

Committee(s): Equality, Diversity and Inclusion Sub-Committee	Dated: 7 July 2023
Subject: Draft Equality Objectives 2023 - 2027	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 Information
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Summary

In December 2022, the EDI Sub-Committee considered the timeline for consultation on the new overarching Equality Objectives 2023 – 2027. The proposed Equality Objectives will be applicable to all departments in the CoLC, its institutions, and its public services.

The Equality Objectives draft consultation document went to Corporate Services and Policy and Resources Grand Committees in April 2023 and it was approved.

This report provides the EDI Sub-Committee with the final consultation document. The Corporate Services Committee Members recommended that the EDI Directorate work closely with the Head of Campaigns and Community Engagement to share this consultation document widely with a range of stakeholders. A communications plan, has therefore, been developed by the media team in the Deputy Town Clerk's office.

Recommendation(s)

Members are asked to:

- Note the final draft of the Equality Objectives consultation
- Respond to the consultation and share the link with your networks
- Note the Equality Objectives communications plan

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.

Collaborative working

2. Following an internal consultation with Members, the Executive Leadership Board and staff from various departments, we received numerous comments on the draft Equality Objectives and have made several amendments to the original document. This collaborative approach has demonstrated the benefits of seeking input from all departments to avoid silo working and to achieve a shared purpose.
3. The final version of the Draft Equality Objectives 2023 - 2027 consultation document is now attached to **Appendix 1**.

Alignment with strategic priorities

4. The above proposal is aligned with ongoing plans for the development of a broader community engagement strategy with City Workers and 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 Town Clerk's office. In addition to this, the EDI agenda supports other strategic projects such as Destination City and Climate Change which also require greater engagement from diverse audiences.
5. In order to ensure that the Equality Objectives 2023 - 2027 consultation reaches a wider audience as recommended by Corporate Services Committee Members, a communications plan has been put together by the media team. In addition, the EDI Directorate will work with leads across all departments to ensure that the document reaches a wide audience as well as using the usual communication channels such as social media, Linked In and our website page.

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.

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

6. Members are asked to peruse the Equality Objectives 2023 – 2027 consultation document and the comms plan and to provide suggestions for ensuring that the consultation reaches a wide audience.

Appendix

- Appendix 1 – The Equality Objectives 2023 – 2027 consultation document
- Appendix 2 – The Equality Objectives communications plan

Background Papers - None

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