

<b>Committee(s):</b> EDI Sub-committee – For Information	<b>Dated</b> <b>4<sup>th</sup> September 2023</b>
<b>Subject: Tackling Racism Task Force update</b>	<b>Public</b>
<b>Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?</b>	<b>1,2,3,4,5, 8</b>
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain’s Department?</b>	<b>N/A</b>
<b>Report of: Emma Moore, Chief Operating Officer</b>	<b>For Information</b>
<b>Report author: Micah McLean, EDI Officer</b>	

### **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.

Further to the update provided at the July meeting of this Sub-Committee, this report sets out further detail on progress for Member consideration, including expected timescales for completion of those not yet completed.

### **Recommendation(s)**

Members are asked to note:

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

### **Main Report**

#### **Background**

1. Although the recommendations of the TRT were made in December 2021, some of the recommendations have yet to be actioned in full or in part.
2. Over the remainder of this financial year, 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. An updated table

has been provided in this report at Appendix 1 to build on the information provided in July and to clearly set out timescales for implementation of the remaining items.

## **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**

The EDI Directorate will continue to provide quarterly updates to the TRT actions to this Sub-Committee. Several of the recommendations have been incorporated into departmental business plans or programmes where noted. Progress continues to be made to a variable degree, noting change in personnel and team structures for some departments since the TRT recommendations were made.

## **Appendices**

Appendix 1 – TRT Recommendations (August 2023 update) Open Actions

## Appendix 2 – TRT Recommendations Closed Actions

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## Appendix 1 – Anti Racism Taskforce Recommendations (August 2023 update)

### OPEN ACTIONS

#### 1. Staffing Workstream

#### Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Status</u>	<u>Responsible Officer</u>
1	Recruitment	Anonymised recruitment across all grades (not just at senior levels) be introduced at the City Corporation. <b>(Already approved at Establishment Committee in September 2020)</b>	Not Completed – we do not have the system capability to introduce this. For senior roles this is done manually but it would be too labour intensive to do across all recruitment. Completion therefore contingent on ERP system at Q4 2024/25.	Alison Littlewood, HR
2	Mentoring	Mentoring and reverse mentoring schemes be developed at the City Corporation. <b>(Already approved at Establishment Committee in September 2020)</b>	Partially complete – mentoring programme through WIN Network for their members. HR to consider how to establish this as part of the HR Transformation programme. ETA end 2024.	Alison Littlewood, HR
3	Training	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. <b>(Already approved at Policy &amp; Resources Committee in September 2020.)</b>	Partially complete – this has been more complex to arrange through budget adjustments as a lot of training spend is not visible. Suggest pause or cancel this recommendation pending wider review of mandatory and vocational training currently underway.	Alison Littlewood, HR & Caroline Al-Beyerty, Chamberlain
5	Work Experience	Current and possible schemes that support work experience programmes with schools and young adults in the City of London be explored. <b>(Already approved at Establishment Committee in September 2020)</b>	Partially complete – scheme to be introduced in 2024 under the L&OD Team.	Alison Littlewood, HR
6	Bullying and Harassment	A revised HR policy on bullying and harassment be developed at the City Corporation. <b>(Already</b>	Not Completed. A large number of policies need reviewing within HR and a schedule of review has been drawn up. Given limited	Alison Littlewood, HR

		<b>approved at Establishment Committee in September 2020)</b>	resource this is unlikely to be completed until Q3 2024/25.	
7	Data	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 (including the introduction of a peer review).	Not Completed. Current establishment project underway to cleanse employee data and provide better baseline for data-led activity and analysis. This will also enable a standard monthly MI suite to be produced for review and action by departments. ETA Q2 2024/25	Alison Littlewood, HR

**2. Governance Workstream**  
**Key Recommendations**

ALL COMPLETE

**3. Police Workstream**  
**Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Police Force	<p>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.</p> <p>The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers. It was recommended that the staffing initiatives already approved and listed in this report be adopted by the City of London Police.</p>	Not Completed. Awaiting update from the police.	Kam Dhaliwal / Carly Humphries

**4. Education Workstream**  
**Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Staff	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. Awaiting update from CLS, CLSG and Freemans, as this recommendation is not within the CoLC remit to deliver. CoLAT is an independent employer to the CoLC. The Aldgate School staff are employed by their Governors. The independent schools have their own CoLC Boards to manage their arrangements. This was confirmed by Members of the Education Board at their June 2023 meeting.	Deborah Bell
5	Work Experience	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.	Partially completed. This will be a key focus as the Education, Cultural & Creative Learning and Skills strategies are rewritten during 2023 for Education Board sign off in early 2024. Additionally, 20 supported internships have been committed to for delivery between now and 2025. These will be for young people with additional needs.	Deborah Bell
7	Governance	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.	Partially completed. This recommendation was not able to be progressed due to the pandemic. Local Governing Body recruitment is a matter for CoLAT and individual schools and not one which the Education Strategy has a remit to lead and influence. It is anticipated to be a feature of the revised Education, Cultural & Creative and Skills Strategies for 2024-28, with consultation discussions in train to date. Key partners in alumni activity have been approached to progress this ambition. A date for the	Deborah Bell

			<p>inaugural alumni network event has been set for 21<sup>st</sup> June 2024.</p> <p>Sir John Cass School has been renamed the Aldgate School to better reflect our knowledge and understanding of our current commitment to inclusion.</p>	
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**5. Business Workstream**  
**Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>	Completed/Not Completed	<u>Responsible Officer</u>
2	Charter	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. For consideration by EDI Sub-Committee as part of wider review of Charters in Q4 2023/24	EDI Directorate
3	Events	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. Awaiting update	Innovation & Growth
4	Conferences and events	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.	Not Completed. Awaiting update	Innovation & Growth

		Consideration should be given to targets for diverse attendees of City Corporation conferences and events		
5	#10000BlackInterns	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. Awaiting update	Innovation & Growth
6	Black SMEs/ microbusinesses	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. Awaiting update	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. Awaiting update	Innovation & Growth
8	Investments	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. Awaiting update	Chamberlain's

## Appendix 2 – Tackling Racism Taskforce, CLOSED ACTIONS

### 1. Staffing Workstream

#### Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
4	Staff Support	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. Training be given to key individuals across the organisation who will provide support and guidance for staff on an individual and confidential basis.	Completed – Dignity at Work Advisors introduced in 2021	EDI Directorate

### 2. Governance Workstream

#### Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
1	Member Diversity	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	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	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	Approve the guidance note for Chairs, Members and Officers when talking about equality and diversity in relation to race, outlined in Appendix 3.	Completed	Mark Gettleson

### **3. Police Workstream** **Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
2	Governance	The Police Authority Board should take a particular focus on diversity and inclusion as one of its objectives.	Completed	Kam Dhaliwal /Kate MacLeod
3	Engagement	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.	Completed. Head of Comms recruited	Kam Dhaliwal/ Kate MacLeod

### **4. Education Workstream** **Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>	<u>Action Completed/Not Completed</u>	<u>Responsible Officer</u>
2	Curriculum	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.	Completed. Decolonialising the curriculum has been a key piece of work through Head Teachers Forums.	Deborah Bell
3	Partnership Working	There should be more joined up partnership working, e.g. between the City of London Police and the family of schools.	Completed. CoLP work alongside City Education Partners including the Family of Schools, most notably via the Safeguarding Education Forum. In addition, CoLP are one of the three Statutory Partners that represent the Senior Leadership Team of the City and Hackney Safeguarding Children Partnership. Schools are also represented at this level through the Director of Children's Services and the Chief Executive for City of London Academy Trust. These arrangements are ongoing, and allow for close partnership and collaboration across the system at a strategic level.	Deborah Bell/Chris Pelham
4	Bursaries	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.	Completed. Bursaries and scholarships to CoL independent schools are widely publicised to CoLAT schools as Social Mobility through educational opportunities. Positive individual examples are available (subject to GDPR).	Deborah Bell/Chris Pelham
6	Adult Skills / Lifelong Learning	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.	Completed. Whilst this operational aspiration is the remit of local Governors of CoLAT and the Aldgate School, the Education Strategy Unit (through the City Premium Grant), has funded the Apprentice Academy provision within CoLAT secondary schools as an	Deborah Bell

		The important work of the Culture Mile Learning team to help children access and be exposed to cultural institutions should be recognised.	alternative to suspensions and permanent exclusions. This funding continues into 2024 to date.	
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**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	The Tackling Racism Taskforce support and promote the work of the Socio-Economic Diversity Taskforce	Completed	Oliva Larkin/ Innovation and Growth
9	Procurement	<p>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.</p> <p>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> <p>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.</p>	Noted.	Lisa Moore

