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| <b>Committee(s)</b><br>Establishment Committee  | <b>Dated:</b><br>23 June 2021 |
| <b>Subject:</b><br>Stonewall - Update   | <b>Public</b>                 |
| <b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b> | <b>3, 4, 5, 8,10</b>          |
| <b>Does this proposal require extra revenue and/or capital spending?</b>                                  | <b>No</b>                     |
| <b>If so, how much?</b>   |                               |
| <b>What is the source of Funding?</b>   |                               |
| <b>Has this Funding Source been agreed with the Chamberlain's Department?</b>                             |                               |
| <b>Report of:</b><br>Chrissie Morgan, Director of Human Resources   | <b>For Information</b>        |
| <b>Report authors:</b><br>Amanda Lee-Ajala, Diversity and Business Engagement Lead                        |                               |

### Summary

This report provides the Establishment Committee, with an update relating to the Stonewalls Diversity Champions programme and Workplace Equality Index (WEI) 2021 submission. This is the definitive benchmarking tool for employers to measure their progress towards LGBT inclusion in the workplace at a cost of £2,500 per year.

This year there has been numerous negative media coverage about the Stonewall Diversity Champions programme. However, at a meeting of the Equality and Inclusion Board, the City of London Corporation, reaffirmed its commitment to making the organisation a place where LGBTQ+ communities can be their authentic selves, as it keeps the organisation focused and makes good business sense. It will, therefore, proceed to demonstrate its work as an employer in different areas of employment policy and practice. This will be scored against 10 criteria of the WEI (see appendix 1).

### Recommendations

The Establishment Committee is asked to:

- Note this report.

### Main Report

#### Background

The City of London Corporation became members of Stonewall Diversity Champions programme in March 2019 and made its first submission to their Workplace Equality Index that year. This index is a useful benchmarking tool for employers to measure their progress towards LGBT inclusion in the workplace.

1. Participating employers demonstrate their work in different areas of employment policy and practice and receive a score. The aim is that these scores, enable them to understand what's going well and where they need to focus their efforts on.
2. They can also assess how they have performed in comparison with their sector and region. The top 100 best-performing organisations are celebrated publicly.

#### **Adapting our work**

3. The 2021 Workplace Equality Index was due to open for submissions in June 2020. However, due to the ongoing challenges of responding to the COVID-19 pandemic, Stonewall decided not to open the 2021, Index for submissions or publish a 2021 Top 100 Employers list.
4. In place of this submission and benchmark they provided comprehensive support to get the City Corporation ready for the 2022 Index, through the Workplace Equality Index support series.

#### **New criteria**

5. Stonewall introduced new criteria for submissions along with, information regarding the new Gold, Silver and Bronze Employer awards in June 2020.
6. A two-hour, in-depth sessions focusing on up to three index areas, of our choice, were facilitated to the City Corporations task and finish group in January 2021, by our account manager. This included discussions about individual sections and specific questions, providing support to the group on understanding how previous work can be improved, in line with the new criteria. Best practice, common pitfalls, and effective solutions were also shared with the group.
7. Some index criteria ask about work from within historical timeframes and some are not timebound. However, Stonewall have taken into consideration the constraints caused by the pandemic and strongly encourage adaptations are made wherever possible to continue the LGBT inclusion work planned this year.

#### **Workplace Equality Index – Task and Finish Group**

8. The Workplace Equality Index Task and finish group is made up of all relevant contributors from across the City Corporation. They have a project plan, meet bi-monthly and are working through the criteria to ensure the submission is made on time.
9. Meetings have also taken place in between scheduled meetings, with Newcastle City Council (Currently at the top of the league table) and the Client manager assigned to the City Corporation, to gain the support and advice necessary to gain the best outcomes possible.

#### **Value for Money**

10. There has been recent negative media coverage of the Diversity Champions programme since the Equality and Human Rights Commission withdrew its membership stating, "that it was not offering [value for money](#)".

11. The City Corporation believe that this programme keeps the organisation focused on creating a more inclusive culture for LGBTQ+ customers and employees. This programme also makes good business sense, as it strengthens its aspiration of being a more diverse organisation and the associated benefits. Particularly, on the grounds that the criteria within the WEI can be widened to cover all protected characteristics as detailed in the Equality Act 2010.

### **Corporate & Strategic Implications**

12. The proposals contained in this report are aligned to the City Corporation's Corporate Plan 2018-2023 by contributing to a flourishing society, people having equal opportunities to enrich their lives and fulfil their potential. Notably, for employees from the most under-represented groups across the workforce. This will assist with building a sustainable diverse talent pipeline across the organisation in the future.

### **Implications**

13. A report detailing the status of the submission 2022, will be presented, for the approval of any changes to the September 2021, meeting of Establishment Committee.

### **Conclusion**

14. This report update outlines the actions that the Workplace Equality Index task and finish group are taking to make a submission in October 2021, and the City Corporations continued endorsement of the Diversity Champions programme.

### **Supporting Documents:**

Appendix 1 – New Criteria

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