

Committee(s): Equality, Diversity and Inclusion Sub-Committee	Dated: 21/03/2024
Subject: Equality Information Report 2023	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	All Corporate Plan outcomes
Does this proposal require extra revenue and/or capital spending?	Online publication incurs no additional cost
If so, how much?	£
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Chief Strategy Officer	For Decision
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Summary

This report seeks approval to publish the City Corporation's 2023 Equality Information Report to meet our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017¹. This requires the Corporation to publish annually, in a manner that is accessible to the public, information relating to the protected characteristics of its employees and other persons affected by its policies and practices. The deadline for publishing the report is 30th March 2024.

Robust equality information is integral to the effective delivery of the Corporation's equity, equality, diversity and inclusion (EEDI) ambitions and as such, improving data has been proposed as a cross-cutting Equality Objective for the period 2024 to 2029.

The Equality Information Report covers the period 1st April 2022 to 31st March 2023 with the workforce profile snapshot data taken as at 31st March 2023.

¹ [The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

Recommendation(s)

Members are asked to:

- Endorse the 2023 Equality Information report provided at Appendix 1 to enable its publication (on our website and intranet) by 30th March thereby fulfilling our legislative responsibility.
- Note that improving the quality of the equality data for employees and service users will be a priority activity going forward.
- Note that Gender Pay Gap information for the Corporation will be published on the Government portal by 30th March 2024, as required by the legislation, with a report to the Corporate Services Committee in April.

Main Report

Background

1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires the Corporation to publish annually, in a manner that is accessible to the public, information relating to the protected characteristics of its employees and other persons affected by its policies and practices. The deadline for publishing the annual report is 30th March.
2. An Equalities and Inclusion Monitoring report 2020-2021 can be found in the Equality and Inclusion area of website. This provides employee data relating to six of the nine protected characteristics but does not include any other information. Employee Profile reports with equalities data as at March 2021 and March 2022 were received by the Corporate Services Committee in July 2023 and by the EDI sub-committee in September 2023. These two reports are not easily accessible on the Corporation website.

Current Position

3. An Equality Information Report 2023 is provided in Appendix 1. This includes an employee profile in respect of the nine protected characteristics² set out in the Equality Act 2010 and some service user equalities data in respect of Adult Social Care, Childrens Social Care, Rough Sleeping, Housing and Homelessness, Education, Adult Skills and Education. The Report covers the period 1st April 2022 to 31st March 2023.
4. The employee profile data reflects the workforce as at 31st March 2023 and includes all employees of the Corporation, its institutions and the independent schools that the Corporation supports. It does not include data for City of London Police Officers and support employees as this is reported separately to the Policy Committee.

² Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation

5. Employee information is drawn from basic payroll and HR information system data. Additional sensitive information is added on a voluntary basis by employees through the employee self-service facility on the HR information system. Because employees are not required to provide all personal and sensitive information, this means that not all the categories include 100% data capture. The total data capture is indicated under each heading in the Report. In other cases, the employee has specifically recorded 'not stated' or 'declined to specify' on employee self-service and this is indicated accordingly.
6. Due to the unusual reach of the Corporation, publicly available data is used to provide an understanding of the demographics and protected characteristics of the communities which constitute the different groups of persons affected by our services and policies. Much of the data used to understand our impacts is collected from the 2021 Census. At the time of writing, the data for the Scottish Census (conducted in 2022) has not been released. Therefore, rather than consider the UK, the Report considers "England" and "England and Wales". We believe 2021 data to be adequate for comparison, as shifts in population data occur at a relatively slow pace.
7. Where numbers are extremely low in respect of employee groupings and the different groups of persons affected by our services and policies the numbers have not been published to ensure individuals are not identifiable.
8. The workforce profile for the Corporation in respect of the nine protected characteristics is summarised below.
 - **Age:** Age data is held on 100% of the workforce and the distribution is essentially unchanged since 2022 with the majority of employees aged 35 to 54 years. The makeup of our resident population is different to that of London overall or of England and Wales, with notably fewer very young and old residents, but a proportionately higher population between 20-64. This resembles the overall workforce in the City of London where approximately 61% of workers are aged between 22 and 39, compared to England and Wales with 40%.
 - **Disability:** Disability data is held on 78% of the workforce and this indicates that 4.9% have stated that they have a disability. This is a slight increase on the previous year (4.7%). The percentage of non-disabled residents in the City of London is higher than London and national levels. No disability data is available for workers in the City of London. However, by comparison 23% of people of working age in the UK reported having a disability between January and March 2023.
 - **Gender Reassignment:** As the largest response group (90%) is 'Not Known' it is difficult to draw any concrete conclusions in respect of Gender Reassignment data. The 2021 Census featured for the first time a question on Gender Identity which asked was '*is the gender you identify with the same as your sex registered at birth?*'. The question was voluntary and was only asked of people aged 16 years and over.
 - **Marriage and Civil Partnership:** 'Not Known/Not Specified' makes up the highest proportion of responses relating to Marriage and Civil Partnership for those employed by the Corporation, at 36.5%. Where there is a

response, the largest groups are married or in a civil partnership (31.0%) and Single (27.8%). Previous Equality Information Reports did not include data for this protected characteristic.

- **Pregnancy and Maternity:** 101 employees were on maternity leave between April 2022 and March 2023. Previous Equality Information Reports did not include data for this protected characteristic.
 - **Race:** Ethnicity data is held on 82.2% of the workforce and the ethnicity profile has remained broadly the same since the previous year. With the largest ethnic groups after White (61.5%) being Black or Black British and Asian (7.6% and 6.6% respectively). The City of London shows higher levels of Minority Ethnic groups than the national breakdown and lower levels than those seen for London overall.
 - **Religion or Belief:** Religion and belief information is held on 78% of the workforce. Of those who provided information 34.5% stated that they have 'none/no religion or belief' (a slight decrease on last year). The subsequent highest response was from those who identified as Christian (30.2%), followed by Muslim (3.1%). In the 2021 Census, the most common response from City of London residents was also 'no religion' (43.8%) followed by 'Christian' (34.7%) and then 'Muslim' (6.3%).
 - **Sex:** The virtually even split in the proportion of females and males directly employed by the City Corporation remains similar to the previous year. By comparison, the City of London has notably fewer female residents than male, by a factor of ten percentage points. This is contrary to wider London and national trends. The City of London worker numbers⁶ reflects an even larger difference between female and male employees (36% and 64% respectively).
 - **Sexual Orientation:** Sexual orientation information is held on 65% of the workforce. Of these responses 59.2% of those directly employed stated that they were heterosexual (a drop of 2% on the previous year) and 5.8% stated that they were Lesbian, Gay or Bisexual (5.4% for the previous year). It should be noted that of the 35% employees whose sexual orientation is unknown, this includes 5.3% who actively declined to specify. Overall, the City of London has a slightly higher proportion of LGB+ residents than London as a whole (10.4% and 4.2% respectively)
9. Whilst the Equality Information Report 2023 includes a wide range of data it is recognised that there is a need to improve the quality of the data. Data and taking an evidence-based approach in respect of advancing EEDI has been proposed as a cross-cutting Equality Objective and we are preparing to do more extensive work on equalities data capture to allow us to better understand our stakeholders and those affected by our policies and practices, in order to improve our overall service offering and delivery.
10. Continuing to improve data and insights, including improving data gathering and reporting on all protected characteristics, and social mobility, disaggregated where possible by identity data, will be a major activity over the five years of the People Strategy.

11. Improving the robustness of employee equality data is dependent on encouraging more individuals to share their personal information. This requires a 'hearts and minds' communication campaign that focuses on the 'Why, What, How' in respect of equality monitoring in order to build trust and understanding. Individuals volunteer their personal equalities information and therefore will always be given the option of 'Prefer Not To Say'.
12. The 2023 Equality Information Report does not include equalities data in respect of Recruitment, Starters and Leavers or Pay Gap data for Gender, Ethnicity and Disability. People and HR will separately report this information later in the year.
13. The Gender Pay Gap information for the Corporation will also be reported and published on the Government portal by 30th March 2024, as required by the legislation.

Corporate & Strategic Implications

Strategic implications – All Corporate Plan Outcomes and the five Themes of the People Strategy will be impacted by the provision of equality information.

Financial implications - Agreeing the Equality Information Report 2023 does not require additional funding.

Resource implications - The effective delivery of the City Corporation's EEDI ambitions as an employer and as a service provider is dependent on adopting an evidence-based approach that is informed by robust equalities data. All departments, services and institutions should consider the human and financial resources required to achieve this.

Legal implications - Public Sector Equality Duty (s.149 of the Equality Act 2010) requires public bodies to publish annually, an Equality Information Report.

Risk implications - Not publishing an annual Equality Information Report in an accessible way poses legal and reputational risks.

Equalities implications – The Equality Information Report 2023 provides an overview of the diversity of the Corporation's employees and service users in respect of the protected characteristics set out in the Equality Act 2010. Equalities information is integral to the Corporation having due regard to the three aims of the Public Sector Equality Duty: to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Climate implications - None

Security implications - None

Conclusion

14. The Equality Information Report 2023 provides an insight into the diversity of our employees and communities. It acknowledges where there are gaps and there will be concerted effort over the coming months to start to address these.
15. The effective delivery of the City Corporation's EEDI ambitions as an employer and as a service provider is dependent on adopting an evidence-based approach that is informed by robust equalities data.

Appendices

Appendix 1: City of London Corporation Equality Information Report 2023

Background Papers

- Annual Employee Profile Report 2021 – Corporate Services Committee July 2023 and EDI sub-committee September 2023
- Annual Employee Profile Report 2022 – Corporate Services Committee July 2022 and EDI sub-committee September 2023

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