

# City of London Corporation's Equal Opportunities Statement

## Our vision

At the City of London Corporation, it is our vision to build and support strong, sustainable, and cohesive communities and develop a workforce that is diverse and representative of all sections of society and the communities we serve. We will accomplish this by ensuring our policies, processes, and employment practices promote equality of opportunity, are inclusive and engender trust, not just because it will make our organisation stronger, but because it is the right thing to do.

We aim to promote equality of opportunity in everything that we do at the City Corporation, hence we encourage all relevant partners, voluntary sector agencies, contractors and those who deliver services on our behalf, to endorse this statement. We also require them to educate and conduct themselves in a manner which is in keeping with our values and culture.

Discrimination of every kind exist in many forms - both overt and subtle. The City Corporation is committed to finding ways to overcome this to ensure the organisation is inclusive and able to sustain a welcoming and safe environment where differences are celebrated and valued.

Our Equality and Inclusion Board and Establishment Committee provide strategic direction on equality, diversity, and inclusion, and ensure compliance with the Public Sector Equality Duty contained in the Equality Act 2010. They strive to achieve this by monitoring and reviewing services and employment practices to ensure they are provided in an inclusive, fair, and equitable way.

## Our commitment

The City of London Corporation is committed to equality of opportunity, it recognises, and encourages the valuable and enriching contribution that people from all backgrounds and experiences bring to the city. We believe that all individuals should be treated on merit and without fear of discrimination.

It is, therefore, imperative that all forms of discrimination are identified, recognised, called out and addressed. Forms of discrimination that contradicts the culture of the City Corporation include but are not exclusive to:

- Racism
- Sexism,
- Homophobia
- Transphobia
- Ableism
- Xenophobia
- Religion/faith intolerance

It should be noted that although discrimination can be expressed in many ways, one form that is often overlooked are microaggressions defined as the everyday, subtle, intentional, or often unintentional interactions that can have a negative and painful impact on individuals or, behaviours that communicate bias to a particular group of people.

The City of London Corporation requires our staff to promote equality and inclusion in the workplace and in the delivery of services, to ensure it is an inclusive and welcoming place for

everyone. Therefore, discrimination, bullying and harassment and any other kind of unprofessional behaviour will not be tolerated. Every measure will be taken to investigate behaviours and where it is right to do so, robust consequences will be applied.

We provide, a suite of practical and online anti-discrimination training, including sessions on how to challenge non-inclusive behaviour for all staff at the City Corporation and its institutions. This is completed annually, via City Learning and our dedicated learning and organisational development team. This training keeps staff abreast of new and emerging legislation, to ensure compliance and a greater understanding of their responsibilities within this agenda and the values of the organisation. Occasionally external training is commissioned through relevant procurement routes. This training is also available to our elected members.

Our Equality & Inclusion Board actively promote equality, diversity, and inclusion as integral to service delivery and employment practices. The Board uses our Equality and Inclusion action plans, to identify and monitor progress against a set of clearly defined strategic targets, which are developed to address inequalities as well as enable us to meet our obligations within the Public Sector Equality Duty to:

- Eliminate discrimination
- Advance equality of opportunity between different groups
- Foster good relations between groups in our communities to tackle prejudice and promote understanding.

This commitment covers our:

- Residents
- City visitors / workers
- The Corporation's staff
- **The Corporation's members**
- The Corporation's Equal Opportunities in Employment Policy
- Our service users

Aware that discrimination can have a significant impact on individuals the City Corporation has developed a range of options for incidences of this kind to be reported and support accessed, depending on circumstance and preference of the individual who can:

- Speak directly to the person responsible
- Speak to a Dignity at Work Adviser
- Speak to the Head of the department
- Speak to a relevant HR Business Partner
- Speak to the Head of Equality Diversity and Inclusion
- Speak to a Union Representative
- Raise a grievance under the grievance procedure
- Raise a complaint under the bullying and harassment procedure contained within the Employee Handbooks Managers Guide
- Raise concerns under the Whistle Blowing policy