



**CHAMBERLAIN'S COURT
EQUALITY AND DIVERSITY SURVEY
2019**

OCTOBER 2019

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Background:

In 2015 a decision was taken to undertake a survey into applications for the Freedom of the City to examine the cohort in relation to diversity, inclusion and protected characteristics. Due to limited resources, staffing and basic IT it was decided that this should be done for one month and repeated on a yearly basis in order to provide a 'snapshot' of the applicants' backgrounds. September was chosen as it does not include any bank holidays or annual City events requiring closure.

Methodology:

A simple survey form was handed to applicants at the interview stage to be completed by hand. It comprised seven questions five of which employed a multiple-choice format and two of which employed a simple singular answer format. No comment boxes were included due to time constraints.

In addition, the member of staff administering the survey was required to note which route the applicant was taking to obtain their freedom. A copy of the survey form is appended (Appendix 2).

Compliance:

All those completing the survey form were required to provide their consent to fair usage of the data they provided (see Appendix 1). The first page of the survey outlined our intentions and confirmed that we would use the information in line with the requirements of the General Data Protection Act 2018. The completed survey forms will be shredded, and the information contained will only be disseminated within the department and to other interested parties within the City of London Corporation.

Sample:

The survey was completed throughout the calendar month of September 2019. There was a maximum possible sample of 173 applicants. A certain number of these applicants will not have received a survey form because they were applying by proxy and therefore not attending for interview. In addition, there may have been some situations, such as large group patrimony applications, where time and staffing constraints may have made it difficult to insist on the forms being completed. 145 survey forms were completed, enough to provide a meaningful sample.

Comparison to 2015, 2016, 2017 and 2018 figures:

The sample will show some natural variance. This is due to variable factors such as staff leave, Guildhall closures and shifts in Livery Company calendars. There is also some fluctuation in the percentage of survey forms completed.

Abbreviations

- **COCO:** Court of Common Council. Applicants are nominated by two Liverymen of good standing or City of London elected members.
- **COA:** Court of Aldermen. Applicants have already received the freedom of a Livery company
- **OTHER:** Those applying for the freedom through other routes i.e. Patrimony or where for some reason the application route has not been noted.

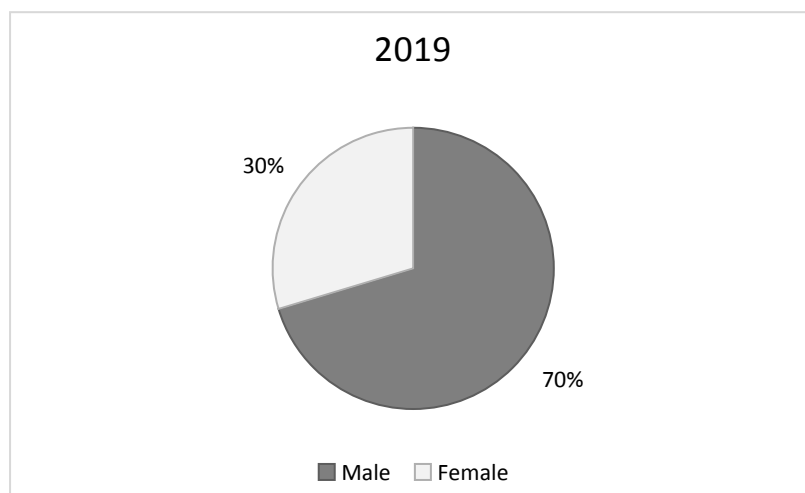
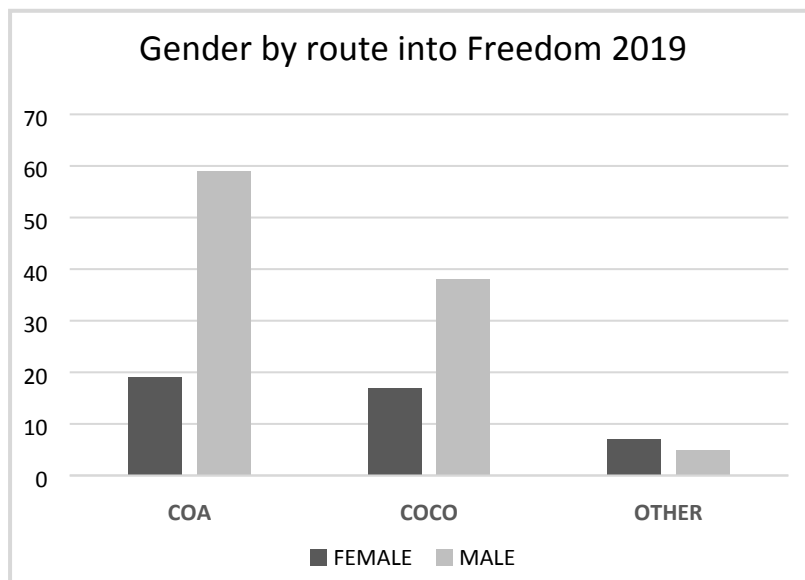
Results 2019

Question 1: Gender

Data Totals:

GENDER	COA	COCO	OTHER	TOTALS
FEMALE	19	17	7	43
MALE	59	38	5	102
OTHER	0	0	0	0

*In 2019 to acknowledge non-binary and other gender choices we introduced the option to identify as 'other' but no applicant chose this option.

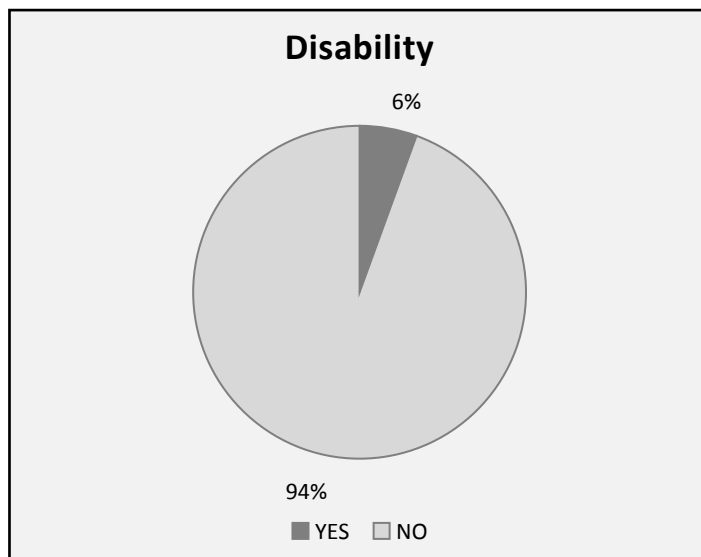


Question 2: Disability

Data Totals:

DISABILITY	COCO	COA	OTHER	TOTALS
YES	6	1	1	8
NO	49	76	11	136

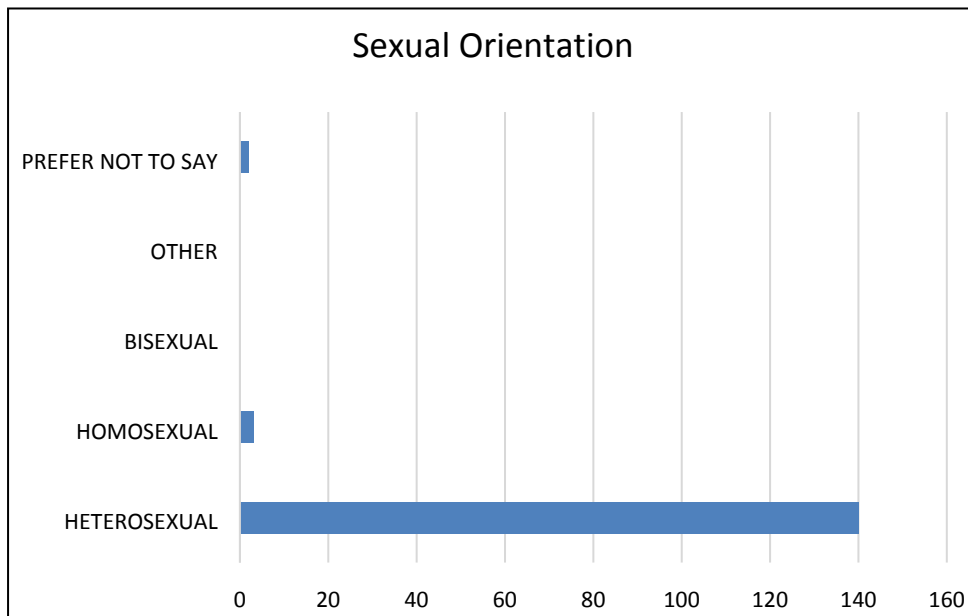
* One survey form contained no reply



Question 3. Sexual Orientation

Data Totals:

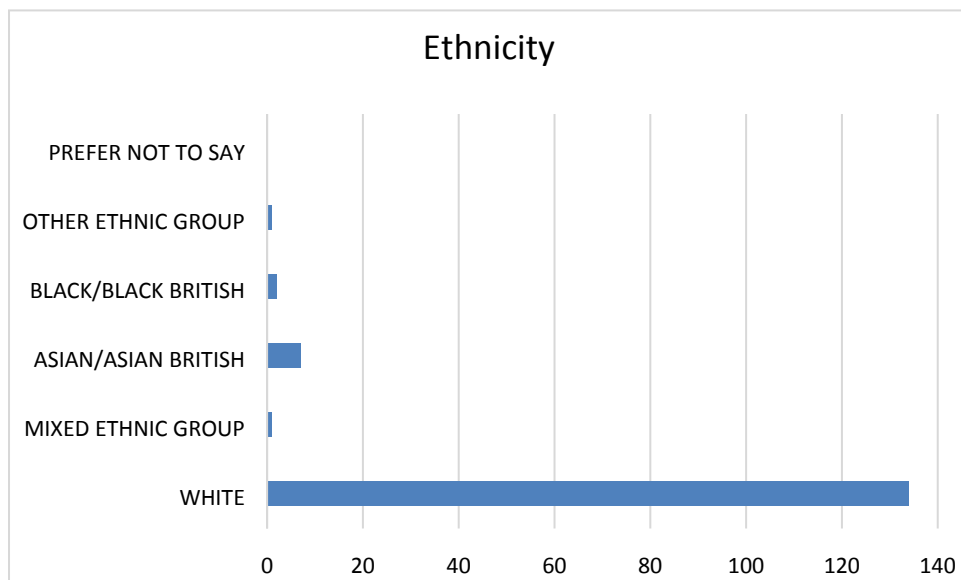
SEXUAL ORIENTATION	COCO	COA	OTHER	TOTALS
HETEROSEXUAL	53	76	11	140
HOMOSEXUAL	2	1	0	3
BISEXUAL	0	0	0	0
OTHER	0	0	0	0
PREFER NOT TO SAY	0	1	1	2



Question 4. Ethnicity

Data Totals:

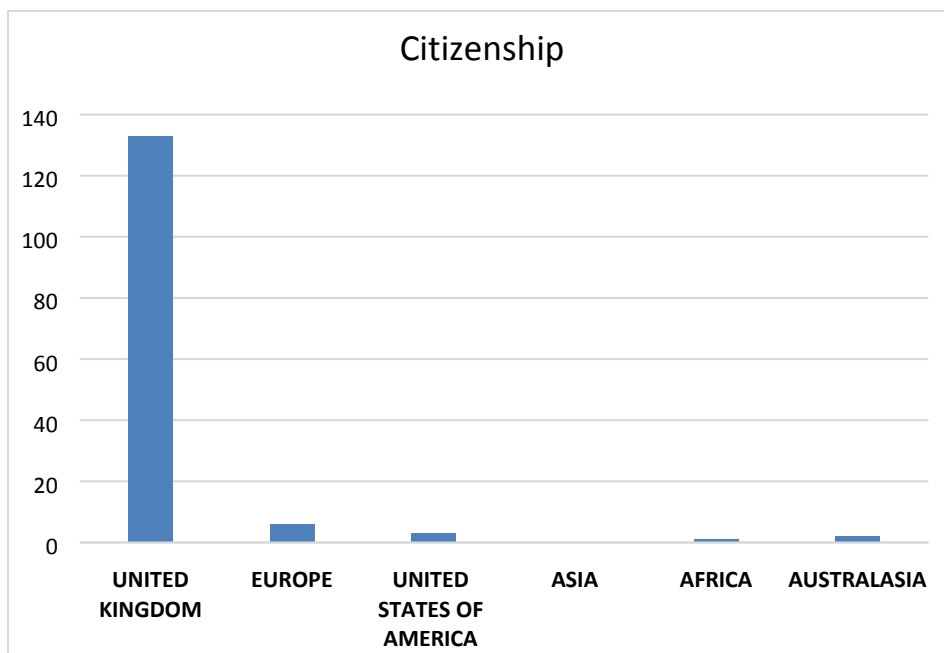
ETHNICITY	COCO	COA	OTHER	TOTAL
WHITE	51	71	12	134
MIXED ETHNIC GROUP	1	0	0	1
ASIAN/ASIAN BRITISH	1	6	0	7
BLACK/BLACK BRITISH	1	1	0	2
OTHER ETHNIC GROUP	1	0	0	1
PREFER NOT TO SAY	0	0	0	0



Question 5. Citizenship

Data Totals:

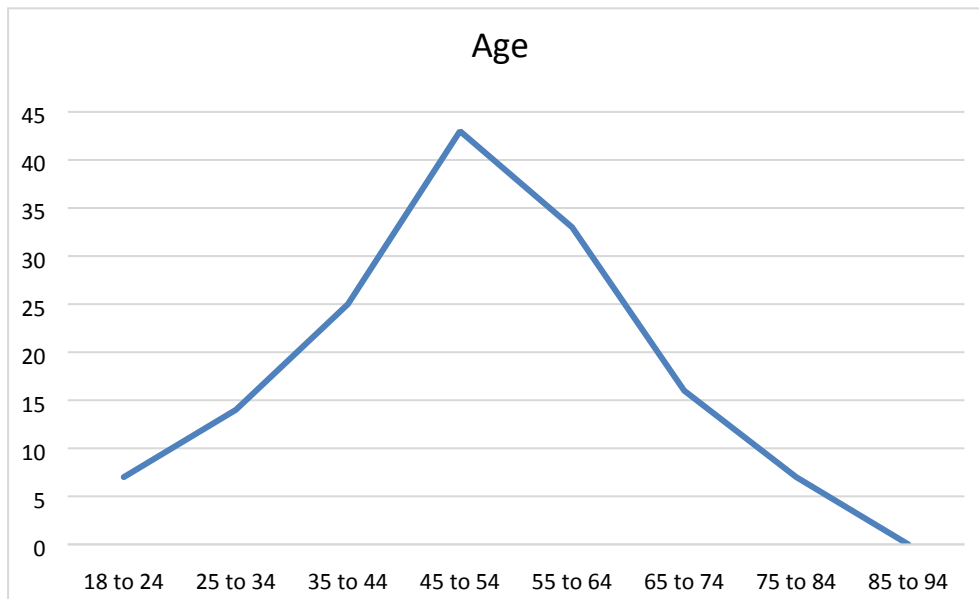
CITIZENSHIP	COCO	COA	OTHER	TOTAL
UK	48	74	11	133
EUROPE	3	2	1	6
USA	2	1	0	3
ASIA	0	0	0	0
AFRICA	1	0	0	1
AUSTRALASIA	1	1	0	2



Question 6. Age

Data Totals:

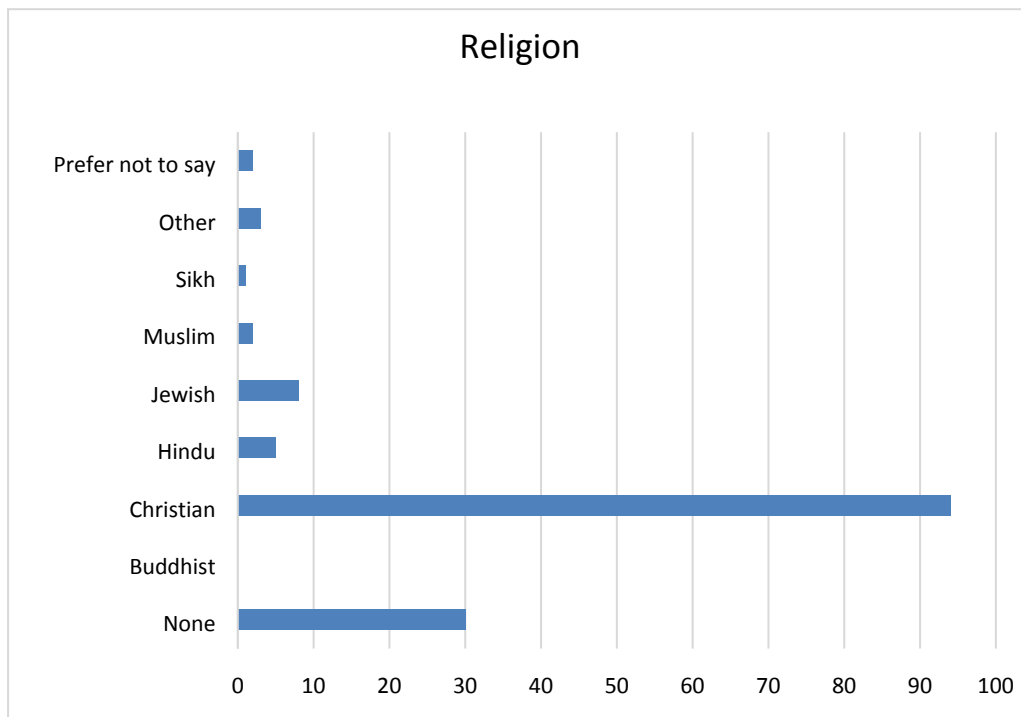
AGE	COCO	COA	OTHER	TOTAL
18 - 24	2	2	3	7
25 - 34	6	4	4	14
35 - 44	7	18	0	25
45 - 54	15	26	2	43
55 - 64	14	17	2	33
65 - 74	5	10	1	16
75 - 84	6	1	0	7
85 - 94	0	0	0	0



Question 7. Religious Affiliation

Data Total:

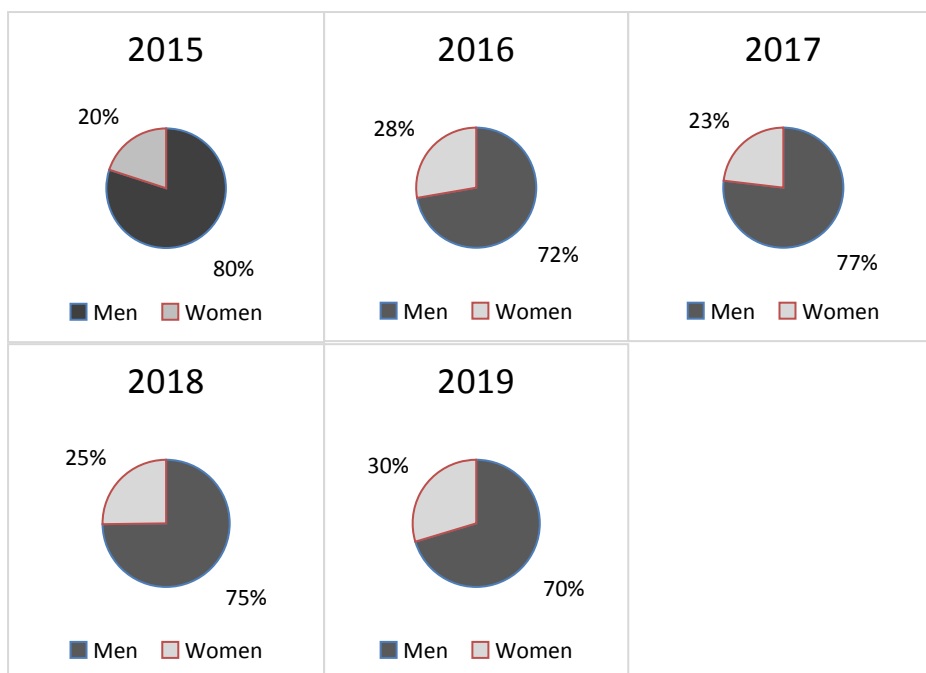
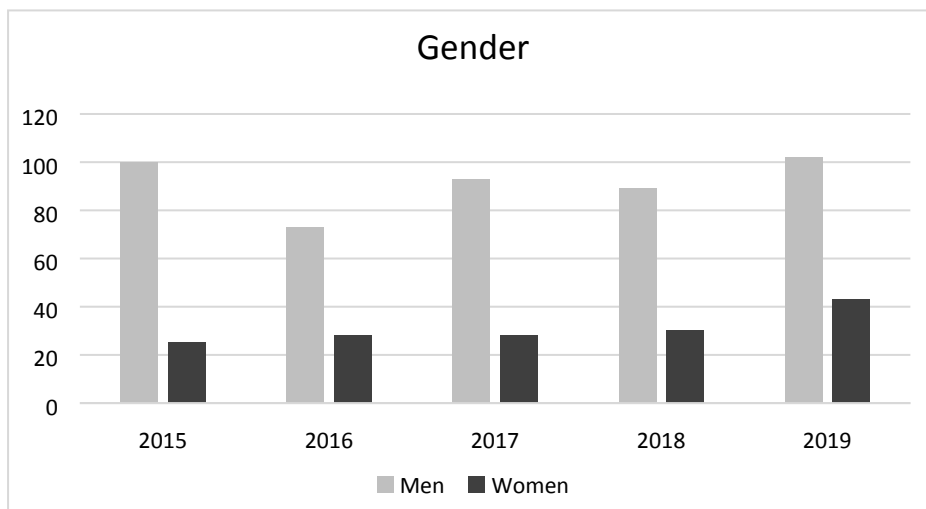
RELIGION	COCO	COA	OTHER	TOTAL
None	9	17	4	30
Christian	39	47	8	94
Muslim	1	1	0	2
Jewish	3	5	0	8
Hindu	0	5	0	5
Sikh	1	0	0	1
Buddhist	0	0	0	0
Other	1	2	0	3
Prefer not to say	1	1	0	2



Comparative Data: Sept 2015/ 2016/ 2017/2018

Gender

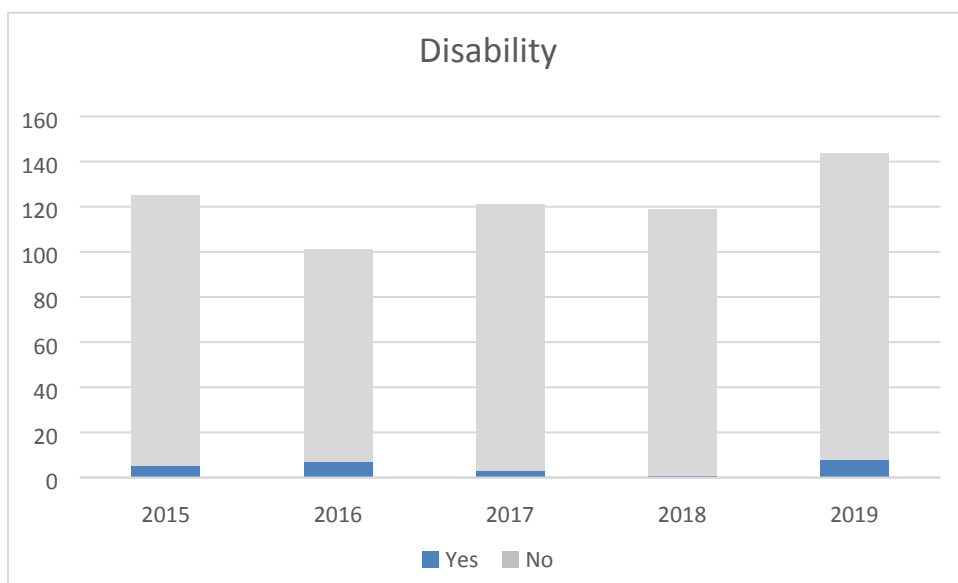
Year	Men	Women
2015	100	25
2016	73	28
2017	93	28
2018	89	30
2019	102	43



Disability:

Data totals:

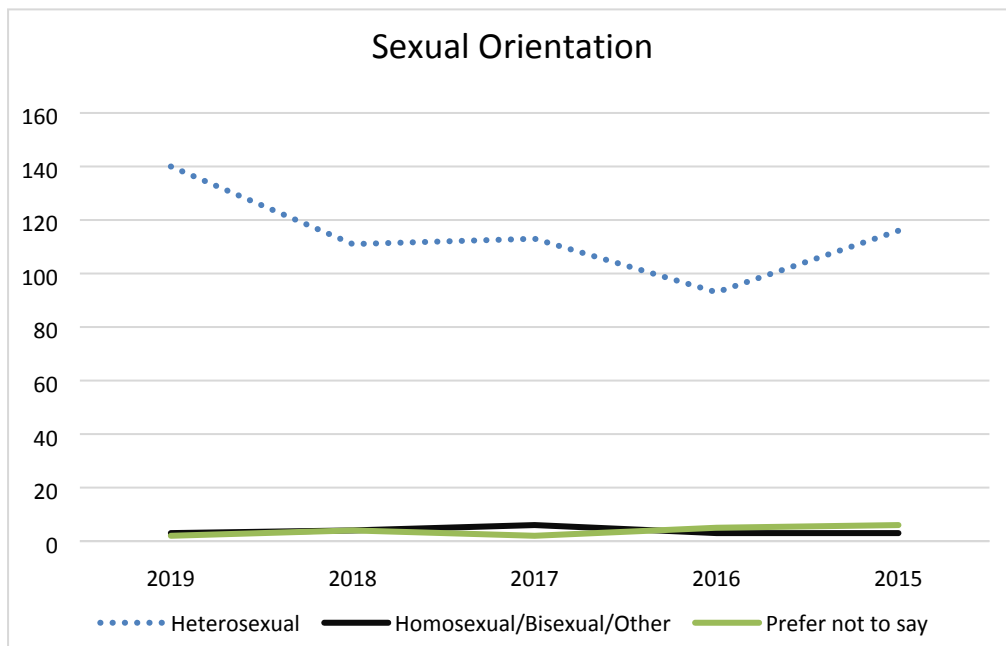
Disability	Yes	No
2015	5	120
2016	7	94
2017	3	118
2018	1	118
2019	8	136



Sexual Orientation

Data totals:

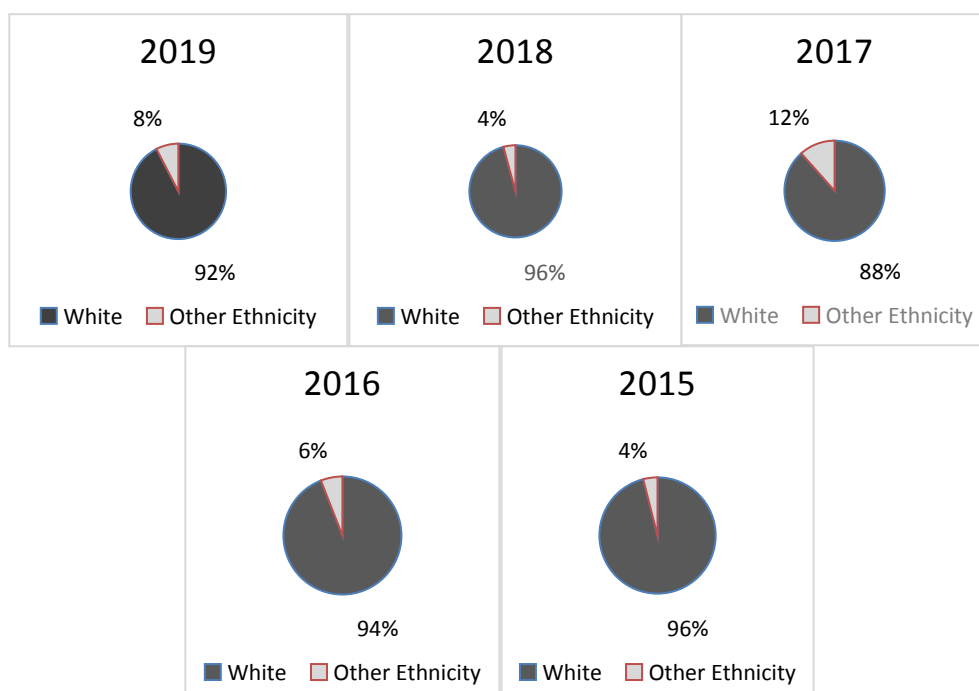
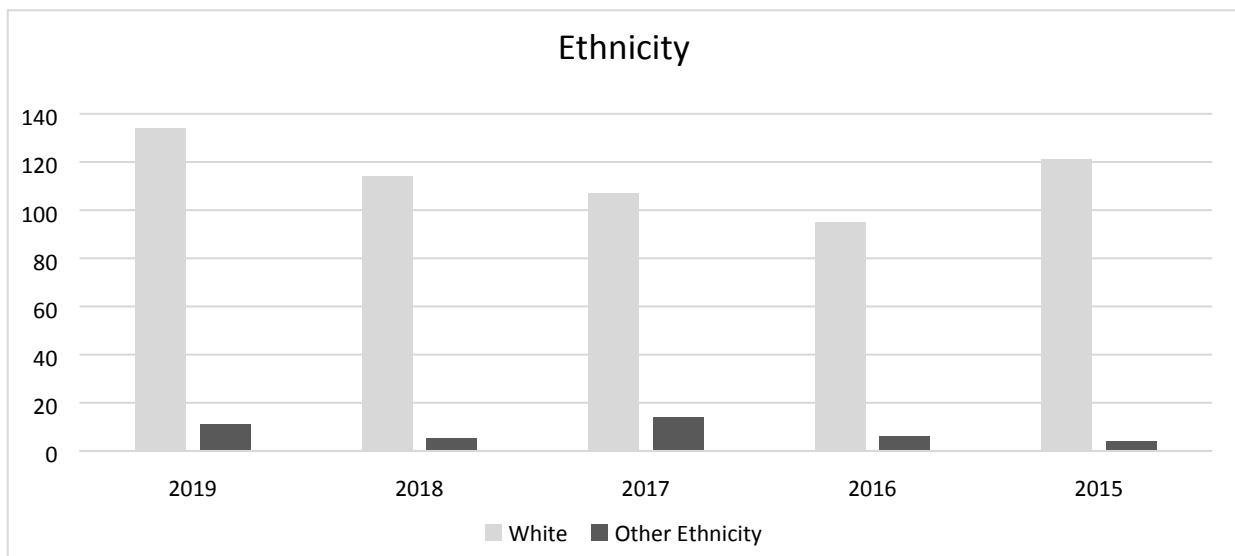
Sexual orientation	2019	2018	2017	2016	2015
Heterosexual	140	111	113	93	116
Homosexual	3	4	6	3	2
Bisexual	0	0	0	0	1
Other	0	0	0	0	0
Prefer not to say	2	4	2	5	6



Ethnicity

Data totals:

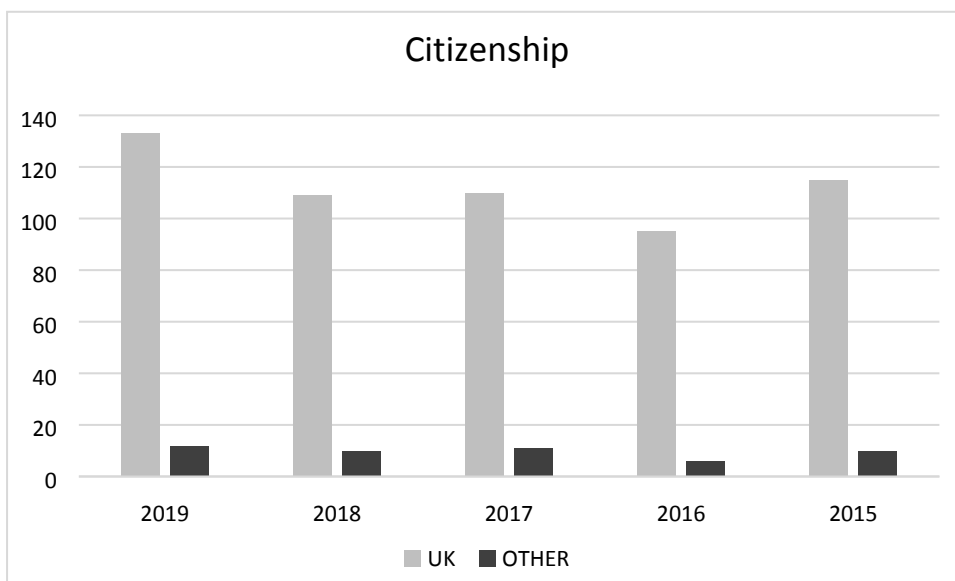
Ethnicity	2019	2018	2017	2016	2015
White	134	114	107	95	121
Mixed ethnic group	1	1	3	2	1
Asian/Asian British	7	3	7	3	0
Black/Black British	2	1	3	1	1
Other Ethnic Group	1	0	1	0	1
Prefer not to say	0	0	0	0	1



Citizenship

Data totals:

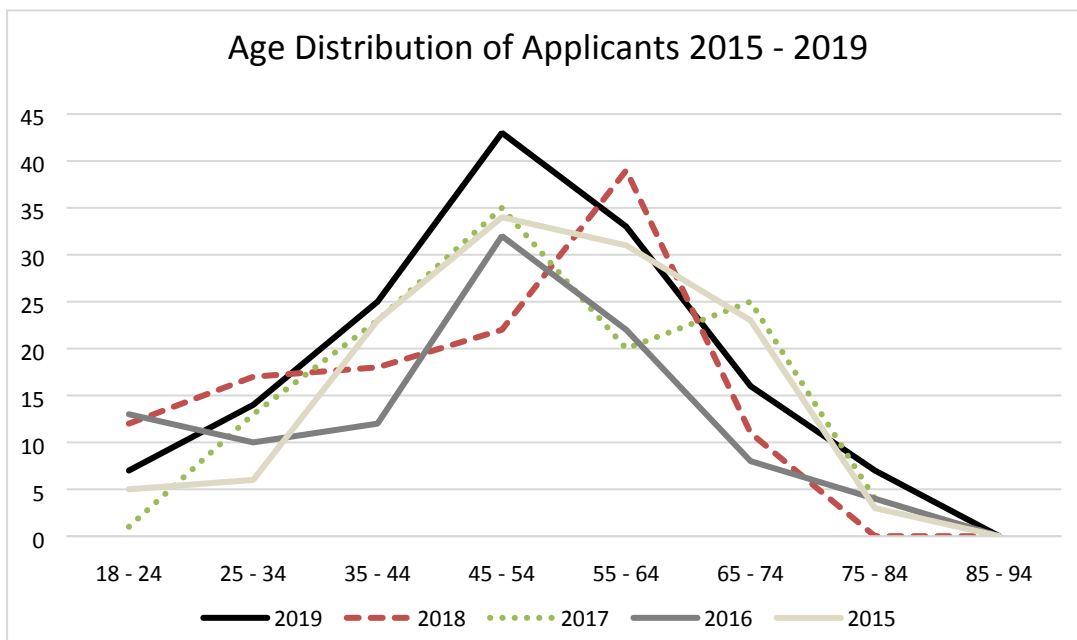
Citizenship	2019	2018	2017	2016	2015
UK	133	109	110	95	115
EUROPE	6	7	5	3	8
ASIA	0	0	0	0	0
AFRICA	1	0	0	0	1
NORTH AMERICA	3	3	3	2	1
AUSTRALASIA	2	0	3	1	0



Age

Data totals:

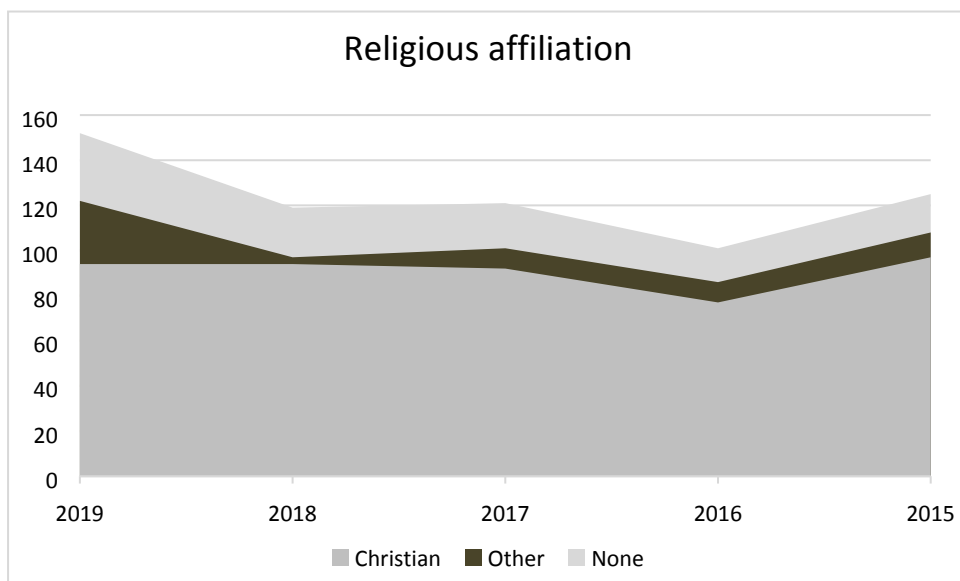
Age	2019	2018	2017	2016	2015
18 - 24	7	12	1	13	5
25 - 34	14	17	13	10	6
35 - 44	25	18	23	12	23
45 - 54	43	22	35	32	34
55 - 64	33	39	20	22	31
65 - 74	16	11	25	8	23
75 - 84	7	0	4	4	3
85 - 94	0	0	0	0	0



Religious Affiliation

Data totals:

Religious Affiliation	2019	2018	2017	2016	2015
None	30	22	20	15	17
Christian	94	94	92	77	97
Muslim	2	1	0	0	0
Jewish	8	1	2	4	1
Hindu	5	1	1	0	0
Sikh	8	0	3	1	0
Buddhist	0	0	1	0	0
Other	3	0	2	1	6
Prefer not to say	2	0	0	3	4



Executive Summary

Conclusions

- The majority of those applying for the Freedom of the City in September 2015, 2016, 2017, 2018 and 2019 were white, male, middle-aged, Christian and British.
- Although not steady, there has been a 10% increase in the number of women applying for the Freedom since 2015.
- There has also been a slight increase in the percentage of younger applicants for the Freedom.
- Most figures remain largely static. Now that we have been collecting data for five years, we may begin to conclude that there is a fairly stable pattern of distribution.

Analysis

The Chamberlain's Court has little control over applications for the Freedom as this is in the hands of the Livery Companies and those Liverymen able to propose potential candidates. They remain to some degree autonomous institutions.

It is unsurprising that institutions that are traditionally male, white and middle class should continue to recruit and support in their own image. This is not necessarily the result of conscious discrimination, but unconscious bias could play a part.

Some Livery companies are oversubscribed at full Livery level and may not be motivated to 'widen the net' in order to encourage new applicants. In addition, the use of 'patrimony' to choose new members, especially in the case of older, more prestigious companies, leads to recruitment from an exclusive pool.

This survey continues to provide a snapshot of the situation and may not be entirely accurate but if it is at least indicative there has been little change in the composition of those applying for the Freedom.

It should be pointed out however that despite this, the Chamberlain's Court continues to provide a major point of contact and communication between the City of London Corporation and the community both local and international.

Appendix 1



FREEDOM OF THE CITY OF LONDON EQUAL OPPORTUNITIES DIVERSITY MONITORING FORM

The City of London Corporation is working towards equal opportunities in dealing with its customers with the aim of ensuring that everyone who applies for the Freedom of the City receives fair treatment. To help us to achieve this aim, we ask you to complete this monitoring form. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and for no other reason.

We understand that some applicants will be hesitant to provide the personal details requested but please be assured that this information is confidential and will only ever be processed or analysed on a completely anonymous basis. Although you do not have to complete the form, by completing as much of the information as possible, you will be helping us to ensure that you and others receive fair treatment.

The request for this information and the uses to which it will be put are within the scope of the Data Protection Act 1998 which allows for the collation and reporting of sensitive data for monitoring purposes.

Thank you for completing this form P.T.O.

COA		COCO		PAT		SERV	
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Appendix 2

Please mark your responses by putting an 'X' in the box.

1. Gender: Male ☐ Female ☐ Other ☐

2. I consider myself to have a disability: Yes ☐ No ☐

3. Sexual orientation:

Heterosexual ☐ Homosexual ☐ Bisexual ☐
Prefer not to say ☐

4. What is your ethnicity?

White

English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐
British ☐ Other White background ☐

Mixed Ethnic Group

White and Black Caribbean ☐ White and Black African ☐
White and Asian ☐ Any other mixed background ☐

Asian / Asian British

Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐
Any other Asian background ☐

Black/Black British

African ☐ Caribbean ☐ Any other Black/African/Caribbean background ☐

Other ethnic group

Arab / Arab British ☐ Any other ethnic group ☐ Prefer not to say ☐

5. I am a CITIZEN of: _____.

6. I am _____ **years old.**

7. What is your religion or belief?

None / No religion	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Buddhist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Other	<input type="checkbox"/>
Christian	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

I give my consent to the City of London Corporation processing the information given above in accordance with the purposes stated on the first page ☐ **(please tick)**