



## Equality, Diversity & Inclusion Sub-Committee

**Date:** MONDAY, 16 JUNE 2025

**Time:** 10.00 am

**Venue:** COMMITTEE ROOMS, WEST WING, GUILDHALL

**Members:**

Deputy Caroline Haines (Chair)	Anthony David Fitzpatrick, Corporate Services Committee
Joanna Tufuo Abeyie	Charles Edward Lord, OBE JP, Corporate Services Committee
Alderman Sir Charles Bowman, General Purposes Committee of Aldermen	Deputy Henry Pollard
Deputy Anne Corbett, Community and Children's Services Committee	Deputy James Thomson CBE
Deputy Peter Dunphy	David Williams

**Enquiries:** Rhys Campbell  
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### 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. **ELECTION OF A DEPUTY CHAIR**

To elect a Deputy Chair in accordance with Standing Order 26(6).

**For Decision**

4. **MINUTES**

To approve the public minutes and non public summary of the meeting held on 5 February 2025.

**For Decision**  
(Pages 5 - 10)

5. **EQUITY, EQUALITY, DIVERSITY AND INCLUSION REVIEW (PUBLIC UPDATE)**

Report of the Chief Strategy Officer.

**For Information**  
(Pages 11 - 60)

6. **GENDER, ETHNICITY AND DISABILITY PAY GAPS**

Executive Director of Human Resources and Chief People Officer.

**For Information**  
(Pages 61 - 88)

7. **SOCIAL MOBILITY REPORT**

Report of the Chief Strategy Officer.

**For Information**  
(Pages 89 - 166)

8. **PRESENTATION - GUILDHALL SCHOOL OF MUSIC AND DRAMA**

A representative of the Guildhall School of Music and Drama to be heard.

**For Information**  
(Verbal Report)

9. **WHOLESALE MARKETS ZERO TOLERANCE POLICY**

Report of the City Surveyor.

**For Information**  
(Pages 167 - 178)

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

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

12. **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**

13. **NON-PUBLIC MINUTES**

To approve the non public minutes of the meeting held on 5 February 2025.

**For Decision**  
(Pages 179 - 182)

14. **EQUITY, EQUALITY, DIVERSITY AND INCLUSION REVIEW (NON PUBLIC UPDATE)**

Report of the Chief Strategy Officer.

*Note: Appendices are in a separate pack.*

**For Information**  
(Pages 183 - 190)

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**

### **Part 3 - Confidential Items**

#### **17. EEDI STRATEGIC UPDATE AND FORWARD LOOK**

Report of the Chief Strategy Officer.

**For Information**