackling racism taskforce recommendations ii) Member diversity action plan agreed in line with Members Diversity Working Party (MDWP) recommendations (iii) Existing EDI initiatives across the City Corporation are coordinated and impact assessed (E.g., mentoring, apprenticeships, etc.)
- **Priority 5 – Workstream 5 (External partnerships) – COO transformation objective - partnership**
Outcomes – (i) Executive leadership board-level EDI meetings across institutions, (ii) Heads of Diversity-level EDI meetings initiated across institutions (iii) Corporate-calendar monitoring for external kitemarks and benchmarks

What's changed since last year...

Our major achievements in 2022

- Funding was secured to set up the EDI directorate in December 2021
- Successfully recruited EDI directorate team of 3 FTE officers and admin staff (0.5) in August 2022
- Target Operating Model (TOM) process successfully completed in August 2022
- The newly created EDI directorate will set up infrastructure over the next 6 to 12 months
- Review of the current EDI function in the City of London Corporation under way
- Holistic review of recommendations following review of EDI function in the other four main institutions (Barbican, Police and Guildhall school of Music and Drama) planned by Mar. 2023
- Focus groups under way and "inquiry based" approach that will involve listening attentively to staff to unpick some of the feedback received in the 2022 staff survey
- The EDI directorate will provide a more uniform service across the City Corporation's departments, institutions and services and build on external partnerships required to take the City Corporation's EDI work to a city-wide, national and global level

Any significant improvements to service offered to customers and/or new commitments taken on

- The EDI directorate has been recently formed in September 2022 and is currently setting up infrastructure to run an effective EDI function. The first draft of an EDI Commitment Policy has been produced. The policy aims to show the City Corporation's commitment to Equality, Diversity and Inclusion in employment, procurement, service delivery and interactions with staff, residents, and external partners
- The EDI directorate expects to realise huge improvements to the service that the EDI function will offer to both internal and external customers. The business case for developing an effective EDI function has been made out in several Government and industry reports. For example, a report by McKinsey & Co "Diversity wins – How inclusion matters" in 2021, found that more diverse and inclusive workplaces will lead to better service provision for customers. For staff, the benefits of inclusion will include greater productivity, creativity and innovation. In addition, health and wellbeing research conducted by the Chartered Institute of Personnel and Development in 2021, found that an effective EDI function will also greatly improve the wellbeing of all staff.

What is the effect of rising costs/inflation? Is anything stopping/changing? N/A

- *The effect of rising costs and inflation could mean that some specific projects (such developing an EDI learning offer) may be put on hold until there are more funds available. Having a medium-term plan will enable the EDI directorate to prioritise projects such as culture change, developing staff networks, mentoring and diverse leadership programmes, etc.*

Has TOM been completed for your department? Any impacts?

- *We successfully recruited a team of four following completion of the TOM process . The team is currently down by about 50% with 1 EDI officer and 0.5 shared admin expected to join the EDI directorate by December 2022*

How are you driving value for money?

- The directorate has adopted an evidence-based approach to EDI which will involve reviewing and then improving the data we have, setting aspirational targets, developing and implementing impactful EDI and social mobility initiatives, evaluating and measuring the impact of all EDI initiatives. This approach will ensure that the limited resources we have will be prioritised and will thus yield the maximum short, medium-term and long-term outcomes desired by all stakeholders.

Our EDI strategic commitments linked to the Corporate plan 2018 - 2023 outcomes

Outcome 3 - People have equal opportunities to enrich their lives and reach their full potential (Workforce – Workstream 1) & Workstreams 3 and 4

- Conducting focus groups, reviewing pulse survey results, 1-2-1 interviews and other forms of evidence-based research to understand the challenges and barriers that prevent staff from underrepresented groups from reaching their full potential at the City Corporation
- Promoting effective career progression through initiatives such as developing staff networks chairs, and other staff through culture change initiatives. Cultural change initiatives will strengthen the voice of employees from underrepresented groups and improve psychological safety for all staff
- Providing access to world-class heritage, culture, learning and creative and performing arts to individuals and communities from diverse backgrounds

Outcome 4 - Communities are cohesive and have the facilities they need (Service provision – Workstream 2) & Workstreams 3 and 4

- Supporting responsive services and customer care by reviewing relevant data and feedback received from residents about service provision with an EDI lens. This will help assess whether services provided to residents and other stakeholders are both inclusive and responsive and to benchmark our services against the Equality Framework for Local Government (EFLG)
- Reviewing accessibility and making recommendations to ensure that the facilities, workplace accommodation and other services we provide to customers are inclusive, welcoming and accessible to all
- Creating opportunities to bring individuals and communities together to build stronger and more resilient communities, to share experiences that will foster good relationships and promote wellbeing, mutual respect and tolerance

Outcome 8 – We have access to the skills and talents we need (External partnerships – Workstream 5) & Workstreams 3 and 4

- Developing strong talent management and career progression strategies to enhance employee experience and improve the employer brand of the City Corporation and its institutions. Developing the relevant skills and diverse talent pools through initiatives such as mentoring, reverse mentoring, apprenticeships, leadership development and other innovative programmes
- Developing inclusive leaders and managers who are accountable for driving forward the EDI, social mobility, organisational development, innovation and growth and Environmental, Social and Governance (ESG) strategies. This will help the City Corporation to develop a reputation as an employer of choice
- Building partnerships and networks that will co-create a sustainable ecosystem made up of public sector, private sector and voluntary sector organisations. This will enhance the competitiveness, vibrancy and attractiveness of the City, London and the UK as a global city with opportunities that attracts the best global talent

*** The 5 EDI workstreams are set out on page 2. **Workstream 1** covers workforce engagement. **Workstream 2** covers service provision. **Workstream 3** covers Data & Metrics. **Workstream 4** covers Initiatives & Impact. **Workstream 5** covers external partnerships.

*****Workstreams 3 and 4** cut across all 3 Corporate Strategy Outcomes set out above

Our People

The EDI directorate is made up of four members of staff.

These are:

- Director of EDI (1)
- EDI officers (X2) and
- Shared admin officer (0.5)

Staff Engagement score for all employees at the City of London Corporation in 2022: 52%

Plans to increase staff engagement

- Support all departments to develop a staff survey action plan to increase engagement scores
- Conduct 3 focus groups with staff to discuss 2022 staff survey results

Current staffing levels/recruitment plans

- To recruit admin staff/ second EDI officer by 31 December 2022

No of Apprentices – n/a

Plans for developing capability and/or talent management

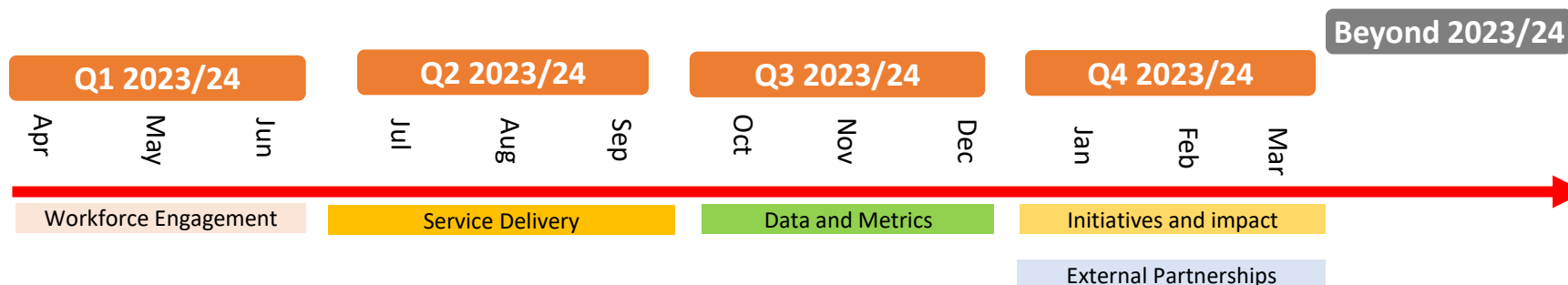
- Training
- Professional memberships
- Job shadowing and
- On the job learning

Our Stakeholders

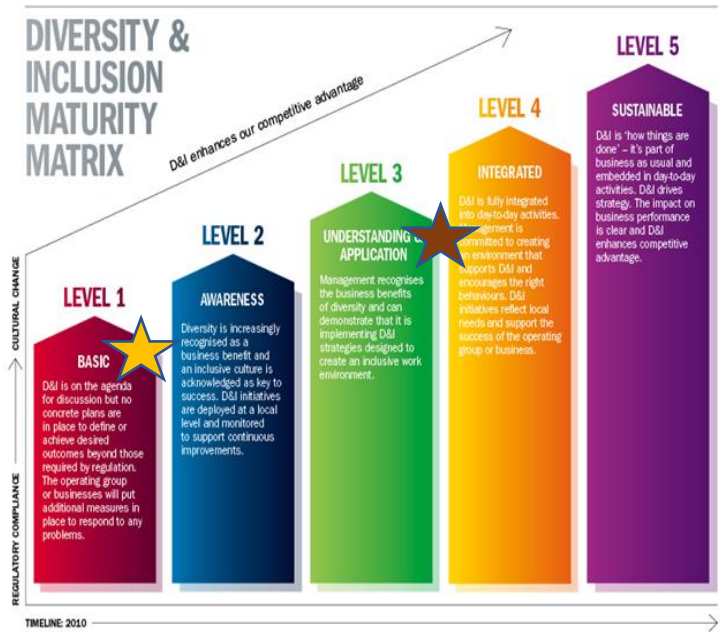
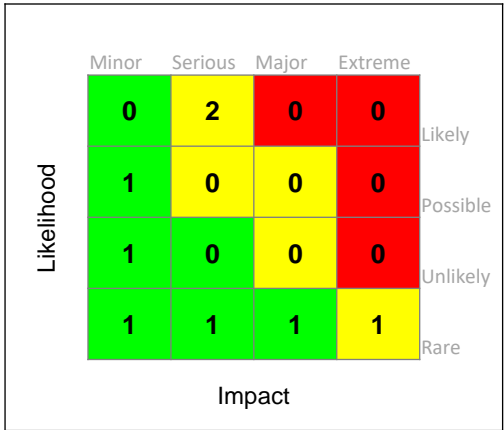
- Our stakeholders includes
- Staff
- Institutions
- Residents
- Service users
- Visitors
- Workers
- Students
- Contractors
- Members
- Businesses and
- Citizens in London, the UK and across the globe.



EDI DirectorateTimeline Planner



Key Risks



By the end of the 2023/2024 year the EDI Directorate aims to make significant progress in Workstreams 1-5. In the achievement of these workstreams we will be able to deliver a wide range of initiatives that will enable staff to have increased confidence in the EDI function at the City Corporation.

As a result, we will move firmly in between Level 3 – 4 having acquired the necessary data, engaged with staff within the City Corporation and its Intuitions and completed a communications plan and a review of our services. In addition, by this time we would have delivered a number on initiatives that would be impactful and improve career progression opportunities and the facilitation of safe spaces. Therefore, would have a made a significant and lasting impact as team and firmly progress up the Diversity and Inclusion Maturity Matrix.

Risk Title	Score	Mitigation
EDI directorate – small team providing service to an organisation with about 3600 staff. Small team of 3.5 means that sickness, absence or holidays will have impact on capacity to deliver work	2	Work closely with HR Team which is also part of the COO
Compliance – Equality Objectives two years out of date. Risk of non –compliance if not brought to date within 3 to 6 months	1	Prioritise draft Equality Objectives in first 100
Staffing issues – EDI directorate 1.5 staff down until December 2022. HR department is recruiting to about 20 posts. EDI projects require collaboration with HR. Risk of delayed EDI projects if recruitment not completed within 6-12 months.	1	Work closely with HR to support ongoing recruitment
Likelihood of low staff morale across City Corporation due to recent transformation process	1	Engage staff using focus groups, listening circles and other opportunities to engage

Medium Term Plans under consideration 2024 – 2026 – Workstream 1 – Enablement

Workstream 1 – Workforce Engagement	
What and when: prioritised list (Include any known changes you are preparing for, e.g. new legislation, services, projects, automation)	Narrative (including resourcing) ***Resourcing will be provided in-house by EDI directorate team of 3.5 staff.
All staff and managers have one EDI performance objective to contribute to the overall EDI agenda	(2024-2025) – One best practice tool for embedding EDI across teams and departments is for all members of staff, managers and leaders to have an EDI performance objective
Key HR policies reviewed with EDI lens (Recruitment, reasonable adjustments and hybrid working)	(2024-2025)– To succeed in securing accreditations such as inclusive employers and stonewall, Key HR people policies should be up-to-date and support an inclusive working environment
All departments review their annual staff survey results and have a list of actions arising from survey feedback	(2024-2025) – To increase staff engagement scores annually, departments should monitor their annual staff survey results and identify a minimum of 3 actions to improve staff engagement across the City Corporation
Training and support available for departments in completing EIA forms	(2024-2025) – As a public sector organisation, undertaking Equality Impact Assessments is best practice
EDI training skills gap analysis and evaluation of current EIA training is undertaken to assess training needs at all levels (Staff, managers, leaders, members).	(2025-2026) – Although training should not be used as a stand-alone tool for developing an inclusive workplace, it is useful. A skills gap analysis should be undertaken and staff should be encouraged to develop inclusivity and cultural awareness skills
Knowledge sharing and creation of an EDI toolkit and a hub for all staff to access EDI advice and support	(2025-2026) – A toolkit and EDI hub will enable knowledge sharing across the City Corporation and its institutions and will deliver value for money
EDI Strategy in place (Workforce engagement, Culture & Inclusion)	(2025-2026) – A written EDI strategy is best practice. This should be aligned with the next Corporate Strategy 2025 to 2030 which is currently in development

Medium Term Plans under consideration 2024 – 2026 – Workstream 2 – Enablement

Workstream 2 – Service Delivery

What and when: prioritised list (Include any known changes you are preparing for, e.g. new legislation, services, projects, automation)	Narrative (including resourcing) ***Resourcing will be provided in-house by EDI directorate team of 3.5 staff
Customer-facing action plans reviewed with EDI lens to identify gaps in service provision, relevant issues and priorities and systems for tracking progress	(2024-2025) – The core local authority function of service provision and customer services should be reviewed with an EDI lens and service provision levels should be tracked annually
Approach to equality in commissioning and procuring of goods, works and services as set out in the responsible procurement policy reviewed with EDI lens	(2024-2025) – To ensure that procurement strategy and policies and processes are reviewed with an EDI lens
Accessibility policy and an accessible website policy reviewed to ensure they are underpinned by current best practice	(2024-2025) – To ensure that an up-to-date accessibility policy / website policy is in place
Service plans for fostering good relationships between different communities and enabling minority groups to participate and contribute to public life are reviewed with EDI lens	(2025-2026) – Under the Equality act there is a duty to foster good relationships between different groups and to enable underrepresented groups to participate and contribute to public life
Community engagement strategy and service plans reviewed with EDI lens and ensure that it addresses equality and inclusion	(2025-2026) – The community and engagement strategy and plans should be reviewed with an EDI lens
Submission to Equalities Framework for Local Government (EFLG) for benchmarking	(2025-2026) – A successful submission to the EFLG should be made before March 2026

Medium Term Plans under consideration(2024/25 and 2025/26) – Workstream 3 & 4 – Transparency

Workstream 3 – Data and Metrics

What and when: prioritised list (Include any known changes you are preparing for, e.g. new legislation, services, projects, automation)	Narrative (including resourcing) ***Resourcing will be provided in-house by EDI directorate team of 3.5 staff
Disclosure campaign to increase disclosure rates and improve data gaps	(2024 – 2025) – The EDI directorate will start will monitor the baseline in terms of EDI data and ensure this increases through with the help of disclosure campaigns
Action plan agreed to address issues around quality or availability of data	(2024 – 2025) – Data quality and availability of granular EDI will help support achievement of EDI targets
Review of EDI metrics, KPIs	(2024 – 2025) – EDI metrics, targets and pay gaps will be reviewed annually to monitor improvements
Disclosure campaign to increase disclosure rates and improve data gaps	(2025 -2026) – Disclosure campaign should be undertaken at least once a year to reduce data gaps
Data transparency – share progress on EDI data collection and metrics with staff, institutions and partners	(2025-2026) – Data should be shared with staff openly to communicate areas of improvements and the more challenging areas
Evaluation of EDI metrics and KPIs	(2025-2026) – Evaluation of work done around data (including pay gaps) should be evaluated before new targets and metrics are set

Medium Term Plans under consideration(2024/25 and 2025/26) – Workstream 3 & 4 – Transparency

Workstream 4 – Initiatives and Impact

What and when: prioritised list (Include any known changes you are preparing for, e.g. new legislation, services, projects, automation)	Narrative (including resourcing) ***Resourcing will be provided in-house by EDI directorate team of 3.5 staff
Diverse leadership development programmes introduced to support attainment of EDI aspirational targets including the Member and Race Action plans	(2024-2025) – EDI Initiatives will be developed to support EDI action plans (resources will need to be identified from L&D, apprenticeship, departmental or other budgets)
Gender Action plan in place to support targets set for Women in finance, EDI aspirational targets and to reduce gender pay gap	(2024-2025) – as above
Disability action plan in place to reduce disability pay gap	(2024-2025) – as above
Graduate training programme initiated (Young employees network)	(2025- 2026) – as above
School outreach programme initiated to support work experience for young people	(2025-2026) – as above
Other relevant initiatives developed as agreed with stakeholders	(2025-2026) – as above
Ensuring that underrepresented group contribute to the climate agenda. By raising awareness surrounding climate change to underrepresented groups.	(2025-2026) – as above

Medium Term Plans under consideration(2024/25 and 2025/26) – Workstream 5 – Partnerships

External Partnerships	
What and when: prioritised list (Include any known changes you are preparing for, e.g. new legislation, services, projects, automation)	Narrative (including resourcing) ***Resourcing will be provided in-house by EDI directorate team of 3.5 staff
Provide advice and support to other City Corporation institutions that require support and review their business plans	(2024-2025) – Developing closer and joined up working with institutions and their EDI plans
Developing networks to co-create an ecosystem for EDI, social mobility, innovation and growth and ESG partnerships	(2024-2025) – Developing networks in the City of London, London, nationally and globally in the EDI and social mobility space
Leverage networks in the private sector, public sector and voluntary and community sector to expand the impact of our EDI work across the City of London, London and nationally	(2024-2025) – Collaborating with partners to expand the impact of EDI and social mobility
Participate in collaborative EDI initiatives and outreach initiatives with external partners	(2025-2026) - EDI and outreach Initiatives will be undertaken in partnerships with other organisations to reduce costs (resources will need to be identified from L&D, apprenticeship, departmental or other budgets)
Public speaking at EDI events to promote City Corporation’s employer brand and winning multiple awards and recognition for innovative and inclusive practices in the work place	(2025-2026) – The benefits of developing an effective EDI practice will include enhancing the City corporation’s employer brand as an employer of choice. This will lead to external awards and recognition and enhance the City Corporation’s ability to attract the best talent nationally and globally
Demonstrate thought leadership in EDI in the City, in London, nationally and globally by convening joint events with internal and external partners	(2025-2026) – As a hybrid organisation(with both public sector, charitable sector and private sector functions) the City Corporation’s EDI will have a greater impact and thought leadership status

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Committee: Equality Diversity & Inclusion Sub-Committee	Dated: 12 December 2022
Subject: Review of actions for the EDI Sub-Committee	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	N/A
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Chief Operating Officer	For Information
Report author: Saida Bello, Director of Equality Diversity and Inclusion	

Summary

The EDI Sub-Committee's Terms of Reference includes ensuring that approved recommendations and actions from the Tackling Racism Taskforce (TRT) and the Members Diversity Working Party (MDWP) are implemented by officers.

This report attaches up-to-date action trackers setting out the recommendations made by the TRT and MDWP that are still ongoing.

Recommendations

Members are asked to note:

- The ongoing actions in Appendix 1 and 2
- That the approved recommendations made by the TRT on Culture are being taken forward by the Culture, Heritage, and Libraries Committee.
- That members of the EDI Sub-Committee can periodically request updates from the Culture, Heritage and Libraries committee on their ongoing actions

Appendices

- Non-Public Appendix 1 – TRT action tracker 2022 to 2024
- Non-Public Appendix 2 – MDWP action tracker 2022 to 2024

Saida Bello

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of the Local Government Act 1972.

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