



Equality, Diversity & Inclusion Sub-Committee

Date: WEDNESDAY, 5 FEBRUARY 2025

Time: 1.45 pm

Venue: COMMITTEE ROOMS, WEST WING, GUILDHALL

Members:

Deputy Andrien Meyers (Chair)	Caroline Haines (Ex-Officio Member)
Joanna Tufuo Abeyie (Deputy Chairman)	Florence Keelson-Anfu
Deputy Randall Anderson	Gregory Lawrence
Alderman Sir Charles Bowman	Charles Edward Lord, OBE JP
Deputy Peter Dunphy	Judith Pleasance
Mary Durcan	Deputy Henry Pollard

Enquiries: **Kate Doidge**
Kate.Doidge@cityoflondon.gov.uk

Accessing the virtual public meeting

Members of the public can observe all virtual public meetings of the City of London Corporation by following the below link:

<https://www.youtube.com/@CityofLondonCorporation/streams>

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.

Whilst we endeavour to livestream all of our public meetings, this is not always possible due to technical difficulties. In these instances, if possible, a recording will be uploaded following the end of the meeting.

Ian Thomas CBE
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **MINUTES**

To approve the public minutes and non-public summary of the meeting held on 22nd November 2024.

For Decision
(Pages 5 - 10)

4. **EQUALITY INFORMATION REPORT 2024**

Report of the Chief Strategy Officer.

For Decision
(Pages 11 - 80)

5. **EQUITY, EQUALITY, DIVERSITY AND INCLUSION REVIEW UPDATE**

Report of the Chief Strategy Officer.

For Information
(Pages 81 - 92)

6. **EMPLOYMENT RIGHTS BILL UPDATE AND HR POLICY FRAMEWORK**

Report of the Executive Director of HR and Chief People Officer.

For Information
(Pages 93 - 110)

7. **PEOPLE STRATEGY BI-ANNUAL PROGRESS REPORT 1: APRIL 2024 TO SEPTEMBER 2024**

Report of the Executive Director of HR and Chief People Officer.

For Information
(Pages 111 - 162)

8. **BECKFORD AND CASS STATUE PROJECT WEBPAGES**

Report of the Head of Profession (Culture).

(Note: Appendices 1 – 4 are Non-Public and can be found at Agenda Item 13).

For Discussion
(Pages 163 - 172)

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

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

11. **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

12. **NON-PUBLIC MINUTES**

To approve the non-public minutes of the meeting held on 22nd November 2024.

For Decision
(Pages 173 - 174)

13. **BECKFORD AND CASS STATUE PROJECT WEBPAGES**

Non-Public Appendices 1 – 4 of Agenda Item 8.

For Discussion
(Pages 175 - 230)

14. **EVENTS AND VENUE ACCESSIBILITY**

Report of the City Remembrancer.

For Information
(Pages 231 - 240)

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

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