

**CORPORATE SERVICES COMMITTEE**  
**Wednesday, 19 April 2023**

Minutes of the meeting of the Corporate Services Committee held at Committee Room - 2nd Floor West Wing, Guildhall on Wednesday, 19 April 2023 at 11.00 am

**Present**

**Members:**

Deputy Alastair Moss (Chair)  
Florence Keelson-Anfu (Deputy Chairman)  
Deputy Randall Anderson  
Deputy Keith Bottomley  
Steve Goodman OBE  
Deputy Christopher Hayward  
Alderwoman Susan Langley  
Deputy Edward Lord  
Catherine McGuinness  
Timothy James McNally  
Tom Sleigh

**Officers:**

Ian Thomas	- Town Clerk and Chief Executive
Matthew Stickley	- Town Clerk's Dept.
Blair Stringman	- Town Clerk's Dept.
Caroline Al-Beyerty	- Chamberlain
Emma Moore	- Chief Operating Officer
Marcelle Moncrieffe	- Chief Operating Officer's Dept.
Mark Williams	- Chief Operating Officer's Dept.
Michael Cogher	- City Solicitor & Comptroller

**1. APOLOGIES**

Apologies for absence were received from Alderman Sir Charles Bowman, Ruby Sayed, Mandeep Thandi, Henry Colthurst, and James Tumbridge.

Apologies for lateness were received from Florence Keelson-Anfu and Catherine McGuinness.

**2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

There were no declarations of interest.

**3. MINUTES**

**RESOLVED** – That the public minutes and summary of the meeting held on 1 March 2023 be deferred for consideration at the next meeting of the Corporate Services Committee.

4. **MINUTES OF EQUALITY, DIVERSITY AND INCLUSION SUB-COMMITTEE**

The committee noted that the last meeting of the Equality, Diversity & Inclusion Sub Committee had not been quorate but that, were any record of that meeting taken, it would be reported to the next meeting of the Corporate Services Committee. The committee noted that, if agreed by the Court of Common Council, the Equality, Diversity & Inclusion Sub Committee would no longer jointly report into both the Policy and Resources Committee and Corporate Services Committee and instead solely to the Policy and Resources Committee.

5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions raised in advance of the meeting.

The committee noted that comments on assorted items on the agenda had been submitted in advance of the meeting in respect of various items on the agenda by Deputy Henry Colthurst and Mandeep Thandi and were considered by the committee during those items.

In response to a point raised regarding item 7 – Corporate Services Committee Forward Plan – officers confirmed that the next staff survey would be undertaken in the autumn and its results reported to the Corporate Services Committee.

6. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There were no urgent items.

In response to a question regarding a report presented to the Operational Property and Projects Sub Committee and Finance Committee earlier in the week, officers confirmed that the 'GW3: Enterprise Resource Planning HR System' report would be circulated to all members of the Corporate Services Committee following the meeting for their information.

7. **CORPORATE SERVICES COMMITTEE FORWARD PLAN RESOLVED** – That the report be noted.

**8. REPORT OF ACTION TAKEN**

The committee expressed its concern that the Chief Officer Recruitment Procedure had not been followed with respect to the recruitment of an Executive Director of Community and Children's Services and other previous senior officer recruitments. In response, officers confirmed that both the recruitment to the Executive Director of Community and Children's Services role and the Chief Officer Recruitment Procedure more generally would be reviewed, and a report submitted to the Corporate Services Committee regarding the latter in due course.

Officers agreed to share the Chief Officer Recruitment Procedure with all members of the Court of Common Council following the review.

**RESOLVED** – To note the report.

**9. CITY OF LONDON INDEPENDENT SCHOOLS PAY AWARD FOR TEACHERS**

The committee noted that officers had been supportive in navigating the authorisation of the pay award.

**RESOLVED** – To note the Pay Award of 5.5% which would be made to Teachers and Headteachers at the City of London Independent Schools with effect from 1 September 2023.

**10. USE OF CONSULTANTS**

The committee discussed the Corporation's use of consultants and agreed on the need to ensure that appropriate controls were in place regarding their commission.

The committee discussed the remit of committees of the Court of Common Council regarding the use of consultants, noting the need for the Finance Committee to ensure value for money in their commission as compared to the Corporate Services Committee's need to ensure their use dovetailed with the Corporation's staffing structure. The Chairman of the Corporate Services Committee agreed to meet with his Finance Committee counterpart to discuss the responsibilities of each committee regarding the City of London Corporation's use of consultants further.

The committee discussed the policy of the City of London Corporation regarding the employment of former members and employees as consultants and noted the increasing costs involved in recruitment, both through increased agents' rates and the need to undertake greater advertising to attract quality candidates. The committee noted officers were exploring mitigations of these increasing costs, including through the investigation of multi-agency recruitments.

**RESOLVED** – that the committee note the report and the controls that are being put in place regarding Interim Manager appointments from 1 May 2023.

11. **EQUALITIES OBJECTIVES CONSULTATION**

The committee discussed the need to balance the need for consistency on City of London Corporation equalities objectives with the need for the application of said objectives to be tailored to the various institutions of the Corporation, particularly in ensuring that such objectives did not cause the Corporation's art institutions to avoid controversial topics when hosting or commissioning exhibitions and performances.

The committee discussed the various objectives and targets, their prioritisation, and the timelines by which any finalised actions arising thereof would be implemented.

In response to questions, officers noted the ongoing consultation, and that further consultation would be led by the City of London Corporation Communications team with oversight maintained by the Chief Operating Officer.

**RESOLVED** – that the committee agree that, subject to comments and amendments made by the Policy and Resources and Corporate Services Committees, external consultation can commence on the proposed Equality Objectives 2023-2027.

12. **EXCLUSION OF THE PUBLIC**

**RESOLVED** – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

13. **NON-PUBLIC MINUTES**

**RESOLVED** – That the public minutes and summary of the meeting held on 1 March 2023 be deferred for consideration at the next meeting of the Corporate Services Committee.

14. **NON-PUBLIC MINUTES OF THE EQUALITY, DIVERSITY AND INCLUSION SUB-COMMITTEE**

The committee noted that the last meeting of the Equality, Diversity & Inclusion Sub Committee had not been quorate but that, were any record of that meeting taken, it would be reported to the next meeting of the Corporate Services Committee. The committee noted that, if agreed by the Court of Common Council, the Equality, Diversity & Inclusion Sub Committee would no longer jointly report into both the Policy and Resources Committee and Corporate Services Committee and instead solely to the Policy and Resources Committee.

**15. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

The committee noted that the last meeting of the Equality, Diversity & Inclusion Sub Committee had not been quorate but that, were any record of that meeting taken, it would be reported to the next meeting of the Corporate Services Committee. The committee noted that, if agreed by the Court of Common Council, the Equality, Diversity & Inclusion Sub Committee would no longer jointly report into both the Policy and Resources Committee and Corporate Services Committee and instead solely to the Policy and Resources Committee.

**16. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

The Chairman invited officers to update the Corporate Services Committee on the status of strike actions and pay negotiations.

**17. REWARD REFRESH UPDATE**

The Chairman welcomed representatives of Korn Ferry who presented their initial findings of the City of London Corporation's reward offers.

**The meeting ended at 12:56**

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Chairman

**Contact Officer: Matthew Stickley, Governance and Member Services Manager  
matthew.stickley@cityoflondon.gov.uk**