

Committee(s) Establishment Committee	Dated: 15 October 2021
Subject: EDI and Stonewall - Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3, 4, 5, 8,10
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	
Report of: Emma Moore, Chief Operating Officer	For Information
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Summary

This report provides the Establishment Committee, with an update relating to the key Equality, Diversity, and Inclusion activities. This includes the ongoing work towards the Stonewalls Diversity Champions programme that includes the Workplace Equality Index (WEI) although it has been decided that a submission will not be made in 2021.

Recommendations

The Establishment Committee is asked to:

- Note this report.

Main Report

Background

1. The City Corporation is committed to Equity of Opportunity and is in a unique position with the recommendations from the Tackling Racism Taskforce and active changes being driven at pace through the TOM.
2. At a time when the City Corporation is under the microscope due to discriminatory concerns raised both internally and, in the media, it is reaffirming its commitment to creating a culture of change and focus on this agenda. Key activities have been developed and are in

progress to create continuous improvement and highlight areas of focus. Further detail will form part of the Chief Operation Officers, Target Operating Models presentation at next Establishment Committee. This will be an extension of the recent presentation at the Resource Allocation Committee.

Current Priorities

- i. **Assessment:** Researching tools that can be implemented to investigate the culture of the City Corporation, have been investigated by the Acting Head of Equality, Diversity, and Inclusion (EDI) as it is apparent, that despite recent efforts to help engage staff, there are still some ingrained issues to expose and address.

Inclusive Employers were approached in June 2021, as their Inclusive Employer's [Foundation Assessment](#) process follows a clear and well tested framework, that can help the Corporation to understand what good looks like across the organisation. It has the potential to, guide the development of an informed Diversity and Inclusion Strategy and Action Plan as well as a Diversity Maturity Model to track the current progress. Further details about progressing this work will form part of the Chief Operating Officers, Target Operating Model proposals relating to the Equality, Diversity, and Inclusion Function in due course.

- ii. **Action Planning:** The development of the new Corporate Equality and Inclusion Action Plan will commence once the new EDI function is in place, to provide a practical and manageable framework for progressing the recommendations of the; tackling racism taskforce, the Lisvane report, stonewall workplace equality index feedback and revised criteria, criteria for progressing toward Disability Confident Leaders. In addition to progressing the Women in Finance Charter and meeting the agreed set targets. This will include setting realistic targets for Ethnicity and Disability based on Pay gap data, in addition to developing a Champions programmes building on the Race at work 5 calls to action.

Explicit objectives will be set for communication, procurement, and members diversity to align all priorities for the Corporation in one place. This will be a priority for the new team, however ongoing objectives continue to be reviewed from the previous action plan such as:

- **Data:** Currently, there are issues around declaration and the data collected requires attention from staff. Quality and accurate data is a vital component of any effective strategy and action plan and is key, if our aspirations are to be realised. This is prioritised for further development this will include focus on how we ask questions of residents.

Campaigns for staff are run twice a year (April and October) with slow but steady improvement in declarations. Currently declaration rates from March 2020-21 are:

Race: 84% - 87%

Age: 100%

Sex: 100%

Sexual Orientation: 63% - 76%

Disability: 80% - 85%

Religion and Belief: 74% - 82%

The Corporation will be able to capture data relating to Gender Identity, Trans and Social Mobility from April 2022.

- **Governance:** In March 2021 a discussion paper was completed regarding the revision of the Equality and Inclusion Board – to include representation from unions,

procurement and create a greater scrutiny role that will strengthen the information flow, quality, and accountability of the group.

Unions and a representative from procurement have been approached and accepted invitations to join the Board at the beginning of the financial year.

- **Equality analysis:** There are inconsistencies in understanding, of how to complete this important tool to assess the adverse impact that changes to a service or policy can have on particular groups. A skills analysis will be completed across the current departmental equality representatives at the end of October 2021, from which training will be developed to ensure the City corporation has sufficient expertise held across departments and institutions. This training will ensure this process is consistently completed to a required standard and is able to stand up to scrutiny if challenged. A proposal is being developed as part of the TOM process for a commitment from every service area to have a named 0.2 FTE to embed this process and other EDI activity. Further details will be presented as part of the TOM process by the Chief Operating Officer.
- **Collaboration:** The Acting Head of Equality, Diversity and Inclusion is currently working with internal and external stakeholders to strengthen the agenda.
- Working with the Pan London Tackling Racial Inequality Working Group since April 2021, in two workstreams. These groups meet monthly, the first of which is: Our Role as a Large Employer to accelerate actions to ensure and support boroughs in developing inclusive workforces, promoting diversity, becoming more culturally aware and supporting staff development. This group is currently working on a Recruitment and a Visibility project which will run until it is hoped the Corporation can host and share across all participating boroughs.

The theme is “Now is not the time to be silent”, with a positive spin on the [Colour of Power](#). The aim is to focus on enhancing the visibility of Black, Asian, and Minority Ethnic staff, recognising the contributions they have made in varying roles. This project would like to celebrate and take inspiration from some key people, so that the next generation are able to see role models that look and sound like them, in sectors such as surveyors, that they might have perceived as hard to reach.

The second is: Demonstrating Leadership which is encouraging boroughs to demonstrate visible leadership on this agenda, both within authorities, but also across partnerships. This group is currently working on developing organisational commitment statements and delivering a Tackling Racial Inequality Standard.

This Working group will continue for the next year and will feedback to participating boroughs at a date to be confirmed.

- Contacted in September 2021, the Acting Head of EDI is discussing ways of working with the Living Wage Foundation, to develop a programme that can be shared across the Square Mile. This work will look at how this initiative affects people from different protected characteristics where data is available. A potential media announcement during Living Wage Week (15-21 November 2021) scoping exercise is being explored as well as the possibility of the City Corporation creating a [Living](#)

[Wage Places](#) forum. A meeting is scheduled for the 13 October 2021, progress will be shared at next update.

- The Acting Head of EDI worked for up to, one day per week with the Barbican Senior Management teams to focus on an equity improvement plan until an interim Director of Equity, Inclusion and Culture was appointed. This work also included providing group support for staff at all levels with the valuable help of the BAME Network Co-Chairs following the publication of the Barbican stories book and Guardian article and the call for an external review. This support was also extended to staff who work across the Barbican and Guildhall School for Music and Drama and is ongoing.
- The Acting Head of EDI has forged and maintained a good working relationship with the Funding Associate Director at the City Bridge Trust for the past year, sharing best practice and looking forward to assessing where the work in this area overlaps and future opportunities can be explored for collaboration.

Highlighted areas for collaboration, are work with young people from underrepresented and lower socio-economic backgrounds, the living wage foundation collaboration and staffing initiatives (some of which have come out of the recommendations of the Tackling Racism Taskforce). They are commissioning research regarding disability and employment that they have agreed to share with the Corporation for further development. This is an area that it is hoped will be prioritised as a key objective for the EDI Function. Meetings have been set up in November 2021, to further develop this. Progress will be shared as part of future updates.

- Ongoing work with the City Police, providing support and work in collaboration on the recommendations from the Tackling Racism Taskforce, EDI Conference with a possible date in January 2022 and Workplace initiatives such as the Dignity at Work Advisers Scheme and Reverse Mentoring.
- **Utilising Feedback:** Continue to progress Stonewalls Workplace Index submission work, managing the task and finish group and continue to work towards completing the criteria using the project plan to maintain focus.

Stonewall Diversity Champions – Workplace Equality Index

3. The City of London Corporation became members of the Stonewall Diversity Champions programme in March 2019 and made its first submission to their Workplace Equality Index (WEI) that year.
4. Participating in the Workplace Equality Index afforded the City Corporation the opportunity to ratify its commitment to LGBT equality. The feedback received from Stonewall, identified a developmental framework of best practice examples and areas for development that will contribute towards a robust action plan.
5. The Workplace Equality Index Task and finish group was set up with all relevant contributors from across the City Corporation to progress completion of the WEI. They have a project

plan and are working through the criteria to ensure the City Corporation is ready for future submissions.

6. The main area of focus this year has been with regards to family friendly policies, as Stonewall feedback stated that further evidence was needed to ensure that the language contained in them is gender neutral and explicitly inclusive of LGBT people.
7. They also stated that these policies are almost fully inclusive, but inconsistent. Some were gender neutral but had no explicit inclusion, others use gendered language but did explicitly include same-sex couples. They further observed that our definition of who policies applies to occasionally included the term "mother" and referred to any relevant government legislation. They recommended using gender neutral language in the body of the policy suggested terms such as "pregnant employee"; "birth parent" and then "second parent"; or "parent who has given birth".
8. Stonewall acknowledged that there was clear support for managers and HR when it comes to transitioning at work but commented on the lack of support for individuals transitioning.
9. These suggestions have been incorporated into the updated policies (some have been tailored slightly to be more inclusive) and newly established guidance; these have been consulted on. It should be noted that a review of all the City Corporations facilities including changing rooms will be investigated to ensure that these policies are consistent with our offer in all locations.

This is the information gathered to date, future updates will follow as work continues through the WEI Criteria.

Building	Location	Number
Barbican Centre Refurbishment Programme being considered to upgrade the condition of the toilets on site including increasing the number of gender-neutral toilets. Costs presently unknown	Level -2	5
Guildhall School	Milton Court	8
Guildhall School	Silk Street	10
Guildhall Art Gallery	Upper level	3
Guildhall Library	Basement	4
Guildhall North Wing Plans are being explored to convert a toilet space to a gender-neutral facility	Basement	0
City of London Boys School	Ground Floor	1
LMA	First Floor	1

Corporate & Strategic Implications

10. 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 under-represented groups across the workforce. This will assist with building a sustainable diverse talent pipeline across the organisation in the future.

Implications

11. The current EDI work and policy changes will have a positive impact on staff and residents from all backgrounds, it will highlight that the City Corporation is committed to making real and sustainable change.
12. The result of the City Corporations last submission to the WEI provided a good baseline for future submissions priorities including a full review of these policies and procedures. Other areas that have been and continue to be reviewed are training to ensure it is fully LGBT inclusive and focus on bi and trans awareness, equipping senior leaders to be role models/allies, ensuring multiple identities are visible in the staff network, including Bi and Trans champions and Monitoring aid understanding of the different groups and to see staff satisfaction data cut across sexual orientation and gender identity data.
- Future areas of focus will relate to:
 - **Procurement:** to share best practice and engage with suppliers around LGBT inclusion including training or guidance in relation to procurement processes, to understand how procurement processes can be used to further LGBT equality.
 - **Community engagement:** activity to include any outcomes from collaborative initiatives with other organisations and to monitor the impact of the outcomes following consultation with service users.
13. This programme of work makes good business sense and strengthens the City Corporations aspiration of being a more diverse organisation.

Supporting Documents:

Appendix 1 – List of Policy updates and newly established guidance and status.

Appendix 2 – Transitioning in the Workplace Guide

Appendix 3 – Revised policies with multiple changes made including:

- Equality of Opportunity Policy and Statement
- Paternity Leave
- Transgender Equality

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