

Committee: Policy & Resources Committee	Date: 21 February 2019
Subject: Targets for Member Representation by 2021 and 2025 and voluntary Members' Diversity Charter	Public
Report of: Town Clerk on behalf of the Members Diversity Working Party	For Decision
Report author: Emma Cunnington, Town Clerk's Department	

Summary

Following a report of the Members Diversity Working Party (MDWP) to the Policy & Resources Committee in December 2018, it was agreed that recommendations relating to enhancing diversity of the Court of Common Council be looked at in more detail and be subject to further decision-making by the Committee in due course.

This paper sets out recommendations for introducing targets for representation on the Court of Common Council by the elections in 2021, as well as further targets by 2025. Additionally, this paper proposes the introduction of a voluntary Members' Diversity Charter, which would encourage Members to consider how they could be more inclusive and demonstrate, publicly, their commitment to diversity.

It should be noted that the introduction of quotas and targets was considered by the Policy Committee early last year as well as by the MDWP as part of its deliberations. The Working Party concluded that the introduction of quotas would be very challenging but that setting public targets was less so and was worth pursuing, providing it was dealt with in a measured way.

Recommendations

Members are asked to:

- Approve the targets set out for representation by 2021 election (i.e. 30% female and 15% BAME);
- Approve targets for 2025 for Common Councilmen and Aldermen to be reflective of the demographics of City workers/residents;
- Approve the introduction of a voluntary Diversity Charter for Members to consider signing, allowing Members to publicly show commitment to this agenda, and help drive the debate internally on diversity and inclusion, and approve the draft text set out in this report.

Main Report

Background

1. The Policy & Resources Committee considered a report in its meeting in December 2018, setting out the recommendations on diversity proposed by the Members Diversity Working Party (MDWP).
2. The MDWP was created to “*consider and make recommendations to help promote the merits of standing for office as a Common Councilman or an Alderman to enhance the diversity of the Court of Common Council to represent better its constituency.*”
3. Following discussion at the Policy & Resources Committee meeting in December 2018, Members concluded that each of the individual recommendations would be subject to further reports or decision-making by the Committee in due course. On this basis, Members endorsed the suite of proposals presented and support the general direction of travel.
4. The MDWP considered the merits of the introduction of both quotas and targets and whilst it was of the view that the use of quotas would be very challenging it felt that setting public targets was less so and was worth pursuing providing it was dealt with in a measured way. In considering the Working Party’s recommendation for targets to be introduced, the Policy & Resources Committee clarified that any targets to be set in respect of the Court should be in relation to candidacy only, rather than Members themselves, on the basis that it was for the electorate to determine who they wished to elect. Focus should therefore be on working to ensure that the electorate had a wide and diverse pool of candidates from which to choose.
5. This report gives more detail around the targets (rather than quotas) proposed by the Working Party for representation by the 2021 election and the 2025 election. It also deals with MDWP’s proposal for the introduction of a voluntary Diversity Charter.

Current Position

6. The MDWP felt that the City Corporation should be as ambitious as other organisations in setting its targets. Initially, the targets should focus on just two of the protected characteristics: Black, Asian and Minority Ethnic (BAME) and, given concerns about the lack of gender diversity on a number of committees, gender. The MDWP noted that in 2017, 33% of Councillors in England and 32% of MPs were women, and that 30% was the target for female representation in decision-making positions across the Commonwealth. It is also the target for the [30% Club](#), a campaign which aims to increase gender balance on UK boards.
7. Currently, approximately 21.6% of the Court of Common Council (including Aldermen) are women. In the 2017 demographic survey of Members, of the 75 people who responded, 10% indicated that they had a disability, 90% were white, 4% Indian-Asian and 2% mixed Asian-White.

8. As part of their discussions, the MDWP reviewed data from the 2011 Office of National Statistics Census as well as the 2011 Workforce Census to help establish which diversity targets the City Corporation should be setting for the 2021 and 2025 elections.
9. For gender, statistics show that 39% of City workforce are female and 44% of the City's residential community are female.
10. For race, 22% of City workforce are BAME and 21% of the City's residential community are BAME.

2021 Elections

11. The next Court elections will take place in March 2021 and the MDWP felt that it would be achievable to set representation targets for gender and ethnicity in time for these elections. The proposed figures would aim for 30% of the Court to be female and 15% of the Court to be from BAME backgrounds. This would be reflected as follows:

Table 1: Female representation targets in 2021 elections

	Current (based on 2017 data)		Target for 2021 elections		Difference	
	No.	%	No.	%	No.	%
<i>Female</i>	29	23	38	30	+9	+7

Table 2: BAME representation targets in 2021 elections

	Current (based on 2017 data)		Target for 2021 elections		Difference	
	No.	%	No.	%	No.	%
<i>BAME</i>	13	10	19	15	+6	+5

12. If Members agree to these targets, further reports would be brought to the Policy & Resources Committee in due course setting out diversity and inclusion initiatives to help achieve these figures.

2025 Elections

13. The MDWP also proposed set targets for the 2025 Common Councilmen elections as well as Aldermanic elections to be reflective of the demographics of City workers and residents. These targets would reflect the City community's age, race and sex and are outlined in tables 3, 4 and 5 below.
14. It is also proposed that targets for other protected characteristics, such as disability, sexuality and religion, are considered after the 2021 elections and used in the 2025 elections.

Table 3: Representation targets for age in 2025 elections

	Current (based on 2017 data)		Target for 2025 elections		Difference	
	No.	%	No.	%	No.	%
Aged between 20-39	21	17	76	61	+55	+44
Aged between 40-59	36	29	29	23	-7	-6
Aged between 60-79	52	42	20	16	-32	-26

Table 4: Gender representation targets for 2025 elections

	Current (based on 2017 data)		Target for 2025 elections		Difference	
	No.	%	No.	%	No.	%
Female	29	23	52	42	+23	+19

Table 5: BAME representation targets for 2025 elections

	Current (based on 2017 data)		Target for 2025 elections		Difference	
	No.	%	No.	%	No.	%
BAME	21	17	76	61	+55	+44

15. If Members agree to these targets, further reports would be brought to the Policy & Resources Committee in due course setting out diversity and inclusion initiatives to help achieve these figures.

Voluntary Members Diversity Charter

16. In addition to targets, the MDWP felt that it would be helpful for a Diversity Charter to be drawn up for Members to choose to sign up to when elected as Aldermen or Common Councilmen. This voluntary Members Diversity Charter would allow Members to publicly show commitment to this agenda and help drive the debate internally on diversity and inclusion.

17. The MDWP have already drafted text to be used for a possible charter, which is set out below.

18. The Policy & Resources Committee are asked to consider, firstly, whether such a Diversity Charter should be adopted, and, secondly, the proposed wording of the Charter, below:

“The City flourishes today by attracting international talent and innovating to succeed. I believe that attracting a wider pool of talent to engage with the City of London Corporation will build a City fit for the future.”

To support opening up the City of London Corporation to a wider talent pool, I will:

- 1) Undertake unconscious bias training;*
- 2) Ensure when posing in group photos of 4 or more for external comms, e.g. through social media, I consider the image I am attaching to the City. I will include women and greater ethnic diversity if possible;*
- 3) Chair meetings effectively and in an inclusive manner;*
- 4) Consider the gender mix on committees before voting in Court;*
- 5) Consider the diversity of candidates I propose for the Freedom of the City and how they reflect the City's communities;*
- 6) Ask firms, when engaging on voter registration, if they have reflected the diversity of their firm in their voting list;*
- 7) Bring new people from diverse backgrounds into the City, through invitations to functions, for example;*
- 8) Look out for new talent who could make a contribution to the City civic and ask them to stand."*

Corporate & Strategic Implications

19. By adopting the recommendations of the report, this would support the strategic aims and outcomes of the City Corporation outlined in the Corporate Plan 2018-2023. Specifically, enhancing the diversity of elected Members will 'contribute to a flourishing society' by allowing 'people to have equal opportunities to enrich their lives and reach their full potential', and it will 'support a thriving economy' by having 'access to the skills and talent we need'.

Conclusion

20. The MDWP is of the view that the City Corporation should aim to be ambitious and demonstrate its commitment to diversity by setting targets for protected characteristics ahead of the Court of Common Council elections in 2021 and 2025. These figures should be reflective of the City communities that Members represent.

21. Additionally, the introduction of a voluntary Members Diversity Charter would allow Members to publicly show further commitment to this agenda and help drive the debate internally on diversity and inclusion.

Appendices - None

Background Papers

- *'Enhancing the Diversity of the Court of Common Council' – Report of the Town Clerk on behalf of the Members Diversity Working Party (Policy & Resources Committee, 13 December 2018)*

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