

Committee(s): EDI Sub-committee – For Information	Dated 11th December 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.

Further to the update provided at the September 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. Following the previous iteration of this report that was presented to members on 4th September 2023, there has been significant progress in the implementation of the TRT recommendations that were put forward in 2021. Most of the recommendations are either partially complete or completed. However, some actions have remained outstanding particularly within the Business Workstream.

2. Several of the TRT recommendations will be completed by the middle of next year, particularly with regards to the DCCS that is delivering these recommendations alongside its annual calendar of events.
3. In addition, the vast majority of the Staff Workstream recommendations will also be completed by the end of the 2024/2025 annual year.
4. 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 any open actions are either completed or partially completed before Q2 2024/2025.

Open Actions

5. An updated table has been provided in this report at Appendix 1 highlighting all actions that are currently open. Pertaining to the Business Workstream multiple departments struggled with these recommendations and a request for these items to be reviewed has been made.
6. In addition, the EDI Directorate is working with the Chamberlain department to support this department with regards to the implementation/review of these recommendations in light of a new governance structure being in place.

Partially Completed Actions or Actions To Be Completed In 2024/2025

7. The second table provided in Appendix 2 highlights all the actions that are expected to be completed in the 2024/2025 annual year, which applies to the staffing and education related recommendations.
8. Wherever possible, expected completion dates for TRT Recommendations have been included where this information has been received by the EDI Directorate.

Completed Actions

9. A third table provided in Appendix 3 provides information on the actions that have been complete.
10. More than twelve of the TRT recommendations are now closed which is an improved from what was presented at the last EDI Sub-Committee meeting that took place on 4th September 2023.

Corporate & Strategic Implications

11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. Climate implications – N/A.
17. Security implications – N/A.

Conclusion

18. 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. Continuous progress is being made quickly and there is widespread commitment from different department to have the recommendations of TRT implemented by the end of next year.
19. However, some TRT recommendations do remain outstanding, but the EDI Directorate is committed to providing support and challenge to departments with to ensure progress is made in these areas.

Appendices

Appendix 1 – TRT Recommendations (November update) Open Actions

Appendix 2 – TRT Recommendations (November update) Partial Complete Actions

Appendix 3 – TRT Recommendations (November update) Closed Actions

Micah McLean

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TRT Recommendations Table (Updated 24.11.2023)

Appendix 1 – Open Actions

Open ACTIONS

1. Staffing Workstream Key Recommendations

	Objective	Recommendation	Status – not sure who completed last update	15 Nov 2023	Deadline	Responsible Officer
6	Bullying and Harassment	A revised HR policy on bullying and harassment be developed at the City Corporation. (Already approved at Establishment Committee in September 2020)	Not Completed. A large number of policies need reviewing within HR and a schedule of review has been drawn up. Given limited resource this is unlikely to be completed until Q3 2024/25.	Not complete. Many policies require review, and a schedule of reviews will be created. Current vacant policy role means this work has not yet begun due to lack of resource, but this policy will take precedence as soon as role is appointed given its urgent nature.	Q1 2024/25	Alison Littlewood/Cindy Vallance, 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>Why</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>	Partially complete.	The City of London Police launched their Race Plan Event on 20 th November and mentioned that a recruitment and retention for staff from BAME background within CoL Police had been set.	Kam Dhaliwal / Carly Humphries

4. Education Workstream
Key Recommendations

a\	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Why</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.	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	<p>Deborah Bell mentioned that this action was outside her remit and needed to be removed from the list of TRT Recommendations.</p> <p>Please could the EDI Sub – Committee decide if these</p>	Deborah Bell

		Equality and inclusion training, as well as difficult conversations training, should be rolled out to all staff.	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.	actions could be removed from the current list of recommendations. Therefore, this recommendation cannot be implemented by DCCS.	
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5. Business Workstream
Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Why</u>	<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.	Partially Complete.	According the Rembrancers Diversity Notes they have delivered an events programme that appeals to a wide demographic of people that reflects current society. In addition, they have increased BAME	Rembrancers

				Targeted events (i.e., Black History Month Breakfast and Reception).	
4	Conferences and events	<p>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.</p> <p>Consideration should be given to targets for diverse attendees of City Corporation conferences and events</p>	Not Complete.		Innovation & Growth/Rembrancers
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.		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	<p>To change our own criteria for investments to include a specific target on diversity (as we have done on climate action)</p> <p>The City Corporation should write to asset managers asking them how they manage diversity within their organisation</p> <p>The City Corporation should explore with the asset managers how diversity is captured within their investment process and how this can be reported.</p>	To be reviewed following new governance arrangements.	To be reviewed following the new governance arrangements in place.	Chamberlain's
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Appendix 2 – Tackling Racism, Taskforce, Partially Complete Actions

4. Education Workstreams

	<u>Objective</u>	<u>Recommendation</u>	<u>Completed/Not Completed</u>	<u>Why</u>	<u>Expected Completion Date</u>	<u>Owner</u>
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 Complete	<p>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.</p> <p>The Head of Learning and Organisational Development is currently recruiting for a post to deliver on co-ordinated work experience and internship offers on behalf of the Corporation.</p> <p>The Education Strategy Unit and City of London Academy Trust are co-delivering a London – Bridge the Gap conference in January 2024 to employers seeking pledges to offer work experience opportunities to</p>	Q2 2024/2025	Deborah Bell

				<p>disadvantaged young Londoners.</p> <p>In partnership with the Lord Mayor's Appeal, the Education Strategy Unit is supporting the offer of taster days to girls and young women with major City based employers.</p>		
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.	Almost Completed.	<p>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.</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>	Q3 2024/2025	Deborah Bell

				A date for the inaugural alumni network event has been set for 21st June 2024.		
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Staffing Workstreams

	Objective	Recommendation	Complete/Not Complete	Why?	Expected Completion Date	Owner
2	Mentoring	Mentoring and reverse mentoring schemes be developed at the City Corporation. (Already approved at Establishment Committee in September 2020)	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.	Partial progress. Mentoring and reverse mentoring pilots already underway within WIN and YEN staff networks & under discussion to pilot for DITS and City Surveyors. Following review & exploration of hosting system, intention to launch across City Corporation.	Q2 2024/25	Alison Littlewood/Cindy Vallance 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. (Already approved at Policy & Resources Committee in September 2020.)	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.	Not yet complete. Budgets under review for 2024/25 for possible short-term supplement to the training budget. Full implementation of this recommendation will require a full review of all central and decentralised training budgets monitored by Finance and consultation with Chief Officers prior to making any longer-term recommendations to amalgamate training budgets in HR and to increase focus on EDI training.	Q1 2024/25	Alison Littlewood/Cindy Vallance, 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. (Already approved at Establishment Committee in September 2020)	Partially complete – scheme to be introduced in 2024 under the L&OD Team.	Near completion. Work Experience scheme already exists but somewhat ad hoc with insufficient resource to fully support. New role approved and will start by Jan 24. Will report to Apprenticeship Manager and lead on new Graduate Scheme & review of Work Experience Scheme.	Q4 2023/24	Alison Littlewood/Cindy Vallance, HR
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	Partial progress. Establishment project completed Sep 23. Review of EDI questions and new draft version created and under review with particular focus on institutions to ensure compliance to all external reporting bodies (eg. HESA for GSMD). System adjustments by HR and communications in collaboration with EDI targeted by 31 Mar 2024 to enable improved reporting for the 2024/25 year.	Q4 2023/24	Alison Littlewood/Cindy Vallance, HR

Appendix 3 – 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. In addition, The EDI Officer (Service Delivery) is currently working with	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.	Completed	Mark Gettleson

		A dedicated senior Officer responsible for Member diversity and inclusion needs to be appointed.		
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.	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. Recently, the CoL held a Race Action Plan event which highlighted to all colleagues at the City Corporation and across its institutions the positive work that is taking place in the area of race equality.	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. The important work of the Culture Mile Learning team to help children access and be exposed to cultural institutions should be recognised.	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 alternative to suspensions and permanent exclusions. This funding continues into 2024 to date.	Deborah Bell

5. Business Workstream
Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>	Completed/Not Completed	<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
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)	<p>Completed. An SME event held at the City Centre – this was an event organised by Chamberlain’s procurement aiming to get more SME / BME suppliers into the procurement process.</p> <p>This event was supported and attended by City Surveyor’s staff, particularly in its projects division where construction remains dominated by large firms.</p> <p>The event was organised by Responsible Procurement, and this will be annua event going forward.</p> <p>In addition, The Gild food provision is delivered by the SME provider, Street Food Markets who are a collection of entrepreneurs and food vendors, under the umbrella of Street Food markets Ltd, the parent company. This includes food types such as Indian, Mexican, African, BBQ, vegan, crepes, Burgers, and much more. There are 3500 vendors signed up through this initiative.</p>	John Galvin, City Procurement and Chamberlains

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>	<p>Procurement hosted its own meet the buyer event in partnership with the London Chamber of Commerce and Industry at the Small Business Research and Enterprise Centre. All 125 tickets were reserved, with 75 people in attendance; 38 SMEs in total.</p> <p>They provided two supplier readiness sessions at the event; a bid writing panel moderated by the Councillor Singh and a presentation on ESG by Heart of the City. The event was attended by additional buyers from Bloom, Canary Wharf Group and two other London councils.</p> <p>The event was opened by Councillor Singh and the evening portion of the event was opened by Deputy Ameer.</p> <p>In addition, Results from the annual MSDUK benchmarking exercise for the City Corporation's supplier diversity programme shows a jump in progress from 'evolving' to 'progressive' (39% to 59%) and just slightly over the average across all of the corporate members. Our scores increased across five of the ten categories. We've recently introduced a Supplier Diversity Monitoring form for contracts over £100,000, updated the contracts register to capture this information and the process will be included in the Procurement Authorisation Report for under £100,000.</p>	Lisa Moore
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			<p>The next meet the buyer event (to be held in early 2024) will be focused on contracts under £100,000 and will be in partnership with Westminster and Islington.</p>	
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