

Equality Impact Assessment

EQIA FORM

CITY OF LONDON

Equality Impact Assessment Template.

Directorate: Corporate Strategy and Performance Team Service Area: Town Clerk's Department	Lead Officer: Dionne Corradine Date completed: 30 November 2023
Service / Function / Policy / Procedure to be assessed: Corporate Plan 2024-2029	
Is this: New / Proposed <input checked="" type="checkbox"/> X Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date: Annually (in line with reporting) and/or any time when the Corporate Plan is updated

Equality Impact Assessment

Part A – Initial Equality Impact Assessment to determine if a full Equality Impact Assessment is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Corporate Plan 2024-2029 sets out the overarching strategic outcomes for City Corporation for the next five years. The Corporate Plan exists to inform City of London Corporation staff, stakeholders, and communities of our strategic direction, we want to achieve, and strategies in place that will deliver these outcomes.

The Corporate Plan is reliant on the principles of collaboration, constructive dialogue with all our partners, celebrating equity, equality diversity and inclusion, achieving consensus around common goals. The Plan sits above corporate strategies, plans and major programmes currently delivered by City Corporation. This Equality Impact Assessment applies specifically to the Corporate Plan – other policies, strategies, programmes, and services that contribute to delivery of the Corporate Plan are required to have their own Equality Impact Assessment. The Plan itself sets our strategic direction and will influence, though not create, services, functions, policies, or procedures. We are committed to carrying out our equality duties and have developed the Corporate Plan with reference to these and the City Corporation draft Equality Objectives.

To inform the content of the Corporate Plan, both internal and external engagement is necessary. Extensive internal engagement with Officers and Members has taken place. To enable external feedback on the Corporate Plan, an online platform was created. To reach those who may not have digital access, paper-based feedback forms are available at City Corporation sites in the Square Mile and Greater London. Engagement will continue as the Corporate Plan evolves.

Please indicate its relevance to any of the equality duties (below) by selecting Yes, or No?

	Yes	No
Eliminating unlawful discrimination, victimisation, and harassment	x	
Advancing equality of opportunity	x	
Fostering good community relations	x	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Impact Assessment is now complete - please send a copy to the Equality Team. If any of the three equality duties are relevant, a Full EQIA will need to be undertaken (PART B below).

PART B: Full Equality Impact Assessment.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	<p>The Corporate Plan 2024-2029 sets out the overall strategic context in which City Corporation operates. These are summarised in six strategic outcomes outlined in the Corporate Plan 2024-29. Outcomes are intentionally high level, and City Corporation will use Corporate Plan outcomes to drive organisational direction informing strategy, policy, and delivery.</p> <p>The Corporate Plan itself does not outline delivery mechanisms for City Corporation – these are set out in departmental, thematic, or institutional strategies, policies, plans and services. Departments and Institutions designing delivery mechanisms (including departmental or institutional strategies, policies, plans, processes, and services) are responsible for ensuring that they are aligned with the Corporation Plan intentions.</p> <p>The Corporate Plan highlights the spheres of influence for City Corporation and the outcomes we seek to achieve within these: from global and UK level (for example by the Lord Mayor of London or for financial services), to London, Square Mile and green spaces (for example through planning policy and the management of areas such as Epping Forest and Hampstead Heath) through to services to residents and statutory responsibilities for activity including social care. The breadth of these activities is unique to our organisation.</p> <p>Staff data has been reviewed as part of this EQIA, as staff will be responsible for designing the delivery mechanisms (strategies, policies, services etc) that will deliver our strategic outcomes. However, the sheer breadth of the Corporate Plan means it is too high-level to undertake a meaningful equalities impact assessment (EQIA) on the plan itself, therefore specific EQIAs are required to take place at the level of individual departmental and institutional planning for mechanisms that will deliver Corporate Plan outcomes.</p> <p>A number of core strategies that support the delivery of the Corporate Plan have been identified. All of these should have individual EQIAs associated with them. The Corporate Plan 2024-2029 exists alongside City Corporation’s proposed Equality Objectives for 2023-27, which set out corporate intentions on equalities. The Corporate Plan is also being developed alongside the City Corporation’s new People Strategy (which will also have an associated EQIA).</p>
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Are there any associated policies, functions, services or procedures?	<p>The Corporate Plan 2024-29 is deliberately a high-level strategic document, setting direction for the large number of departments and institutions delivering our wide range of day-to-day functions. The Corporate Plan does not include specific policies, functions services or procedures. It is intended that individual departmental or institutional strategies, policies, functions, services, and procedures will, over time, align with the direction of the Plan.</p> <p>These specific strategies, policies, functions, services, procedures, and plans are the level at which tangible outcomes and delivery mechanisms are set, and where it is possible to meaningfully assess the equalities impacts of our activity. Each of these should undertake a full EQIA, collating and analysing data on equalities impacts of the tangible outcomes that are sought.</p>
If partners (including external partners) are involved in delivering the service, who are they?	<p>The Corporate Plan 2024-29 is designed to inform our stakeholders of our strategic direction and the broad outcomes we want to achieve. All parts of the organisation will align their delivery with the outcomes described in the Corporate Plan.</p> <p>Where partners, including external partners, are involved in delivering services, this takes place at the level of individual departmental or institutional strategies (and policies, functions, services etc), not at the level of the Corporate Plan.</p> <p>Individual departments and institutions work closely with a wide range of partners to deliver our services – hence why it is critical to ensure full EQIA activity takes place on the design and delivery of the next tier of strategies, policies, plans etc so equalities data can be effectively collated and scrutinised.</p>

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (In terms of its impact on the ‘equality strands’, i.e., race, disability, sex, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g., are there any significant gaps?

Analysis of City Corporation Employees

The Corporate Plan 2024-2029 impacts City of London Corporation employees as it sets the overall strategic direction for City Corporation and all employees will ultimately be involved with its delivery.

The following data from the City Corporation’s HR department breaks down its employees by protected characteristics as of 30 October 2023. Data has been provided on two groups. ‘Directly Employed’ consists of full time, part time and directly employed temporary employees of the City Corporation, including its Institutions (the Barbican Centre, City Bridge Foundation, City of London School, City of London School for Girls, Freeman’s School, Guildhall School of Music & Drama, and City of London Police [civilian employees]). ‘Including Casuals’ consists of the Directly Employed cohort, plus casual and agency workers, contractors, and consultants. Analysis of this data by protected characteristic has been used when considering the impact on staff for the development of the Corporate Plan itself and the planning of internal engagement with staff. It will also be used as part of each separate EQIA completed for policies, strategies, and plans derived from or supporting the delivery of the Corporate Plan. However, low disclosure rates for data related to protected characteristics for City Corporation employees outside of sex and age are a barrier to analysis of the equality impacts on City Corporation employees. This has been noted as an issue to be addressed in the action plan section of this EQIA.

Age

91.3% of those Directly Employed by the City Corporation are aged between 25 and 64 years, with the largest proportion (36%) aged 35 to 49 years, closely followed by those aged 50 to 64 years (34.1%). Only 4.5% of those Directly Employed are aged between 20 and 24 years. When we in Casuals, there are some notable differences. The proportion aged 25 to 64 years is 8.6 percentage points lower, at 82.7%, with a concomitant rise in the proportion aged 20 to 24 years by 6.2 percentage points higher to 10.7%. The three groups between 25 and 64 years are also more balanced when including Casuals compared to just looking at Direct Employees, with a range of 4.4 percentage points between the categories 25 to 34 years and 35 to 49 years for Casuals, compared to 14.8 percentage points for the Directly Employed. The below table shows the full percentage breakdown.

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Cohort Name	Aged 16 to 19 years	Aged 20 to 24 years	Aged 25 to 34 years	Aged 35 to 49 years	Aged 50 to 64 years	Aged 65 to 74 years	Aged 75 to 84 years	Aged 85 years and over	Unknown
Directly Employed	<1	4.5	21.2	36.0	34.1	3.5	<1	0.0	<1
Including Casuals	1.2	10.7	25.6	30.0	27.1	4.4	<1	<1	0.0

Disability

4.5% of those Directly Employed by the City Corporation self-certify as Disabled. However, more than a quarter of those Directly Employed have not provided the City Corporation with this data. Whilst the Self-Certified as Disabled proportion is slightly lower if we include Casuals, the Not Known proportion is even higher, at 35.9%. The below table shows the full percentage breakdown.

Cohort Name	Self-Certified as Disabled	Self-Certified as Not Disabled	Not Known
Directly Employed	4.5	69.5	25.9
Including Casuals	3.8	60.3	35.9

Sex

There is a virtual even split in the proportion of females and males Directly Employed by the City Corporation, whilst there is a slightly higher proportion of females when including Casuals. The below table shows the full percentage breakdown.

Cohort Name	Female	Male	Unspecified
Directly Employed	50.2	49.8	0.0
Including Casuals	50.9	49.1	<1

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Race

For both those Directly Employed by the City Corporation and when including Casuals, White – British is the most common ethnicity, at over 40% for each. The next largest (excluding the large proportions, particularly when including Casuals, of no responses) is White – EU, at just over 5% for each. When just looking at those Directly Employed by the City Corporation, there are slightly higher proportions identifying as Asian or Black ethnicity groups than when including Casuals. The below table shows the full percentage breakdown.

Cohort Name	Directly Employed	Including Casuals
Arab	<1	<1
Asian - Bangladeshi	1.4	<1
Asian - British	1.6	1.0
Asian - Indian	1.4	<1
Asian - Pakistani	<1	<1
Any other Asian background	<1	<1
Black - African	2.5	1.7
Black - British	2.9	2.0
Black - Caribbean	2.0	1.4
Any other black background	<1	<1
Chinese	<1	<1
Irish	1.4	1.2
Mixed - Asian & White	<1	<1
Mixed - White and Black African	<1	<1
Mixed - White & Black Caribbean	1.0	<1
Any other mixed background	<1	1.1
White - British	49.3	42.8
White - EU	5.2	5.4
White - Other European	<1	<1
White - any other white background	2.9	2.9
Any other ethnic group	1.0	<1
Not stated	21.9	32.5
Prefer not to say	<1	<1

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Religion or Belief

None/No religion makes up the largest proportion of responses from those Directly Employed by the City Corporation, at just over one third (34.2%), followed by Christian at 28.4%. All other religions make up small proportions, with Muslim being the largest at 3.3%. There is also a large group of people not providing any data (27.5% combining the Not Stated and Unknown categories). When including Casuals, the overall trends (None/No religion as the largest group, followed by Christian) are the same, but as at a slightly reduced percentage, with a resultant rise in the proportion not providing data (37% combining the Not Stated and Unknown categories). Other also shows a larger proportion at 4.9%, 2.2 percentage points higher than just those Directly Employed. The below table shows the full percentage breakdown.

Cohort Name	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Other	Sikh	Spiritual	Not stated	Unknown
Directly Employed	<1	28.4	1.4	<1	3.3	34.2	2.7	<1	1.0	4.3	23.2
Including Casuals	<1	21.4	<1	<1	2.1	31.4	4.9	<1	0.8	3.3	33.7

Gender Reassignment

For both cohorts, Not Known is the largest response group when it comes to data relating to Gender Reassignment, with over 90% for those Directly Employed. This makes it very difficult to draw any concrete conclusions using this data. It is notable, however, that, unlike most other questions related to the Protected Characteristics, including Casuals reduces the proportion with no response. The below table shows the full percentage breakdown.

Cohort Name	Gender identity different from sex registered at birth	Gender identity the same as sex registered at birth	Information Refused	Not Known
Directly Employed	<1	7.4	<1	92.4
Including Casuals	<1	13.6	<1	85.8

Pregnancy and Maternity

2.1% of those Directly Employed by the City of London Corporation have been on maternity leave in the 12 months between November 2022 and October 2023. Comparative data including Casuals is not available.

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Cohort Name	Employees on Maternity Leave in Last 12 Months
Directly Employed	2.1
Including Casuals	Data unavailable

Sexual Orientation

For both cohorts, Heterosexual is the area that makes up the largest proportion of response, at over 50% for when either excluding or including casuals. The proportions identifying as Sexual Orientations other than Heterosexual are similar when excluding or including Casuals, with a slight increase in the proportion identifying as Bisexual when including Casuals. Whilst those Directly Employed have a higher rate of Declining to Specify, when including Casuals, the proportion of no responses increases by 7.4 percentage points. The below table shows the full percentage breakdown.

Cohort Name	Asexual	Bisexual	Gay	Heterosexual	Lesbian	Pansexual	Queer	Declined to specify	Unknown
Directly Employed	<1	2.1	3.0	57.4	<1	<1	<1	5.1	31.2
Including Casuals	<1	3.1	3.0	50.2	<1	<1	<1	4.1	38.6

Marriage and Civil Partnership

Not Specified/Unknown makes up the highest proportion of responses relating to Marriage and Civil Partnership for those Directly Employed by the City Corporation, at 40.6%. Where there is a response, the largest groups are Married, at 28.4%, and Single, at 19%. The overall trends on proportion are the same when including Casuals, though lower proportions for the response groups are likely due to the much lower response rate, with 57% having no recorded Marital/Civil Partnership status. The below table shows the full percentage breakdown.

Cohort Name	Civil Partner	Divorced	Married	Partner	Separated	Single	Widowed	Not Specified / Unknown
Directly Employed	<1	2.8	28.4	7.2	1.0	19.0	<1	40.6
Including Casuals	<1	2.0	20.2	5.2	<1	14.2	<1	57.0

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Social Inclusion and Social Mobility

In accordance with a decision by Members, Social Inclusion and Social Mobility will be included in future reporting around equalities, and features in the draft Equality Objectives for 2023-2027 under the heading of “Socio-Economic Diversity”. As such, the City Corporation invites employees to disclose data on social mobility indicators. These include type of school attended, Free School Meal eligibility, familial attendance at university, and main household earner occupation when aged 14). As completion rate for these fields currently stand at 11%, any conclusions derived are not meaningful and do not stand up to scrutiny. It is a key action for the City Corporation to improve the disclosure rate and undertake the required analysis. One method by which awareness will be raised is through the establishment of a new Staff Diversity Network on Social Mobility in 2024.

Analysis of External Communities

In addition to considering the employees of the City Corporation, it is also important to consider the wider communities impacted by the Corporate Plan 2024-2029. The Corporate Plan has been developed using a place-based framework, considering the influence and impact the City Corporation has through four ascending geographic levels where it operates. All the communities that exist or move through those geographic areas will be impacted by the Corporate Plan 2024-2029. The four identified geographic levels are:

Square Mile

The City Corporation is the governing body for the geographic area of the City of London, also known as the Square Mile. The Square Mile is home to 8,600 residents, is the place of work of over 587,000 employees, and is visited by over 10 million people each year.

London

The City of London Corporation’s operations extend beyond the boundaries of the Square Mile across the Greater London area. These include operating more than 2,700 housing properties across six London boroughs, the Heathrow Animal Reception Centre, three wholesale food markets, and acting as London’s Port Authority for the River Thames. City Bridge Foundation, the charity for which the City Corporation is the sole trustee, maintains five of London’s key bridges and provides financial, philanthropic, and non-financial (time, skills, assets) support to London’s communities. The City Corporation also serves as steward and operator of over 11,000 acres of green space across the Greater London area, including Hampstead Heath and Epping Forest, which receive over 23 million visits each year. In addition, many workers and visitors to the Square Mile will be residents of other London boroughs. The City of London Corporation is also involved in education across London; it has one maintained primary school, and ten sponsored academies as part of the City of London Academies Trust, and supports three independent schools, collectively known as the City of London Family of Schools. In addition, many workers and visitors to the Square Mile will reside within Greater London.

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UK

The City of London Corporation's Competitiveness Strategy seeks to strengthen the UK as the world's leading global hub for the financial and professional services (FPS) sector and to drive economic growth. The Square Mile is at the heart of the UK FPS, with City workers accounting for 13% of the UK's FPS jobs. In addition, many workers and visitors to the Square Mile will reside across the UK.

Global

The City of London Corporation is an organisation with global reach, with the Lord Mayor acting as an international ambassador for the FPS sector, and the Square Mile itself being a global business hub for FPS; 14% of City workers come from European Economic Area (EEA) countries, and a further 27% come from non-EEA countries. As above, the work of the City Corporation's Competitiveness Strategy seeks to strengthen the UK as the world's leading global hub for the FPS sector. In addition, the Square Mile is home to world famous attractions, such as St Paul's Cathedral and the Barbican Centre, which draw an international audience.

Publicly available data is used by the City Corporation to provide an understanding of the demographics and protected characteristics of the communities which constitute these four areas. The following section gives a summary of the 2021 Census by protected characteristics for the geographic areas outlined above. Please note that as of the writing of this Equality Impact Assessment the data for the Scottish Census (conducted in 2022) has not been released.

Therefore, rather than consider the UK, we will be considering "England" and "England and Wales". Please note that, as the City of London has a small population, relatively small numerical changes may cause large percentage changes, making any analysis less robust than looking at a larger population. 2021 Census data, and comparative data for 2011, has been taken from the ONS website: [Census - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

The analysis in this summary has informed the overall development of the place-based framework for the Corporate Plan and the planning of external engagement with residents, workers, visitors, and service users across geographic levels. It will also be used as part of each separate EQIA completed for policies, strategies, and plans derived from or supporting the delivery of the Corporate Plan. These EQIAs will also require more granular data to fully assess potential equalities impacts and to plan mitigations. A full analysis of all the data which would inform these is beyond the scope and scale of the Corporate Plan, but a survey of the EDI policies, activities, and available data, as well as current gaps, related to communities and groups impacted by the services provided and activities undertaken by the City of London Corporation, and therefore the Corporate Plan 2024-2029, can be found in the annex to this document.

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Population

According to the 2021 Census, the City of London has a population of 8,600 residents (to the nearest 100), an increase of 16.4% from 7,400 in the 2011 Census. This population growth, whilst small in numeric size, is significantly higher as a percentage increase than the 7.7% increase across London and 6.6% increase across England.

Age

The median age of residents was recorded in the 2021 Census as 37 years, down from 39 in 2011. The aged 20 to 24 years bracket saw the largest increase (3.8 percentage points), unlike the London and national trends, which all saw decreases. The aged 35 to 49 years bracket saw the largest decrease (-3.5 percentage points), in line with the national trends, but opposed to London, which saw a small increase. The below table shows the full percentage breakdown.

Area name	Aged 4 years and under		Aged 5 to 9 years		Aged 10 to 15 years		Aged 16 to 19 years		Aged 20 to 24 years		Aged 25 to 34 years		Aged 35 to 49 years		Aged 50 to 64 years		Aged 65 to 74 years		Aged 75 to 84 years		Aged 85 years and over	
	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021
City of London	3.2	2.5	2.5	1.9	2.7	2.4	2.2	2.2	7.4	11.2	24.1	25.8	24.7	21.2	19.1	18.8	8.0	8.3	4.5	4.3	1.6	1.4
London	7.2	6.0	5.9	6.0	6.7	7.2	4.6	4.4	7.7	6.7	19.9	18.1	22.4	22.7	14.4	16.9	5.8	6.5	3.8	3.8	1.5	1.6
England	6.3	5.4	5.6	5.9	7.0	7.2	5.1	4.6	6.8	6.0	13.5	13.6	21.3	19.4	18.1	19.4	8.6	9.8	5.5	6.1	2.2	2.4
England and Wales	6.2	5.4	5.6	5.9	7.0	7.2	5.1	4.6	6.8	6.0	13.4	13.5	21.3	19.3	18.1	19.5	8.7	9.9	5.6	6.2	2.2	2.4

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Disability

The percentage of non-disabled residents of the City of London increased slightly between 2011 and 2021 and is higher than London and national levels. The ONS advises that responses may have been affected by perceived health status and activity limitations during the COVID-19 pandemic, as well as advising caution when making comparisons between 2011 and 2021, as the question wording and response options were changed. The below table shows the full percentage breakdown.

Area name	Disabled under the Equality Act: Day-to-day activities limited a lot		Disabled under the Equality Act: Day-to-day activities limited a little		Not disabled under the Equality Act	
	2011	2021	2011	2021	2011	2021
City of London	5.6	3.9	8.2	7.9	86.3	88.2
London	9.4	7.1	9.8	8.5	80.8	84.3
England	9.1	7.5	10.2	10.2	80.7	82.3
England and Wales	9.3	7.6	10.2	10.2	80.5	82.2

Sex

The City of London has fewer female residents than male, by a factor of ten percentage points, though the proportion of female residents did increase by half a percentage point between 2011 and 2021. This is contrary to wider London and national trends. London saw a slightly higher percentage point shift towards the female population between 2011 and 2021, retaining a higher proportion of female residents. The national breakdown also shows a higher proportion of females, but with a more limited increased between census years. The below table shows the full percentage breakdown.

Area name	Female		Male	
	2011	2021	2011	2021
City of London	44.5	45.0	55.5	55.0
London	50.7	51.5	49.3	48.5
England	50.8	51.0	49.2	49.0
England and Wales	50.8	51.0	49.2	49.0

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Race

The City of London saw a decrease in its White residential population of 9.2 percentage points between 2011 and 2021, with concomitant rises in its Asian, Asian British or Asian Welsh, Mixed or Multiple ethnic groups, and Other ethnic group populations. These changes were larger than those at a London and national level, but in line with overall trends. The City of London shows higher levels of non-White ethnic groups than the national breakdown, but below those seen for London overall, particularly the Black, Black British, Black Welsh, Caribbean, or African population, where the proportion is 10.8 percentage points lower than London. The below table shows the full percentage breakdown.

Area name	Asian, Asian British or Asian Welsh		Black, Black British, Black Welsh, Caribbean or African		Mixed or Multiple ethnic groups		White		Other ethnic group	
	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021
City of London	12.7	16.8	2.6	2.7	3.9	5.5	78.6	69.4	2.1	5.6
London	18.5	20.7	13.3	13.5	5.0	5.7	59.8	53.8	3.4	6.3
England	7.8	9.6	3.5	4.2	2.3	3.0	85.4	81.0	1.0	2.2
England and Wales	7.5	9.3	3.3	4.0	2.2	2.9	86.0	81.7	1.0	2.1

Religion or Belief

In the 2021 Census, the most common response from City of London residents was No Religion, at 43.8%, an increase of 9.6 percentage points from 2011. The most common response in 2011 was Christian, which saw a concomitant fall of 10.6 percentage points in 2021. This is in line with national trends, though the decrease was smaller than the overall national trend (13.1 percentage points), but higher than London (8 percentage points). Unlike the City of London, Christian remained the largest response group nationally and in London. However, the ONS advises caution when making comparisons between years and areas when looking at religion as the question is voluntary and has varying response rates. The below table shows the full percentage breakdown.

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Area name	No religion		Christian		Buddhist		Hindu		Jewish		Muslim		Sikh		Other religion		Not answered	
	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021
City of London	34.2	43.8	45.3	34.7	1.2	1.1	2.0	2.4	2.3	2.1	5.5	6.3	0.2	0.1	0.4	0.6	8.8	8.9
London	21.0	27.1	48.7	40.7	1.0	0.9	5.0	5.1	1.8	1.7	12.6	15.0	1.5	1.6	0.6	1.0	7.7	7.0
England	24.8	36.7	59.4	46.3	0.5	0.5	1.5	1.8	0.5	0.5	5.0	6.7	0.8	0.9	0.4	0.6	7.1	6.0
England and Wales	25.2	37.2	59.3	46.2	0.4	0.5	1.5	1.7	0.5	0.5	4.9	6.5	0.8	0.9	0.4	0.6	7.1	6.0

Gender Reassignment

The 2021 Census did not collect any data with respect to Gender Reassignment. Instead, it featured for the first time a question on Gender Identity. The question was voluntary and was only asked of people aged 16 years and over. The City of London broadly follows the national trend. The percentage breakdown for 2021 is displayed below, but with no comparable data for 2011.

Area name	Gender identity the same as sex registered at birth	Gender identity different from sex registered at birth but no specific identity given	Trans woman	Trans man	Non-binary	All other gender identities	Not answered
	2021	2021	2021	2021	2021	2021	2021
City of London	92.1	0.1	0.1	0.1	0.1	0.0	7.4
London	91.2	0.5	0.2	0.2	0.1	0.0	7.9
England	93.5	0.2	0.1	0.1	0.1	0.0	6.0
England and Wales	93.5	0.2	0.1	0.1	0.1	0.0	6.0

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Pregnancy and Maternity

The 2021 Census did not collect any data with respect to Pregnancy and Maternity. Whilst NHS England does produce annual data on maternity, including the number of births, this data is categorised by Commissioning Region and NHS Foundation Trust, rather than local authority, so will not provide specific data on City of London residents.

As an alternative, NHS England is now producing experimental data on maternity as part of the Maternity Services Dashboard, which can provide us with some of the relevant information - [Maternity Services Monthly Statistics, Final July 2023, Provisional August 2023, experimental statistics - NHS Digital](#) . The most recently published confirmed dataset breaks down the number of women booking antenatal appointments in July 2023. Antenatal appointment bookings by City of London residents were evenly split between the three age categories between 30 and 44. Whilst the proportion of women aged 30 to 34 is in line with London and national trends, women aged 35 to 39 and 40 to 44 are overrepresented, with the latter 26.7 percentage points higher than the London value. However, as the sample size is very small, we should treat these findings with caution.

Area name	Age of Women with an Antenatal Booking Appointment - July 2023							Value Outside Report Parameters
	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 or over	
City of London	0.0	0.0	0.0	33.3	33.3	33.3	0.0	0.0
London	1.5	9.8	22.7	34.0	24.8	6.6	0.7	0.0
England	3.2	12.6	26.7	33.5	19.1	4.5	0.4	0.0

Sexual Orientation

The 2021 Census featured for the first time a question on Sexual Orientation. The question was voluntary and was only asked of people aged 16 years and over. 7.6% of City of London residents identify as Gya or Lesbian, a much higher percentage than seen in London and nationally (5.4 and 6.1 percentage points respectively). A higher percentage also identified as Bisexual, with a resultant lower proportion identifying as Straight or Heterosexual. The percentage breakdown for 2021 is displayed below, but with no comparable data for 2011.

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Area name	Straight or Heterosexual	Gay or Lesbian	Bisexual	Pansexual	Asexual	Queer	All other sexual orientations	Not answered
	2021	2021	2021	2021	2021	2021	2021	2021
City of London	79.3	7.6	2.3	0.3	0.1	0.1	0.0	10.4
London	86.2	2.2	1.5	0.4	0.0	0.1	0.0	9.5
England	89.4	1.5	1.3	0.2	0.1	0.0	0.0	7.5
England and Wales	89.4	1.5	1.3	0.2	0.1	0.0	0.0	7.5

Marriage and Civil Partnership

According to ONS analysis, the City of London saw England's third largest percentage point rise in the proportion of people aged 16 years and over who had never been married or in a civil partnership (from 50.8% in 2011 to 57.4% in 2021). The City of London is now the English local authority area with the sixth-highest percentage of adults who had never been married or in a civil partnership. The City of London is in line with wider London with Never married and never registered a civil partnership as the most common response, compared to nationally where Married or in a registered civil partnership remains the most common response, despite falling between census years. The below table shows the full percentage breakdown.

Area name	Never married and never registered a civil partnership		Married or in a registered civil partnership		Separated, but still legally married or still legally in a civil partnership		Divorced or civil partnership dissolved		Widowed or surviving civil partnership partner	
	2011	2021	2011	2021	2011	2021	2011	2021	2011	2021
City of London	50.8	57.4	34.8	30.4	2.6	2.1	7.8	7.0	4.0	3.0
London	44.1	46.2	40.2	40.0	3.2	2.3	7.4	7.3	5.0	4.2
England	34.6	37.9	46.8	44.7	2.7	2.2	9.0	9.1	6.9	6.1
England and Wales	34.6	37.9	46.8	44.6	2.6	2.2	9.0	9.1	7.0	6.1

Equality Impact Assessment

Workforce of the Square Mile

The City Statistics Briefing, produced annually by the City Corporation's Innovation and Growth Department, compiles some demographic information about the workforce population, particularly on the FPS sector. In the most recent release, published in July 2023, the following insights were drawn:

- Females are underrepresented in the City workforce, making up 36% of employees.
- 61% of the City workforce is aged between 22 and 39 years, higher than the equivalent group for England and Wales (40%).
- 37% of the City's workforce identify as Black, Asian or of Minority Ethnic Origin.

The full briefing can be found here: [City statistics briefing - City of London](#)

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

Stakeholder engagement has been central to the development of the Corporate Plan 2024-29. The Plan was developed over a short timeframe (summer/autumn 2023) during which regular engagement took place.

Internal / Staff engagement

- a. Staff workshops with the Executive Leadership Board, Heads of Profession and Strategy Forum.
- b. Dedicated workshop for City Corporation's Staff Diversity Networks: City Pride LGBTQ+ Network / Multi-Faith Network / Disability, Ability, and Wellbeing Network (DAWN) / Women's Inclusive Network (WIN) / Carers and Parents' Network / City of London Ethnicity and Race (CLEAR) Network / Young Employee's Network (YEN).
- c. 'Town Hall' awareness sessions (for Corporate Plan and People Strategy) for staff held across four City Corporation sites and online to maximise accessibility.
- d. Dedicated intranet page for staff with opportunity to provide feedback.
- e. Six dedicated Member Engagement Sessions (including sessions with external Members of Committees who are not Common Councillors), alongside presentations at three Committee Away Days.

Feedback from internal/staff engagement concluded that the Corporate Plan should focus on:

- Increasing the awareness of the City Corporation's role and activities.
- Aspirations for excellence within the City Corporation.
- Supporting and linking in the City Corporation's open spaces.

Equality Impact Assessment

- Sustainability across environment and finance.
- The City Corporation's services and support for residents, housing, and safety.
- The City Corporation and its Institutions working together alongside the communities they serve.

Furthermore, feedback indicated that the Corporate Plan should include metrics to measure success, evidence informed deliverables with positive impact, and have a well-communicated sense of direction.

Aspirations for City Corporation at the end of the Corporate Plan lifecycle in 2029 included:

- Being ready and agile for changing workforce and world.
- Facilitating partnership delivery.
- Promoting greater equity and inclusivity.
- Being a highly regarded champion for mental health and wellbeing.

External engagement

- a. Online external engagement survey for residents, students, workers and visitors and others interested in providing feedback. Paper versions of the external engagement survey aimed that those without digital access were made available at City Corporation sites.
- b. Feedback from resident meetings and consultations, including on the City Plan 2040; engagement activities earlier in 2023 for the Corporate Plan Annex 2024 (now superseded).

The external engagement survey ran from 4 September to 16 October 2023, with engagement peaking at its launch, followed by a second peak of activity in mid-October just before the engagement window closed. Visitors were invited to provide feedback based on a series of questions regarding their views on the City Corporation's remit of responsibilities and themes of the Corporate Plan, with the option to provide information on their background and connection to the City.

Overall, 573 contributions were received over a 6-week period, with 382 of the respondents providing at least some information regarding personal characteristics or their connection to the City of London. The conversion rate (number of visitors to the site who provided feedback) was high compared to other plans of this type, at 18%. The majority of respondents (82% of the total) fell into the following four categories when specifying their connect to the City of London:

- User of greenspaces outside the Square Mile e.g., Epping Forest [28%]
- Worker in the Square Mile [26%]
- Resident within the Square Mile [22%]
- Visitor to the Square Mile [6%]

Equality Impact Assessment

Respondents were also invited to disclose information around their age, ethnicity, and socio-economic background, from which the following insights were gathered:

- 86% of respondents disclosed their age. 28% were aged between 25 and 44 years, compared to 44% aged 45 to 64 years, and 26% aged 65 years or older. It is of note that 92% of respondents identifying as Resident within the Square Mile were aged 45 years or older.
- 89% of respondents disclosed their socio-economic background. 22% identified as being from a lower socio-economic background, 14% from an intermediate socio-economic background, and 64% from a professional background. It is of note that 15% of respondents identifying as Resident within the Square Mile identified as being from a lower socio-economic.
- 70% of respondents disclosed their ethnicity. 8% identified their ethnicities as part of one of the Asian, Black, or Mixed/Multiple Ethnic background categories, with the remaining 92% identifying as White.

When we compare this information to 2021 Census data on the residential population of the Square Mile, and the data from the City Statistics Briefing on the workforce population, the respondents to the external engagement survey does not encompass the full diversity of the City of London in terms of age, ethnic background, and socio-economic background. Nevertheless, the information gathered helps inform the Corporate Plan 2024-29, and allows for more insight into our broad range of stakeholders. Overall, this demonstrates the value of ongoing efforts made by City Corporation of growing stakeholder engagement and understanding our stakeholder needs and values. There is very limited reliable information about the demographic makeup of the largest group of respondents, 'users of greenspaces,' so it is not known whether there is proportional representation for this group.

Feedback across our place-based approach highlighted the importance of environmental issues & flourishing open spaces across all the geographic levels the City Corporation operates in. This was consistent amongst respondent categories with the high proportion of "User of Green Spaces" only slightly enhancing the importance of these themes. In terms of the intersectionality between demographics and themes, workers from a professional background and younger respondents placed greater importance on economic competitiveness, which may reflect their focus and needs. Stakeholders from a lower socio-economic background placed slightly more importance on services and accessibility, areas which could be perceived as key determinants for experiencing successful livelihoods/outcomes.

Equality Impact Assessment

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

The City of London Corporation engages a third-party agency, People Insight, to conduct a full survey of its employees on a regular basis, to provide an objective, quantitative and qualitative measure of engagement and identify issues to help make positive changes to the workplace. This information is supplemented by pulse surveys on a variety of more specific subjects. Response data is broken down by demographics such as department, length of service and a range of others for chief officers and senior management, to assist with target action planning where most needed. Analysis is provided for demographic breakdowns with five or more responses to ensure that individual responses remain anonymous.

The results of the most recent full staff survey were presented to the Corporate Services Committee in June 2022. With an overall response rate of 51%, the survey shows an aggregate engagement score of 52%, eleven percentage points below the external benchmark. Across the ten themes of the survey, all scored lower than the external benchmark, in particular Purpose, Wellbeing, Pay & Reward, and Engagement.

Specific questions with high favourable responses included:

My line manager treats me fairly and with respect – 85%.

If I were to make a mistake, my line manager would be supportive in helping me learn from it – 82%.

I know how the work I do helps the Corporation to achieve its aims – 77%.

I feel I can discuss my wellbeing with my manager – 77%.

Specific questions with lowest favourable responses included:

I know how well the corporation is doing against its objectives – 23%.

I believe action will be taken as a result of this survey – 24%.

The Corporation has a culture of openness and transparency – 26%.

I have experienced some discrimination or unwelcome comments or conduct here – 27%.

It was also noted that there was a general drop in engagement and other areas after the first 12 months of service, with confidence in career aspirations being met at City Corporation dropping from 53% to 33%. Employees with longer service (3 – 5 years and 5 – 10 years) felt the least supported through change in comparison to other groups.

The full results can be viewed via the link below:

[Results of the 2022 Staff Survey - Corporate Services Committee - Thursday, 30th June, 2022](#)

Equality Impact Assessment

In June 2022, Members agreed that a polling organisation be commissioned to carry out a survey of 500 City residents and 1,000 City workers. The aim of the survey was to help determine satisfaction levels with the services we provide and perceptions of the City as a place to live and work, to see how well we are delivering against the Corporate Plan and help shape future versions. The City of London Corporation last carried out surveys of four key City stakeholders (workers, residents, businesses, and senior executives) in 2013. The survey was conducted between October and December 2022, and the results presented to the Communications & Corporate Affairs Committee in February 2023, and the findings were shared with Chief Officers for them to consider what they mean for their service areas.

The survey broadly presents a positive picture of the Square Mile and the City Corporation, with 90% of residents being satisfied (very or fairly) with the City as a place to live and 90% of workers being satisfied with the City as a place to work. Most residents (around 90%) also agree that the City of London is safe, clean, visually attractive, has good shops, bars and restaurants, and is enjoyable to walk around. Slightly less workers agree on each of these points. Over two thirds of residents (69%) and workers (74%) are satisfied with the way the City Corporation performs its functions, though 12% of residents are unfavourable towards the City Corporation – and 13% are not satisfied with the way it performs its functions. Satisfaction levels with the way the City Corporation performs its functions have dropped since 2013 when they were for 87% for residents and 75% for workers. This is however, in line with LGA polling which shows satisfaction levels with local councils currently averaging just over 60% and steadily going down over the last year from just over 70%. The full results can be viewed via the link below:

[Results of Survey of City Residents and Workers - Communications & Corporate Affairs \(Policy & Resources\) Committee - Tuesday, 14th February, 2023](#)

Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g., the facilities/premises.
- **Who** provides it, e.g., are staff trained and representative of the local population/users?
- **How** it is provided, e.g., do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g., opening hours.
- **What** is provided, e.g., does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g., for health or safety reasons, or might actually be designed to promote equality, e.g., single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified, then please indicate which they are and why.

Solutions:

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met.
- How your actions might help to promote good relations between communities.
- How you might prevent any unintentional future discrimination.

Equality Impact Assessment

Equality Themes	Positive Impacts	Negative Impacts Identified	Solutions (Ways to mitigate negative impact)
<p>Age (including children, young people and older people)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation’s proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>

Equality Impact Assessment

<p>Disability (including carers)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines.</p> <p>Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

<p>Sex (men and women)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines.</p> <p>Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

<p>Race (including Gypsies & Travelers and Asylum Seekers)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines.</p> <p>Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

<p>Religion or belief (including people of no religion or belief)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

<p>Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

Pregnancy and Maternity	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

<p>Sexual orientation (including gay, lesbian, bisexual and heterosexual)</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

Marriage and Civil Partnership	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation's proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation's Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Equality Impact Assessment

Human Rights	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions and is intended to align with the City Corporation’s proposed Equality Objectives for 2023-27.</p> <p>Given the scale and scope of the Corporate Plan, we cannot clearly identify any positive impacts at this time. Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan should be subject to a separate EQIA to identify any positive impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>The Corporate Plan 2024-29 is a high-level overview of strategic corporate intentions. Because of this it is not possible to identify any positive or negative impacts from the strategic outcomes it outlines. Consequently, departmental, or institutional-level strategies, policies, processes, plans and services etc that set out how the strategic intentions will be delivered, will need to be undertake specific EQIAs to identify and understand negative impacts.</p> <p>All such assessments and decisions should make use of all available data and should consult relevant internal and external stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify what those positive impacts on this specific group may be.</p>	<p>Every policy, strategy, and plan derived from or supporting the delivery of the Corporate Plan 2024-29 should be subject to a separate Equality Impact Assessment, to prevent, manage, and mitigate any potential negative impacts.</p> <p>We expect that any such assessments and decisions make use of all available data and consult relevant stakeholder groups, including the City Corporation’s Staff Diversity Networks, to identify and mitigate any negative impacts on this specific group.</p>
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Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure?
What changes or mitigating actions are proposed?**

The unique nature of City Corporation means that it spans an extremely broad remit of activity, whether delivered through the corporate centre or by our family of institutions. The Corporate Plan is where the strategic direction for this scope is summarised, with the Corporate Plan used as a means of informing our stakeholders about our strategic direction of City Corporation.

The Corporate Plan does not in and of itself change existing services, policies, functions, and procedures. All parts of the organisation will work towards the outcomes described in the Corporate Plan, in the context of our existing equality, diversity and inclusion objectives. We have identified a need for EQIAs to take place on departmental and institutional strategies, policies, services, and other delivery mechanisms – this must take place to ensure that we can fully understand and mitigate against any negative equalities impacts. However, several barriers and improvements have been identified that will improve how City Corporation collates and manages EDI data. These are set out below in part C – action plan.

The Corporate Plan is based on our values as an organisation, which include a commitment to equality, diversity, and inclusion, and conforms to our requirement to meet relevant equality legislation. This is also being reflected in planning for publication and promotion of the final plan once approved, to ensure the document meets accessibility requirements, uses plain English, is available in both hard and soft copy format and is easy to read onscreen and print from digital, depending on stakeholder requirements.

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure?

It is corporate policy for EQIAs to be carried out for corporate services, functions, policies and procedures, and it is the role for the corporate EDI directorate to ensure this takes place. It is the responsibility of the owners of our services, functions, policies and procedures to ensure that relevant EDI activity is monitored.

The intention is for the Corporate Plan to be iterative. As and when it changes the EDI impacts will be reviewed – this is likely to be on an annual basis. Monitoring for the overall strategy will take place as part of the annual reporting on the strategy.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
<p>Scale and scope of Corporate Plan 2024-29 proved a barrier to a detailed assessment of potential positive or negative impacts on individual stakeholder groups by equality theme.</p>	<p>All policies, strategies, and plans aligned to and supporting the delivery of the Corporate Plan 2024-29 outcomes should be subject to a separate Equality Impact Assessment to ensure this more detailed work is completed on a case-by-case basis.</p> <p>Processes should be created to ensure this takes place, alongside mechanisms to sample quality / completeness.</p>	<p>Lead Officer(s), / Director of Equality, Diversity, & Inclusion on a policy/strategy/plan basis</p> <p>Overall responsibility for the Corporate Plan 2024-29 lies with the Chief Strategy Officer</p>	<p>To specific policy/strategy/plan timescales</p> <p>Overall process to be reviewed as part of Corporate Plan annual reporting</p>
<p>Lack of comprehensive and shared resource of demographic/EDI data within the organisation on service and user information for wider analysis.</p>	<p>EDI Directorate to determine appropriate standardised approach and/or relevant template or solution for departments to set up quality data capture.</p>	<p>EDI lead - Director of Equality, Diversity, & Inclusion</p> <p>Technological solutions lead – Director DITS</p>	<p>To be reviewed as part of Corporate Plan annual reporting</p>
<p>Limited/inconsistent collection of relevant and appropriate equalities data acts as a barrier to enabling us to understand if we are meeting EDI targets.</p>	<p>Chief Officers to review whether appropriate mechanisms are in place to collect relevant equalities data in a compliant manner, so EQIAs can be completed for the design of customer facing services / policies etc.</p>	<p>Change lead – relevant Chief Officer(s)</p> <p>Technological solutions lead – Director DITS</p> <p>Data Protection Support lead – Compliance Team</p>	<p>To be reviewed as part of Corporate Plan annual reporting.</p>

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<p>Low disclosure rates for data related to protected characteristics (outside sex and age) and social mobility indicators for City Corporation employees. Response rates are even lower generally when including Casuals. This is a barrier to analysis of the equality impacts on City Corporation employees.</p>	<p>EDI Directorate and HR Department to work on improving disclosure rates.</p>	<p>Director of Equality, Diversity, & Inclusion / Chief People Officer</p>	<p>To be confirmed once Director of Equality, Diversity & Inclusion appointed.</p>
<p>Current understanding of the communities we serve is limited; and may prevent us from fully realising EDI objectives</p>	<p>Developing better understanding of groups we serve, to enable overall better design for all. This forms part of the Corporate Plan 2024-29 and progress will be reported via this.</p>	<p>Head of Campaigns & Community Engagement</p>	<p>To be reviewed as part of overall Corporate Plan reporting; measures included in Corporate Plan performance measures.</p>

Equality Impact Assessment approved by:

<p>Head of Service: Emma Green – EDI Director, Barbican</p>	<p>Date: 30 November 2023</p>
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Please send an electronic copy of the Equality Team

Annex 1: Communities and groups impacted by the services provided and activities undertaken by the City of London Corporation

The following section draws from text and data already available in the public domain, as well as contributions from across the City of London Corporation and its Institutions. It illustrates some of the groups impacted by activity of the City of London Corporation, what data is collected and used regarding EDI for those groups, where there are identified gaps, and any existing policies that influence this work. When analysing the impact of departmental strategies, policies, services, and plans on the communities served by the City Corporation, as part of undertaking a full EQIA, the sources cited below should be considered.

Community/Group	Department / Institution	Summary of Department/Institution Data Collection/Evidence Base for Communities and Groups Impacted by Services
<p>City of London Corporation Employees</p>	<p>Operations - Corporate HR Function</p>	<p>The City Corporation’s HR department collects data on its employees to inform its commitments under the Public Sector Equality Duty, its Equality Objectives and Action Plan, and wider HR policy. These reports detail the employee profile for full time, part time, and directly employed temporary employees, based on six protected characteristics (Sex, Age, Ethnicity, Disability, Religion & Belief, and Sexual Orientation). It does not include any data on City of London Police Officers and Staff, and any City Corporation staff who are classed as casual and agency workers, contractors, and consultants. In addition, the reports include analysis on overall employee profile, salary and grades, top 5% earners, and the City Corporation’s Gender, Ethnicity, and Disability Pay Gaps.</p> <p>The City Corporation also collects data on marital status, caring responsibilities, and social mobility indicators as part of its records on employees (type of school attended, Free School Meal eligibility, familial attendance at university, main household earner occupation when aged 14). These currently do not form part of the annual reporting requirements. Disclosure for all the types of demographic data outlined is on a voluntary basis (bar sex and age, which is compulsory), and disclosure rates vary. The Annual Equalities and Inclusion Monitoring Reports are reviewed by the City Corporation’s Corporate Services Committee and are then published on the City Corporation’s website: Equality and inclusion - City of London.</p>

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<p>Common Councillors and Aldermen</p>	<p>Town Clerk's Department - Governance and Member's Services</p>	<p>There is no statutory obligation to collect or publish data related to the protected characteristics of those standing for election to the City Corporation's Court of Common Council or Court of Aldermen. As such, the City Corporation's Governance and Member Services Team does not collect this data for either candidates for election, or for those elected as Councillors or Aldermen.</p>
<p>Residents and Workers Based in the Square Mile</p>	<p>Town Clerk's Department - Corporate Communications and External Affairs (Campaigns and Community Engagement)</p>	<p>The City Corporation does not routinely collect data on demographics and special characteristics on its residential population of the Square Mile. However, quotas were set to help ensure the views of a diverse range of people were obtained as part of the survey of City Residents and Workers conducted in 2022.</p> <p>Various departments (such as the Department for Community and Children's Services) do make use of publicly available data on the residential population of the Square Mile. The most recently published data are the 2021 Census Results, which can be found here: Census 2021 results - Census 2021. The Corporate Strategy and Performance Team will be incorporating Census 2021 data into the City Intelligence Dashboard, to provide a consistent and easily accessible baseline for the whole City Corporation.</p> <p>In addition, residents are invited to voluntarily disclose data around demographics and special characteristics and consent to the analytical use of this data as part of feedback processes to regular residents' meetings and consultations. This data has been used to inform the City Corporation's understanding of the different groups of residents it frequently engages with, and which groups need to be targeted to increase engagement.</p> <p>The City Corporation does not routinely collect data on demographics and special characteristics on its worker population of the Square Mile. However, quotas were set to help ensure the views of a diverse range of people were obtained as part of the survey of City Residents and Workers conducted in 2022.</p> <p>An EDI survey of the residential and worker community within the Square Mile is under consideration.</p>

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<p>Financial and Professional Services (FPS) Sector</p>	<p>Innovation and Growth</p>	<p>The City Corporation’s Innovation & Growth Department works to strengthen the UK’s competitiveness as the world’s leading global hub for FPS to support a thriving economy. To facilitate this, the department uses a CRM (Customer Relationship Management) system to record information related to contact with key stakeholders. This CRM records details on the gender and special requirements (including disabilities) for consenting stakeholders, but this is primarily for the purposes of communication and arranging events.</p> <p>Under the terms of the privacy notice of this CRM, the department provides insights on the gender breakdown of events are provided to help drive diversity initiatives, such as reallocating declined invitations to next rank down in seniority of stakeholders to boost female representation.</p> <p>Whilst this is a priority area of development for the department, the current privacy notice for the CRM does not allow for the storing of additional sensitive information. As such, other avenues for collecting anonymised data to derive these insights are being explored, such as feedback surveys on events with the option to disclose demographic information or making use of publicly available data from industry bodies.</p>
<p>Planning & Development Service Users (including Small Businesses)</p>	<p>Environment Department – Planning & Development Division</p>	<p>The District Surveyor’s Office provides services to the Square Mile, through its Building Control and Engineering teams, ensuring that residents, developers and the construction industry are provided with customer focused, efficient and cost-effective services. It does not collect any demographic data on its service users.</p> <p>The Small Business Research and Enterprise Centre (SBREC) is the City Corporation’s small business start-up support service, sitting under the Planning & Research Division. Customers can consent to disclose data on protected characteristics when they sign up for support. A departmental EDI working group is currently working on an Environment EDI action plan, which will link into the proposed Corporate EDI actions. One area of action will be to audit the EDI data collected across the divisions, assess use, and develop a cross-department storage process.</p>

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Residents of and Visitors to the Square Mile	Environment Department - City Operations Division	<p>The City Operations Division brings together all operational, transport and public realm activity on the Square Mile's streets and public spaces into one integrated group, including front-line services, (street cleansing, highway maintenance, domestic waste collection, gardens maintenance, parking enforcement etc) with core public service duties (road safety management, highway licensing, utility street works, major on-street events etc).</p> <p>EDI data is collected on a project-by-project basis, which is used to inform decision-making and/or policy development. Aside from when responding to traffic orders and associated consultations data at the discretion of the division. Data collected includes special category and sensitive data around demographics (e.g., health data as related to disability). Each time data is collected a specific use case is identified through the DPIA (Data Protection Impact Assessment) process, generally with a specific time limited project. Protected characteristic is used to tailor policy and project development to ensure delivery of equitable and fair outcomes.</p> <p>The division also uses a variety of publicly available demographic data and guidance (such as Census data, National Best Practice, the City of London Street Accessibility Tool etc) to inform Projects and Policy development and Equality Impact Assessments. Any data published in an Equality Impact Assessment is anonymised and not attributable to an individual. A specific example would be the use of published road traffic collision data (including age and gender of victim, date/time, location, vehicle(s) involved in the collision, circumstances, and contributory factors). This data helps to demonstrate which demographics that experience greater risk on the City's streets, so that overall casualty numbers can be reduced, and inequalities can be addressed.</p> <p>A departmental EDI working group is currently working on an Environment EDI action plan, which will link into the proposed Corporate EDI actions. One area of action will be to audit the EDI data collected across the divisions, assess use, and develop a cross-department storage process.</p>
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<p>Visitors to City of London Corporation Managed Open Spaces</p>	<p>Environment Department - Natural Environment Division</p>	<p>The Natural Environment Division manages over 11,000 acres of open space within and beyond London. Currently the division does not collect any demographic or diversity data on its service users.</p> <p>A departmental EDI working group is currently working on an Environment EDI action plan, which will link into the proposed Corporate EDI actions. One area of action will be to audit the EDI data collected across the divisions, assess use, and develop a cross-department storage process.</p>
<p>Port Health & Public Protection Service Users</p>	<p>Environment Department - Port Health & Public Protection Division</p>	<p>The Port Health & Public Protection Division deals with public protection by providing comprehensive and effective environmental health, trading standards and licensing services for the City of London. The City of London Cemetery & Crematorium stores demographic data on deceased persons as part of the funeral booking process. This information is limited to age at the time of death, their sex as of birth, and their religious beliefs. Other teams within the division, including the Port Health Team and the Public Protection Team, do not collect any demographic or diversity data on its service users.</p> <p>A departmental EDI working group is currently working on an Environment EDI action plan, which will link into the proposed Corporate EDI actions. One area of action will be to audit the EDI data collected across the divisions, assess use, and develop a cross-department storage process.</p>
<p>Housing Tenants</p>	<p>Department of Community and Children's Services</p>	<p>The City Corporation manages two housing estates within the Square Mile (Golden Lane Estate and Middlesex Street Estate), as well as ten other estates situated in six different London boroughs (Avondale Square Estate, Dron House, Isleden House, Holloway Estate, Windsor House, York Way Estate, Southbank Estates, Horace Jones House, Sydenham Hill Estate, and William Blake Estate).</p> <p>The City Corporation also manages the City of London Almshouses Estate, a small development that offers homes for people aged 55 and over on a below average income or state benefits, who are in need of housing and require sheltered accommodation.</p>

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		<p>The City Corporation's Housing Management Information System records information about the protected characteristics and demographics of tenants living on these housing estates. Information recorded includes sexual orientation, gender identity, marital status, preferred language, employment status, nationality, ethnic group, religious belief, and disability. This information is used by the Housing Management Team when creating and reviewing policies, work on accessibility and inclusion, and the completion of Equality Impact Assessments.</p> <p>The data held within the Housing Management Information System was updated on a wholesale basis as part of the Tenancy Visits Project in 2019, with a 95% response rate. The City Corporation will look to update the data held on tenants on a more frequent basis going forward, in line upcoming changes to regulatory requirements for landlords.</p>
<p>Local Authority Service Users</p>	<p>Department of Community and Children's Services</p>	<p>The Department of Community and Children's Services has a wide remit to provide care and support to the residential and worker population of the City of London. Services provided by the department include Children's Social Care, Adult Social Care, the Education Strategy Unit, Homelessness & Rough Sleeping, Housing, Libraries, Public Health (shared with the London Borough of Hackney) and Commissioned and Partnership Services. (The City of London Family of Schools and Housing Services will be covered separately in this assessment).</p> <p>Users of these services include, but are not limited to, Children in Need, Children Looked After, Care Leavers, Carers, vulnerable adults in need of tenancy support, receiving reablement or a package of care, people at risk of homelessness or who are statutorily homeless, and residents/workers accessing library provision, and participants in refugee settlement schemes.</p> <p>Where there is a statutory responsibility, the Department collects sensitive personal data on the protected characteristics of users of services it directly operates. This data is used for government returns and contributes to policy and service development and can impact the level of funding received.</p>

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		<p>This data also informs the commissioning process for areas such as culturally sensitive practice. When commissioning services from third parties, providers send sensitive personal data on the protected characteristics of users as part of the contract management process.</p> <p>Aggregated non-personal data is also used to complete Equality Impact Assessments on specific strategies and service developments. These are submitted to the Community and Children’s Services Committee as part of the approval process and published as part of committee papers.</p> <p>The department also makes use of aggregated data collected by commissioned partners or sourced from public bodies (such as the Office for National Statistics, the Joseph Rowntree Foundation, the Combined Homelessness and Information Network) to further enhance its analysis of these issues.</p>
<p>Pupils of the City of London Family of Schools</p>	<p>Department of Community and Children’s Services / City of London School / City of London School for Girls / Freeman’s School</p>	<p>The City of London Corporation is responsible for one maintained primary school (The Aldgate School) and is the sole sponsor of ten academies (Galleywall Primary School, Redriff Primary School, City of London Primary Academy Islington, City of London Academy Southwark, City of London Academy Shoreditch Park, City of London Academy Highbury Grove, City of London Academy Highgate Hill, Newham Collegiate Sixth Form, The City Academy Hackney, City of London Academy Islington) - collectively known as the City of London Academies Trust. It is also the proprietor of four independent schools (City of London School, City of London School for Girls, City Junior School, City of London Freeman’s School). In its pursuit of educational excellence, the City Corporation has drawn these schools together, collectively known as 'the City of London Family of Schools'.</p> <p>Collectively, the City Corporation, the Family of Schools, and cultural and business partners in the City of London and beyond, deliver a shared vision: ‘To prepare people to flourish in the rapidly changing world through exceptional education, cultural and creative learning and skills which link to the world of work’.</p>

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		<p>All schools are required to submit data to the Department for Education on certain protected characteristics and equality themes for their pupil cohorts. These include age, gender, Free School Meal eligibility, ethnicity, language, and Special Educational Needs & Disabilities (SEND).</p> <p>This data is anonymised and aggregated and published annually on the Department for Education website: Explore our statistics and data – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)</p> <p>Each school will also have their own initiatives, plans, and policies related to equality, diversity, and inclusion, which are published on their websites: Our Vision and Values The Aldgate School Equal Opportunities City of London Academies Trust (cola.org.uk) Policies – City of London School Policies – City of London School for Girls (clsg.org.uk) Policies – City Junior School City of London Freemans School – Policies and Documents</p>
<p>City of London Police Workforce</p>	<p>City of London Police</p>	<p>The City of London Police collects data on its entire workforce using the following protected characteristics: age, disability, marital & civil partnership status (in respect of eliminating unlawful discrimination), pregnancy & maternity/paternity, ethnicity (including ethnic or national origins, colour, and nationality), religion or belief (including lack of belief), sex, gender identity, and sexual orientation. This data is used for anonymised reporting and monitoring purposes.</p> <p>In addition to this data, which has a statutory or business information requirement, the workforce is invited to maintain additional personal information about themselves in a confidential area within HR Self Service. Disclosure rates vary as data capture is not mandatory for all protected characteristics.</p>

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		<p>The City of London Police reports to the Home Office on all the above listed protected characteristics (excepting marriage and civil partnership status) annually as part of the Police Workforce Census. Marital & civil partnership status is reported to College of Policing for promotion information.</p> <p>The City of London Police publishes its Public Sector Equality Duty Report, which includes a breakdown of this information as well as a review of the force's Equality Objectives, annually on its website: Equality and diversity employment statistics City of London Police</p> <p>Diversity information (such as gender, ethnicity, disability, and sexual orientation) is provided to specific strategic meetings internally and to City of London Corporation oversight committees (e.g., Police Authority Board / Resource, Risk and Estates Committee / Professional Standards and Integrity Committee) to review change over time, and to help set recruitment and retention strategies. In monitoring changes in this data, the City of London Police can evaluate its Equality and Inclusion Strategy and the programmes of work which form part of it, including actions undertaken in relation to the National Police Race Action Plan and National Plan addressing Violence Against Women and Girls. This data, as well as relevant demographic data held by the wider City Corporation, is also used to inform business planning and service development / change.</p>
<p>Residents of and Visitors to the Square Mile</p>	<p>City of London Police</p>	<p>The City of London Police collects and records demographic data as part of its statutory obligation around recording crime. Anonymised data is published online: Stats and data City of London Police. An example of this would be the monthly publication of stop and search data, which includes the gender, age, self-defined ethnicity, and officer defined ethnicity of persons searched.</p>
<p>Visitors to and Employees of the Barbican Centre</p>	<p>Barbican Centre</p>	<p>The Barbican finalised its new EDI strategy in February 2023. The strategy and associated action plans were designed in partnership with people who have a full spectrum of experiences including those with lived experience of oppression, the Barbican's Diversity Networks and key stakeholders. They take into account feedback from over half of the Barbican team, plus several commissioned reports and expert advice. The strategy uses an EDI maturity matrix and competency framework to ensure focus on the action areas that will make the greatest contribution to change.</p>

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		<p>A key focus of the strategy is to empower and enable staff to deliver on the EDI agenda – identifying actions and tracking progress – ensuring that EDI is part of everybody’s role, and to helping build a truly inclusive culture.</p> <p>The strategy uses a monitoring and evaluation framework to identify actions and monitor progress against targets. Alongside the new Audience Strategy, the EDI Strategy will help to increase and diversify audiences and make sure that work engages with and responds to the world we live in.</p> <p>The Barbican is also working in partnership with its Diversity Networks to create two ‘strand’-specific EDI action plans, including an anti-racism action plan, and a full strategic review of wellbeing, mental health, and reasonable adjustments for the entire organisation.</p> <p>As part of the Barbican’s EDI Action Plan, diversity data will be used to inform decision making and support the achievement of targets. Data will be collected through staff and audience data, regular surveys and tracking the impact of EDI training. This data will be transparent and be made available to staff and published externally where appropriate.</p> <p>Further information can be found here: Our Equity, Diversity and Inclusion Work Barbican</p>
Visitors to the Guildhall School of Music and Drama	Guildhall School of Music and Drama	<p>Equality, Diversity, and Inclusion is taken into account in the GSMD Strategic Plan, which can be found here: Financial & other corporate documents Guildhall School of Music & Drama (gsmd.ac.uk).</p> <p>This will be further elaborated on in the GSMD EDI Strategy, which is under development as of this assessment. A new Head of EDI will join GSMD in November 2023, with a remit that will include ensuring that the correct data is captured and analysed to set targets in line with these strategies. A priority will be working with data on the student population to ascertain gaps and recommend improvements as part of an ongoing EDI action plan.</p>