Corporate Services Committee

Date: **WEDNESDAY, 9 SEPTEMBER 2026**

Time: 1.45 pm

Venue: **COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL**

Members:

Florence Keelson-Anfu (Chair)
Anthony David Fitzpatrick (Deputy Chairman)
Simon Burrows
Deputy Timothy Butcher
Deputy Henry Colthurst
Steve Goodman OBE
Deputy Christopher Hayward
Stephen Hodgson
Sandra Jenner
Gregory Lawrence
Alderman Professor Michael Mainelli
Alderman Christopher Makin
Deputy Andrien Meyers
Deputy Alastair Moss
David Sales
Mandeep Thandi
James Tumbridge
Philip Woodhouse

Enquiries: **Chris Rumbles**
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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

NB: Certain items presented for information have been marked * and will be taken without discussion, unless the Committee Clerk has been informed that a Member has questions or comments prior to the start of the meeting. These for information items have been collated into a supplementary agenda pack and circulated separately.

Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **MINUTES**

To consider minutes as follows:-

a) To agree the public minutes of the Corporate Services Committee meeting on 1 July 2026 (Pages 7 - 14)

b) * To note the draft public minutes of the Joint Consultative Committee meeting on 8 June 2026

4. *** FORWARD PLAN**

Joint report of the Town Clerk and Chief People Officer and Executive Director of HR.

For Information

5. *** ACTION TRACKER**

Report of the Town Clerk.

For Information

6. **RESOLUTION OF POLICY AND RESOURCES COMMITTEE TO CORPORATE SERVICES COMMITTEE**

For Discussion
(Pages 15 - 16)

7. **EARLY CAREERS TALENT PIPELINE**

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

For Decision
(Pages 17 - 26)

8. **PREVENTING SEXUAL HARASSMENT POLICY PROPOSAL**

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

For Decision
(Pages 27 - 68)

9. **PROBATION POLICY**

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

For Decision
(Pages 69 - 120)

10. **PROGRAMME SAPPHIRE UPDATE**

Chamberlain to be heard.

11. *** COMPTROLLER & CITY SOLICITORS DEPARTMENT BUSINESS PLAN 2026–2028: QUARTER 2 PROGRESS REPORT**

Report of the Comptroller & City Solicitor.

For Information

12. *** PEOPLE & HR BUSINESS PLAN QUARTER ONE (Q1) PROGRESS REPORT**

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

For Information

13. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

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

15. **EXCLUSION OF THE PUBLIC**

MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business 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 Agenda

16. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the Corporate Services Committee meeting on 1 July 2026.

For Decision
(Pages 121 - 122)

17. **RISK APPETITE FOR CR44: ORGANISATIONAL CHANGE READINESS**

Report of the Chief People Officer.

For Decision
(Pages 123 - 136)

18. **HEALTH & SAFETY ANNUAL ASSURANCE 2025/26**

Report of the Deputy Town Clerk.

For Decision
(Pages 137 - 190)

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

20. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

Part 3 - Confidential Agenda

21. **CONFIDENTIAL MINUTES**

To consider minutes as follows: -

a) To agree the confidential minutes of the Corporate Services Committee meeting on 1 July 2026

b) To note the draft confidential minutes of the Joint Consultative Committee meeting on 8 June 2026

22. **DECISIONS TAKEN UNDER DELEGATED AUTHORITY OR URGENCY PROCEDURES**

Report of the Town Clerk.

For Information

23. **DIRECTOR OF LONDON PROGRAMMES**

Report of the Executive Director of Community and Children's Services.

For Decision

24. **MEMBER-LED RECRUITMENT - NATURAL ENVIRONMENT DIRECTOR**

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

For Information

25. **WORKPLACE ATTENDANCE UPDATE INCLUDING ATTENDANCE MONITORING UPDATE**

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

For Decision

26. **AMBITION 25**

Chief People Officer and Executive Director of HR to be heard.

27. **HR DASHBOARDS**

Chief People Officer and Executive Director of HR to be heard.

28. **HR UPDATE**

Chief People Officer and Executive Director of HR to be heard.

29. **TOWN CLERK'S UPDATE**

The Town Clerk to be heard.