

Committee(s): EDI Sub-committee – For Information	Dated 7th July 2023
Subject: Tackling Racism Task Force update	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?	N
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 Information
Report author: Micah McLean, EDI Officer	

Summary

In July 2021, The Tackling Racism Taskforce (TRT) submitted a report to the Policy and Resources Committee highlighting what the City Corporation does to tackle racism in all its forms and to assess whether any further actions could be taken to promote economic, educational, and social inclusion.

Following the conclusion of the [report](#) TRT submitted a number of recommendations which would enable the City Corporation to move from its current position to developing a culture that promotes economic, educational, social, and racial inclusion.

The report also covered a summary of actions that the Taskforce discussed should be taken forward by the City Corporation to tackle inequalities across six workstreams:

- Staffing
- Governance
- Police
- Education
- Business
- Culture

The purpose of this report is to discuss the progress that has been made since the ‘Finding and Recommendations of the Tackling Racism Taskforce’ report were published in 2021 across the six workstreams mentioned above.

Recommendation(s)

Members are asked to note:

- The updates on the implementation of the Tackling Racism Taskforce (TRT) recommendations.

Main Report

Background

1. In 2022, a dedicated EDI Directorate was set up to enhance the diverse and inclusive culture that exists across the City of London Corporation, its institutions and its services.
2. The EDI Directorate aims to ensure that the City Corporation develops and implements impactful EDI and social mobility strategies that enhance the competitiveness, attractiveness and vibrancy of the Square Mile.
3. Although the recommendations of the TRT were made in December 2021, some of the recommendations have yet to be actioned. This is due to various reasons including the changeover of staff, recent organisational restructure and the ongoing challenges with recruitment.
4. Over the next 8 months, the EDI Directorate will work with the relevant departments in the areas covered by the 'Findings and Recommendations of the TRT' to ensure that as many of the recommendations in the TRT report 2021 are implemented.
5. These recommendations are set out in Appendix 1 below and explained in subsequent paragraphs.

Staffing Workstream

6. The actions for the staffing workstreams have yet to be actioned. They have recently been incorporated into the annual EDI Action Plan. We will meet with the Executive Director of HR every six weeks to progress the staffing recommendations.
7. In relation to creating safe spaces for staff, the EDI Directorate has started to re-introduce safe spaces through regular meetings with Dignity at Work Advisors (DAWA) and refresher training on bullying and harassment provided by The Andrea Adams Consultancy on 17th March 2023.
8. While the DAWA is not solely dedicated to issues surrounding racism in the workplace, it is an effective initiative to address any challenges in this area. The EDI Directorate is currently working with DAWAs to update their intranet pages and find ways to increase the visibility of staff volunteers undertaking the DAWA roles.

9. In relation to the staffing workstream, due to the efforts of the Young Employees Network, the graduate scheme will be re-introduced at the City Corporation in September 2024. In addition, a number of apprentices have been recruited by different City Corporation departments to ensure that opportunities are open to staff from more diverse socio-economic backgrounds.
10. As recommended by the TRT, the Bullying and Harassment Policy will be reviewed by the EDI Directorate. This has been included in the EDI Action Plan which will come before the EDI Sub-Committee for approval in September 2023.

Governance

11. Excellent progress has been made in the governance workstream of the TRT. The majority of the recommendations in the TRT report have been actioned by Member Services.

City of London Police (CoLP)

12. The CoLP have made good progress on their EDI agenda and are currently launching their People Inclusivity Programme to enable culture change. In relation to the specific recommendations in the TRT report, the Director of EDI will liaise closely with CoLP over the next 8 months through the quarterly Heads of Diversity (institutions) network, as set out in the EDI governance structure.

Education Workstream

13. The Strategic Education and Skills Director (appointed in 2023) has recently discussed the recommendations in the TRT report with the Director of EDI to ensure they will be considered. Some of the recommendations in the TRT are for the schools themselves to action.
14. Further updates on progress on the education workstream will therefore be provided once the Strategic Education and Skills Director has engaged with the schools to discuss the TRT recommendations.
15. The Director of EDI will arrange bi-monthly meetings with the Strategic Education and Skills Director to discuss and monitor progress.

Business Workstream

16. One of the recommendations in the TRT was to support and promote the work of the Socio-Economic Diversity Taskforce. In March 2023, the EDI Sub-Committee decided to adopt the recommendations in the Breaking the Class Barrier report, which was published in November 2022.

17. Due to challenges with resources (both financial and human) the recommendations in the business workstream have yet to be actioned. However, the EDI Directorate will consider which actions in this workstream can be incorporated into the EDI Action Plan in line with the priorities identified by the Executive Leadership Board. An update will be provided at the next EDI Sub-Committee meeting in September 2023.
18. All of the procurement related recommendations have either started or have been fully delivered by the Responsible Procurement Manager and the procurement team. The Responsible Procurement Manager will provide an update report on progress made on the EDI agenda to the EDI Sub-Committee in September 2023.

Corporate & Strategic Implications

Strategic implications – The proposals align with outcomes 1, 2 3, 4, 5 and 8 of the Corporate Plan 2018 to 2023. It also aligns 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 mentioned 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 the 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.

Climate implications – N/A.

Security implications – N/A.

Conclusion

19. In conclusion, as the recommendations in the TRT report have not been fully implemented, the EDI Directorate will provide quarterly updates during this financial year.

20. The EDI Directorate will also incorporate some these recommendations into the EDI Action Plan, which will be presented to the EDI Sub-Committee in September 2023.

Appendices

Appendix 1 – Anti Racism Taskforce Recommendations (5 June 2023 update)

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**Equality, Diversity and Inclusion Directorate
City of London Corporation**

Appendix 1 – Anti Racism Taskforce Recommendations (5 June 2023 update)

1. Staffing Workstream

Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Recruitment	<ul style="list-style-type: none"> Anonymised recruitment across all grades (not just at senior levels) be introduced at the City Corporation. (Already approved at Establishment Committee in September 2020) 	Not Completed	Alison Littlewood
2	Mentoring	<ul style="list-style-type: none"> Mentoring and reverse mentoring schemes be developed at the City Corporation. (Already approved at Establishment Committee in September 2020) 	Not Completed	Saida Bello/ Alison Littlewood
3	Training	<ul style="list-style-type: none"> All local training budgets at the City Corporation are amalgamated to HR, and professional and technical training, which supports service delivery, is funded from local risk. (Already approved at Policy & Resources Committee in September 2020.) 	Not Completed	Alison Littlewood

4	Staff Support	<ul style="list-style-type: none"> A scheme be developed at the City Corporation that provides and defines a “safe space” for staff and provides clarity on the terms of reference(s) for meetings convened to discuss tackling racism with staff. (Already approved at Establishment Committee in September 2020) Training be given to key individuals across the organisation who will provide support and guidance for staff on an individual and confidential basis. (Already approved at Establishment Committee in September 2020) 	Ongoing – Dignity at Work advisers scheme introduced in 2021	Saida Bello (Director of EDI)
5	Work Experience	<ul style="list-style-type: none"> Current and possible schemes that support work experience programmes with schools and young adults in the City of London be explored. (Already approved at Establishment Committee in September 2020) 	Not Completed	Saida Bello/ Alison Littlewood
6	Bullying and Harassment	<ul style="list-style-type: none"> A revised HR policy on bullying and harassment be developed at the City Corporation. (Already approved at Establishment Committee in September 2020) 	Not Completed	Alison Littlewood
7	Data	<ul style="list-style-type: none"> Consideration be given as to how the City Corporation could better utilise the collected, published data and information on diversity of its workforce at all levels 	Not Completed	Saida Bello/ Alison Littlewood

		(including the introduction of a peer review).		
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2. Governance Workstream

Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Member Diversity	<ul style="list-style-type: none"> • Remuneration of Members should be reviewed and resolved, mindful of improving diversity and inclusion. • A series of promotional activities in the lead up to the 2022 Common Council Elections should take place to encourage a diverse range of candidates to consider standing for election. • A dedicated senior Officer responsible for Member diversity and inclusion needs to be appointed. 	Completed	Mark Gettleson
2	Events	<ul style="list-style-type: none"> • More needs to be done to review diversity of events (this is also covered in the business workstream). 	Completed	Mark Gettleson/ events team

3	Livery	<ul style="list-style-type: none"> The Tackling Racism Taskforce want to underline the importance of the Diversity Charter and would encourage Liveries to sign up to it. The Tackling Racism Taskforce would also encourage a strong diversity and inclusion process for new guilds and liveries when they are being set up. • Where possible, and in other areas of the Taskforce's work, there has been importance placed on collecting and reporting data on ethnicity to improve monitoring and auditing on diversity. The Tackling Racism Taskforce advise that this might be something that individual Livery Companies might like to consider. 	Completed	Mark Gettleson/ Greg Moore
4	Talking about racism & diversity	<ul style="list-style-type: none"> Approve the guidance note for Chairs, Members and Officers when talking about equality and diversity in relation to race, outlined in Appendix 3. (Already approved by Policy & Resources Committee in September 2020). 	Completed	Mark Gettleson

3. Police Workstream
Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
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1	Police Force	<ul style="list-style-type: none"> The Tackling Racism Taskforce would encourage the City of London Police to sign up to the 40% recruitment target that the Metropolitan Police had recently announced. 	Not Completed	Kam Dhaliwal /Carly Humphries
		<ul style="list-style-type: none"> The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers. 	Not Completed	Kam Dhaliwal /Kate MacLeod
		<ul style="list-style-type: none"> It was recommended that the staffing initiatives already approved and listed in this report be adopted by the City of London Police. 	Not Completed	Kam Dhaliwal /Kate MacLeod
2	Governance	<ul style="list-style-type: none"> The Police Authority Board should take a particular focus on diversity and inclusion as one of its objectives. 	Completed/ Ongoing	Kam Dhaliwal /Kate MacLeod
3	Engagement	<ul style="list-style-type: none"> It was noted that the City of London Police do some good work in this area, but the public do not tend to know about this. The Tackling Racism Taskforce would therefore recommend improving communications on the diversity work they do. 	Ongoing – Head of Comms recruited	Kam Dhaliwal/ Kate MacLeod

4. Education Workstream
Key Recommendations

<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Responsible Officer</u>
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1	Staff	<ul style="list-style-type: none"> • The Schools ensure recruitment and retention of a diverse range of staff and governors, as well as career progression. Consideration should be given to the introduction of teacher apprenticeships. • Equality and inclusion training, as well as difficult conversations training, should be rolled out to all staff. 	Not Completed	Deborah Bell
2	Curriculum	<ul style="list-style-type: none"> • The curriculum should not portray black and minority ethnic people as 'victims' but tell a positive story. As part of this, the Tackling Racism Taskforce would encourage the schools to build on its strong Continual Professional Development (CPD) offer for teachers on ways to use cultural resources in learning and to reinvigorate curriculum with culturally diverse content. 	Not Completed	Deborah Bell
3	Partnership Working	<ul style="list-style-type: none"> • There should be more joined up partnership working, e.g. between the City of London Police and the family of schools. 	Not Completed	Deborah Bell/Chris Pelham
4	Bursaries	<ul style="list-style-type: none"> • Bursaries at the independent schools could be advertised to academies and change the conversation, so it was less about 'class' or 'race' and more about education itself. 	Not Completed	Deborah Bell/Chris Pelham
5	Work Experience	<ul style="list-style-type: none"> • There should be a focus on work experience placements and consider not always giving the most 'capable' student a placement, but those where there would be most impact. 	Not Completed	Deborah Bell

6	Adult Skills / Lifelong Learning	<ul style="list-style-type: none"> • Consideration should be given as to what support could be offered to children at risk of exclusion and to offer and promote mentoring by Members and officers to young people. • The important work of the Culture Mile Learning team to help children access and be exposed to cultural institutions should be recognised. 	Not Completed	Deborah Bell
7	Governance	<ul style="list-style-type: none"> • It is recommended that the City Corporation should support the Academies by creating and promoting an alumni network, of which members could be encouraged to stand as a governor to contribute towards a more representative governing body for each of the schools. 	To be advised	Deborah Bell

5. Business Workstream
Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Socio-economic diversity taskforce	<ul style="list-style-type: none"> • The Tackling Racism Taskforce support and promote the work of the Socio-Economic Diversity Taskforce 	Completed	Oliva Larkin/ Innovation and Growth
2	Charter	<ul style="list-style-type: none"> • The City Corporation should formally support the Change the Race Ratio campaign and the Race Fairness Commitment (but not to become full signatories to these) 	Not Completed	Innovation & Growth

3	Events	<ul style="list-style-type: none"> The City Corporation consider offering invitations to interested groups to host 2021 Awards and Events in our venues (such as The Investing in Ethnicity Awards, the Black British Business Awards and the Empower Gala Dinner) These connections could be maintained to invite relevant and senior diverse business leaders to future City Corporation events and dinners. 	Not Completed	Innovation & Growth
4	Conferences and events	<ul style="list-style-type: none"> To actively discourage all-white panels by creating a policy for our own events to always have a diverse mix (of all protected characteristics) on panels and, when City Corporation representatives are invited to speak on panels organised by external stakeholders, to encourage others to consider adopting a similar policy. <ul style="list-style-type: none"> Consideration should be given to targets for diverse attendees of City Corporation conferences and events 	Not Completed	Innovation & Growth
5	#10000BlackInterns	<ul style="list-style-type: none"> The City Corporation should support the #10000BlackInterns initiative by identifying at least one area of activity that could develop and host an intern programme, committing to offer at least one paid internship. 	Not Completed	Innovation & Growth
6	Black SMEs/ microbusinesses	<ul style="list-style-type: none"> The City Corporation should encourage Black SMEs/ microbusinesses to take part in the pop-up market in the Guildhall Yard. (The current market provider, Street Food Markets, is itself a majority Black-owned, all-BAME Director led SME) 	Not Completed	Innovation & Growth

7	Data collection, disclosure and action	The City Corporation should write to individual firms, promoting the ambitions of the Financial Services Skills Commission in encouraging more data collection, disclosure and reporting.	Not Completed	Innovation & Growth
8	Investments	<ul style="list-style-type: none"> • To change our own criteria for investments to include a specific target on diversity (as we have done on climate action) • The City Corporation should write to asset managers asking them how they manage diversity within their organisation • The City Corporation should explore with the asset managers how diversity is captured within their investment process and how this can be reported. 	Not Completed	Innovation & Growth
9	Procurement	<ul style="list-style-type: none"> • The Tackling Racism Taskforce endorse City Procurement's approach to targeted advertising of contracts where there is a recognised under-representation of BAME organisations in that industry. • The Tackling Racism Taskforce endorse the new strand of work being initiated by City Procurement to assess whether targeted action (new policies and procedures) for contracts under £100,000 can be effective in increasing the proportion of under-represented minority owned SMEs, especially micros and small companies in our supply chain. 	<p>Started/ Ongoing</p> <p>Started / Ongoing</p>	Lisa Moore

		<ul style="list-style-type: none">• The Tackling Racism Taskforce note the approach that Chamberlain's are intending to take to improve the functionality of CBIS and the granularity of data held on our suppliers, in order to establish appropriate baselines and the ability to measure the Corporation's performance.	Started / Ongoing	
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