

Committee(s): EDI Inclusion Sub-Committee – For Decision Corporate Services – For Decision Policy & Resources – For Decision	Dated: 7 March 2023 19 April 2023 20 April 2023
Subject: Draft Equality Objectives consultation	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5, 8
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Emma Moore, Chief Operating Officer	For Decision
Report author: Saida Bello, Director of Equality, Diversity and Inclusion, EDI directorate	

Summary

In December 2022, the EDI Sub-Committee considered the timeline for consultation on new overarching Equality Objectives for the City of London Corporation (CoLC). The proposed Equality Objectives will be applicable to all departments in the CoLC, its institutions, and its public services.

The draft Equality Objectives have gone through an internal consultation process. The draft consultation document was well received by both Members, the Executive Leadership Board and staff who have provided various comments on Version 8 of the document.

This report recommends that the proposed new Equality Objectives are agreed, subject to comments from Members, which will be incorporated into Version 9.

All key stakeholders will then be consulted on Version 9 of the draft Equality Objectives for 12 weeks as proposed in the timeline in **Appendix A**. The consultation period will allow key stakeholders including staff, residents (both within and outside the Square Mile), institutions, City Workers and Members to contribute to the development of the CoLC’s overarching Equality Objectives.

Recommendation(s)

Members are asked to:

- Agree that, subject to comments and amendments made by both Policy and Resources and Corporate Services, external consultation can commence on the proposed Equality Objectives 2023 to 2027 as set out in the attached timeline.

Main Report

Background

1. The [Public Sector Equality Duty](#) (Section 149 of the Equality Act 2010) is supported by specific duties under the Equality Act 2010 ([Specific Duties Regulations 2011](#)) which require public bodies to set themselves, specific and measurable Equality Objectives every four years.

Current Position

2. The CoLC's current four-yearly Equality Objectives covered 2016 to 2020 and they are set out below. The previous Equality Objectives aimed to:
 - Increase community engagement and improve cohesion within our communities so that people feel safe
 - Support the City's most disadvantaged groups and develop our understanding of our communities
 - Improve the way we listen to our communities and respond to their feedback to improve our services
 - Promote staff development and career progression to ensure equality of opportunity for promotion and the development of a workforce that reflects the make-up of our communities

Best practice

3. The Local Government Association (LGA) has developed the [Equalities Framework for Local Government](#) (EFLG) which provides guidance for improving performance in relation to equalities. This enables local authorities to assess their performance against best practice.
4. The four key areas set out by the LGA in the EFLG to support local authorities in benchmarking their equality functions are as follows:
 - i. Understanding and Working with your Communities
 - ii. Leadership and Organisational Commitment
 - iii. Responsive Services and Customer Care
 - iv. Diverse and Engaged Workforce
5. In accordance with the EFLG framework and current priority areas discussed by Members, five proposed Equality Objectives have been drafted. The draft Equality Objectives can be found at **Appendix A** and are summarised below.

Equality Objectives – in summary

Equality Objective 1 – Socio-Economic diversity

Working collaboratively with our stakeholders to enable individuals from all socio-economic backgrounds to flourish and reach their full potential.

Equality Objective 2 – Building inclusive communities

Promoting a data-led and evidence-based approach to understanding and working with our inclusive communities.

Equality Objective 3 – Inclusive and supportive leadership

Taking a broad and intersectional approach to equality, diversity and inclusion that is not limited to the nine protected characteristics in the Equality Act 2010.

Equality Objective 4 – Inclusive and accessible services

Co-creating a community-centred approach to service delivery bolstered by an effective community engagement strategy.

Equality Objective 5 – Diverse and engaged workforce

Enabling career progression opportunities for all staff and the development of a suitably skilled workforce that reflects the composition of our communities.

6. Given the importance of Socio-Economic diversity to the City of London Corporation, the first Equality Objective has been included.

Proposed timeline for consultation

7. The internal consultation on the Equality Objectives will remain open until 29 April. This will allow time for amendments to be incorporated into Version 9 of the draft Equality Objectives consultation. It is proposed that consultation with both internal and external stakeholders take place between May and July 2023 for a minimum period of 12 weeks.

Alignment with strategic priorities

8. The above proposal is aligned with ongoing plans for the development of a broader community engagement strategy with City Workers and their Staff Networks which the EDI directorate will support. This broader engagement will be delivered by the Head of Campaigns and Community Engagement in the Deputy Chief Executive and Town Clerk's office. In addition to this, the EDI agenda supports other strategic projects including Destination City and Climate Change which require increased engagement with the CoLC's stakeholders.

Our aspirations

9. The EFLG framework mentioned in paragraph 3 above, has three levels of achievement which can be used to benchmark local authorities. Our aspirations are to move from our current position as a “Developing” local authority to “Achieving” and then to “Excellent”. We intend to move from “Developing” in 2023 to “Excellent” by the end of the proposed Equality Objectives in 2027.

This proposal for new Equality Objectives 2023 to 2027 and for consultation within an agreed timescale, will be the first step towards the realisation of our above aspirations. We, therefore, recommend the draft Equality Objectives to Members.

Corporate & Strategic Implications

Strategic implications

The proposals align with outcomes 1, 2 3, 4, 5 and 8 of the Corporate Plan 2018 to 2023. They also align with the CoLC’s Social Mobility Strategy 2018 to 2028 and other Strategic Plans.

Resource implications – The project led by the EDI directorate is cross-cutting and it will have resource implications for all CoLC departments, services, and institutions. Consequently, each department and institution should consider the human and financial resources required to achieve the Equality Objectives of the CoLC and to comply with the CoLC obligations under the Equality Act 2010 and related regulations.

Legal implications – The Public Sector Equality Duty (Section 149 of the Equality Act 2010) is supported by the specific duties regulation which requires public bodies to set themselves, specific and measurable Equality Objectives every four years. This proposal will enable the CoLC to comply with its obligations and specific duties regulations in the Equality Act.

Risk implications – The risk of non-compliance with the Equality Act 2010 and related regulations includes reputational damage and the possibility of proceedings being brought by the Equalities and Human Rights Commission.

Equalities implications – This proposal will enable the CoLC to comply with the Public Sector Equality Duty 2010, Section 149 which covers the Public Sector Equality Duty and the Specific Duties regulations mentioned above. This proposal involves setting objectives required to comply with the Equality Act 2010. This proposal, is therefore, likely to have a positive impact on citizens protected by existing equality legislation which are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

The proposal allows for a 12-week consultation period to enable key stakeholders including staff, equality representatives, staff networks and other stakeholders to be consulted on the changes and to contribute to the Equality Objectives.

Furthermore, an Equality Impact assessment will be completed to ensure that both positive and negative impacts of this proposal have been considered.

Climate implications – N/A

Security implications – N/A

Conclusion

10. Members are asked to review and comment on the draft Equality Objectives consultation document. Comments will be incorporated into Version 9 of the consultation document. This is in line with the timeline in Appendix A. The Equality Objectives will ensure that the Corporation continues to be compliant with the Equality Act 2010 and the specific duties in the Act.

Appendices

- Appendix A – Proposed timeline for consultation
- Appendix B – The Equality Objectives consultation document (Version 8).

Background Papers - None

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