



City of London Corporation

Race Action Plan

EDI Directorate

4 May 2023

Race in the Workplace Charter commitments are as follows:

1. Appoint an Executive Sponsor for race. 2. Capture ethnicity data and publicise progress. 3. Commit at board level to zero tolerance of harassment and bullying. 4. Make EDI responsibility of all leaders and managers. 5. Take action that supports, Black, Asian, mixed race and other ethnically diverse employees' career progression. 6. Support race inclusion allies in the workplace. 7. Include Black, Asian, mixed race and other ethnically-led enterprise owners in the supply chain.

Outcomes	Actions	Target or review date	RAG Rating	Lead responsibility
To demonstrate ongoing commitment to the Race in the Workplace Charter signed by CoLC	1. To provide 100 words commentary to Business in the Community about what the Charter/ the Race Equality agenda means to the CoLC. To seek approval from EDI Sub-Committee on 5 June 2023	Quarter 1 – by June 2023		Chair/ Deputy Chair of the EDI Sub-Committee

	2. Provide quarterly updates to the Clear Network, the EDI Sub-Committee and other stakeholders on the recommendations set out in the Tackling Racism Taskforce report for a period of 12 months	Quarter 1 – by June 2023		Director of EDI
	3. Propose targets for - representation at senior level and -representation in the workforce in line with Baroness McGregor Smiths report on Race in the Workplace (2017)	Quarter 1 – by June 2023		Director of EDI Executive Sponsor for race
	4. Complete the annual Business in the Community Race in the Workplace Survey by 16 June 2023	Quarter 1 – by 16 June 2023		Director of EDI
	5. Consider setting up an officer working group (open to allies across the business) to drive forward the Race in the workplace charter commitments	Quarter 2 – by 30 September		Executive Sponsor for race
	6. To work with HR (Head of Rewards, Pay Gap reports) to develop a 3-year Ethnicity Pay Gap Trend report to be shared with staff	Quarter 2 - by 30 September 2023		Clear Network
	7. Comms - Update Staff about the Tackling Racism Task force recommendations and Race in the Workplace charter commitments	Quarter 3 – by 31 December 2023		EDI Directorate – EDI officers Comms team

	8. Disaggregation of data in the Women in finance 45% target for gender in senior roles (above grade G)	Quarter 3 – by 31 December 2023		Director of EDI Heads of Rewards (HR data)
	9. Disclosure rate – communications and other engagement with staff with reminders to increase disclosure rates for all underrepresented groups	Quarter 4 – by 31 March 2024		Clear Network
	10. Ethnicity data – workforce representation & senior level representation -Request that HR Disaggregate data for Black, Asian and other minority ethnic group in line with the CRED report recommendations	Quarter 4 – by 31 March 2024		Clear Network Director of EDI Head of Rewards (HR data)
	11. Collaborating with colleagues at Hackney Council on their Race in the Workplace Strategy	Quarter 4 – by 31 March 2024		Director of EDI
	12. To ensure that all the commitments in the Race at Work Charter are met by 31 March 2024	Quarter 4 – 31 March 2024		Director of EDI Clear Network Executive Sponsor for race