

<b>Committee(s):</b> Equality Diversity & Inclusion Sub-Committee	<b>Dated</b> 11 December 2023
<b>Subject:</b> EDI Charters Update Report 2023/2024	Public
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1,2,3,4,5, 8
<b>Does this proposal require extra revenue and/or capital spending?</b>	N
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	N/A
<b>Report of:</b> Emma Moore, Chief Operating Officer	For Information
<b>Report author:</b> Siyka Radilova, EDI Officer	

### Summary

The City of London Corporation is a signatory of several charters which demonstrate and help benchmark the importance of Equality, Diversity and Inclusion to the organisation. Since 2014 the Corporation has been a member of the following Charters and agreements: Women in Finance, Business in the Community (BITC) Race at Work Charter, Social Mobility Index, Stonewall Diversity Champions, Disability Confident, London Living Wage Foundation.

The purpose of this report is to outline the various charters that the City of London Corporation is part of for consideration by Members on their continued suitability for us and review our progress against current commitments.

### Recommendation(s)

Members are asked to:

Note: progress to date against the charters for which we are accredited.

### Main Report

#### Background

1. In 2022, a focused EDI Directorate was set up to ensure that the City Corporation develops and implements impactful EDI strategies that enhance the competitiveness, attractiveness and vibrancy of the Square Mile. Prior to this date limited resource was dedicated to this area and resource was sat within Corporate HR, alongside semi-dedicated roles in some of our Institutions. The establishment of the directorate has enabled better but still developing focus on the charters the Corporation has signed up to over time.

2. In accordance with the Equality Act 2010 and the 9 protected characteristics, the participation of the Corporation in EDI Charters and agreements is aligned to the work of the EDI Directorate to follow recommendations from those accredited charters and adopt best practice. The EDI Directorate is dedicated to matters beyond the Equality Act 2010. An example is social mobility and diversifying the workforce, supporting employees from different socio-economic backgrounds in the aim of providing equal opportunities for all.
3. We currently are accredited to Women in Finance, Business in the Community (BITC) Race at Work Charter, Social Mobility Index, Stonewall Diversity Champions, Disability Confident, London Living Wage Foundation. Charters such as Women in Finance have been driven by our work with the FPS sector through Innovation & Growth. Others have been selected due to particular focus of Members or links to broader corporate objectives and commitments such as the Living Wage Foundation. We are currently in the process of obtaining Ban the Box accreditation.

### **Questions asked during the EDI Sub- Committee in September 2023**

4. What is the definition of women within the charter Women in Finance:

“A fundamental principle of the HMT Women in Finance Charter is that individual signatories are best placed to make the right decisions for their business. Due to this, the Charter has adopted a flexible approach which recognises the diversity of the sector and allows each signatory to set its own definitions and targets.

So, in line with the approach outlined above, it is for the City of London Corporation to identify what part of its workforce falls in scope of its Charter commitments” – HM Treasury Women in Finance Charter Team.

Therefore, Women in Finance Charter also represents trans-women.

5. The Members wished to seek reassurance that gender reassignment would remain part of Stonewall Diversity Champions activities before the Corporation agreed to continue being part of the charter. If this was not the case, the Sub-Committee agreed that suitable replacement would be sought.

“In our Diversity Champions scheme, we provide guidance on a range of topics relating to LGBTQ+ inclusion. This includes support and guidance on trans and non-binary inclusion in the workplace, which will touch on areas relating to the protected characteristic of gender reassignment in the Equality Act 2010.” – Cecily Stevenson - Client Account Manager, Stonewall.

Therefore, gender reassignment remains part of Stonewall Diversity Champions activities.

## Corporate & Strategic Implications

### **Strategic implications**

6. 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.
7. 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.
8. 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.
9. 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.
10. 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.
11. Climate implications – N/A
12. Security implications – N/A

## **Conclusion**

13. Signing to the charters and agreements described in the report shows that the City Corporation is prepared to seize the opportunity to drive the corporate change necessary to tackle inequalities, including gender inequality and the institutional racism that exist, rather than seeing how it progresses moving forward. City Corporation is a unique organisation, with a role that goes beyond that of a local authority or financial institution, therefore making the right decisions on following good practices provided by most relevant accredited charters and schemes would pave the way towards becoming an excellent example of a diverse and inclusive institution that genuinely promotes equality and equal opportunities for all.

## **Appendices**

- Appendix 1 - EDI Directorate's Race Equality Action Plan
- Appendix 2 - City of London Corporation commitments to EDI
- Appendix 3 - Core purpose of the Charters and Schemes discussed in the report.

Siyka Radilova  
EDI Officer (Employment)  
Email: [siyka.radilova@cityoflondon.gov.uk](mailto:siyka.radilova@cityoflondon.gov.uk)



## Appendix 1 – Charter commitments: current position

### Current Position

Charter/ Agreement	Joining Date	EDI stream/ Protected Characteristic	Updates	Recommendation
<b>Women in Finance</b>	<b>December 2017</b>	<b>Sex and/or Gender reassignment</b> (refer to main report)	<p>In December 2017, the Corporation became a signatory of the Women in Finance Charter to promote gender balance in the financial services industry.</p> <p>The number of women in senior roles (Grade G+) at the time the Corporation joined was 20% and this rose to 33%, 37% and 43% in 2020, 2021, and 2022 respectively (compared to a target of 45% by 2023). Our current achievement is 54% women in leadership positions.</p>	<p>Recommendation - Retain The Corporation to continue its engagement with the charter in order to accelerate its effort for gender equality and increase the number of women in leadership positions.</p>
<b>Business in the Community (BITC) Race at Work Charter</b>	<b>2019</b>	<b>Race</b>	<p>Since 2019, the Corporation has been a member of the Business in the Community, Race at Work Charter (BITC).</p> <p>The 7 commitments we have signed up to in the charter are:</p> <ul style="list-style-type: none"> <li>• <b>BITC Commitment 1:</b> Appoint an Executive Sponsor for race equality; Complete</li> <li>• <b>BITC Commitment 2:</b> Capture ethnicity data and publicise progress; Complete</li> </ul>	<p>Recommendation – Retain The Corporation to continue its engagement with the charter BITC Race at Work Charter in order to strengthens the Corporations commitment to race equality, adding the importance of setting realistic equality targets at corporate and departmental levels that can be scrutinised and addressed publicly in a purposeful way. Active progress</p>

			<ul style="list-style-type: none"> <li>• <b>BITC Commitment 3:</b> Commit at board level to zero tolerance of harassment and bullying; Not-completed.</li> <li>• <b>BITC Commitment 4:</b> Make equity, diversity and inclusion the responsibility of all leaders and managers; Partially completed.</li> <li>• <b>BITC Commitment 5:</b> Take action that supports Black, Asian, Mixed Race and other ethnically diverse employees career progression; Partially completed.</li> <li>• <b>BITC Commitment 6:</b> Support race inclusion allies in the workplace;</li> <li>• <b>BITC Commitment 7:</b> Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains; Completed</li> </ul> <p>While the Corporation has only fully met BITC Commitments 1, 2, 6 and 7, work is taking place to meet the other three commitments which will require: 3) for consideration by Members as part of the relevant policy and procedure update from HR; 4) by formal inclusion of EDI objectives in standard objectives; and 5) development of targeted programmes with trackable impact Achievement will</p>	<p>against the 3 incomplete commitments as set out.</p>
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			be further supported by the development of a Race Equality Action Plan.	
<b>Social Mobility Index</b>	<b>2018</b>	<b>Social Mobility</b>	<p>The Corporation has been a member of the Social Mobility Index Charter since 2018.</p> <p>In 2018, the Corporation has listed 66<sup>th</sup> which rose to 56<sup>th</sup>, 50<sup>th</sup>, 40<sup>th</sup> before dropping to 67<sup>th</sup> in 2019, 2020, 2021 and 2022 respectively. However, the Corporation is making efforts to ensure it moves back up the rankings in the Social Mobility Index.</p> <p>This initiative will be supported by the recent creation of the Social Mobility Network with the Chief Operating Officer as its executive sponsor.</p> <p>In addition, the Corporation will be introducing other schemes such as a Graduate Scheme (spearheaded by the Young Employees Network) and a structured work experience plan for 2024 (developed by the Talent and Organisational Development Team).</p>	<p>Recommendation – Retain</p> <p>The Corporation to continue its engagement with Social Mobility Index. Going beyond the protected characteristics as set at the Equality Act 2010, the Corporation is committed to social mobility and providing equal opportunities to all its employees, regardless of their socio-economic background. The EDI Directorate takes into consideration recommendations established by The Social Mobility Index in order to be an exemplary employer. Socio-economic diversity is likely to be one of our Equality Objectives.</p>
<b>Stonewall Diversity Champions</b>	<b>2019</b>	<b>Sexual Orientation Gender reassignment</b> (refer to main report)	<p>In 2019, the Corporation became members of the Stonewall Diversity Champions programme.</p> <p>Through membership of this Charter, other initiatives such as City Belonging Project and the City Pride Staff Network the City Corporation demonstrates its ongoing commitment to ensuring that</p>	<p>Request – Retain</p> <p>The Corporation has not made best value of membership to date. There may be other indices or charters which provide a better general EDI assessment alongside Stonewall.</p>



			LGBTQIA+ communities can be their authentic selves in the Square Mile.	
<b>Disability Confident Scheme</b>	<b>2020</b>	<b>Disability</b>	<p>In 2020, the Corporation obtained its Disability Confident Employer status.</p> <p>Whilst we adhere to the scheme and provide full support and reasonable adjustments to individuals with different disabilities there is further work to be done on accessibility of our places and services.</p>	<p>Recommendation – Retain The Corporation to continue its commitment to Disability Confident Scheme and expand on this through the newly founded Accessibility Forum (officers).</p>
<b>London Living Wage Foundation</b>	<b>2014</b>	<b>Social Mobility</b> <b>Pregnancy and maternity</b> <b>Marriage and civil partnership</b>	<p>The Corporation has been a supporter of the Living Wage since 2014. Since 2020, the Corporation has been an accredited Living Wage Employer and payment of the Living Wage is a requirement across all of our suppliers as well as being paid to all casual and other temporary or agency staff.</p> <p>The City Corporation has also been meeting with the Living Wage Foundation to ensure it meets the criteria to meet the <u>Living Hours Standard</u>. We are an active supporter of the London Living Wage group through Member and Chief Officer representation including corporate hosting and event support.</p>	<p>Recommendation – Retain The Corporation to continue its commitment to London Living Wage. By paying the real Living Wage, employers are voluntarily taking a stand to ensure their employees can earn a wage which is enough to live on. By partnering with London Living Wage foundation, City of London Corporation is demonstrating its commitment to fair pay and to supporting its employees work- life balance.</p>

<b>White Ribbon UK</b>	N/A	Sex	<p>The Corporation has been supporting City of London Police who received White Ribbon Accreditation in October 2023. The Corporation is supporting the campaign- White Ribbon Day- the 25th of November, which marks the start of 16 days of action to engage men and boys to end violence against women and girls by addressing its root causes. The Town Clerk is a White Ribbon Ambassador; We are offering White ribbons to all staff and members as a gesture of support; we are holding evens to raise awareness.</p>	<p>Any further recommendation on wider accreditation beyond City of London Police would need to be part of a larger piece of work to review all existing and prospective Charters.</p>

## **Appendix 2 – City of London Corporation Commitments in EDI**

### **Equality Act 2010 – Protected Characteristics**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **Social Mobility and Socio- Economic Background Diversity**

## **Appendix 3 – Core purpose of the Charters and Schemes discussed in the report.**

### **Women in Finance**

Women in Finance Charter a pledge for gender balance across financial services. This is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair industry. Firms that sign up to this Charter are pledging to be the best businesses in the sector. The Charter reflects the government's aspiration to see gender balance at all levels across financial services firms. A balanced workforce is good for business – it is good for customers, for profitability and workplace culture, and is increasingly attractive for investors.

### **Business in the Community (BITC) Race at Work Charter**

Business in the Community (BITC) is committed to empowering employers to tap into this economic potential by accelerating change for ethnically diverse employees. We work with our network of private and public sector partners to offer tailored practical advice and share new insights to drive long-term change. We are also calling on the government to mandate ethnicity pay gap reporting.

### **Social Mobility Index**

The Social Mobility Index is a framework for measuring social mobility in the UK. It enables a systematic look at social mobility outcomes, as well as the drivers behind social mobility. It sets out a long-term vision for measuring and monitoring social mobility outcomes over the next 30 years across the UK.

The Social Mobility Commission (SMC) published the first Social Mobility Index in 2016. The original index included data on geographic disparities across England in some social mobility drivers.

### **Stonewall Diversity Champions**

Stonewall stands for lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people everywhere. It imagines a world where all LGBTQ+ people are free to be themselves and can live their lives to the full. Stonewall is part of a vibrant global movement for change made up of LGBTQ+ people, their allies, families and friends. It fights for freedom, for equality and for potential.

### **Disability Confident**

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

Being Disability Confident is a unique opportunity to lead the way in your community, and you might just discover someone your business cannot do without. It was developed by employers and disabled people's representatives to make it rigorous but easily accessible.

### **London Living Wage**

A movement of businesses, organisations and people ensuring that everyone can earn a wage that meets their everyday needs. By paying the real Living Wage, employers are voluntarily taking a stand to ensure their employees can earn a wage which is enough to live on.

### **White Ribbon**

White Ribbon is the UK's leading charity engaging men and boys to end violence against women and girls.

Their mission is to prevent violence against women and girls by addressing its root causes. They work with men and boys to change long-established, and harmful, attitudes, systems and behaviours around masculinity that perpetuate inequality and violence.