

Appendix 2

Key recommendations (1 to 10)

1. Golden thread

- The Court of Common Council to approve the overarching Equality Objectives for all departments, institutions and services that are aligned with the Corporate Plan 2018 to 2023.

2. EDI Strategy

- To develop a clear strategy to co-ordinate the EDI function across the business. A two-year EDI Strategy should be developed to cover the lifetime of the current Corporate Plan 2018 to 2023 and 2024 annex. This is pending the development of the new Corporate Plan 2025 to 2030.

3. Business planning

- Annual EDI action plan to be developed as part of business planning process to ensure all departments take a co-ordinated approach and have written plans to embed EDI.

4. Networking and systems thinking

- To continue to develop a cross-institution Heads of Diversity network to co-ordinate EDI functions and staff networks across the City Corporation. This systems-thinking approach is aligned with the Community engagement strategy being developed to increase engagement with City Workers and their staff networks

5. Leadership and accountability

- The CoLC's Executive Leadership Board (ELB) continues to be accountable for the EDI function with oversight from the EDI Sub-Committee and two grand committees.

The Director of EDI as Head of Profession has responsibility for driving forward the EDI agenda.

6. Inclusive culture

- Strengthening the employee voice by providing support to departmental Equality representatives, Staff networks, Dignity at work advisers and other staff. This will increase employee engagement and foster a true sense of belonging for all staff.

7. Learning culture

-To undertake an EDI skills gap analysis and to include cultural intelligence and active bystander training as part of the learning and development offer

8. Communications plan

- To develop an internal and external communications plan for EDI

9. Evidence-based decision making

-To work with the departments and Corporate Performance team to improve the quality of EDI data (e.g Census 2021 data, HR workforce data and EDI data) and how data is presented to better engage staff and other stakeholders

-To ensure that action plans exist to close the Gender, Disability and Ethnicity pay gaps highlighted by annual pay gap reports. This approach will enable a data-led approach to EDI.

10. Building an EDI Eco-system

-To build a city-wide ecosystem for EDI that is fit for the City of London Corporation, a unique organisation with a significant global footprint.