

EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Wednesday, 26 June 2024

Minutes of the meeting of the Equality, Diversity & Inclusion Sub-Committee held at
COMMITTEE ROOMS, WEST WING, GUILDHALL on Wednesday, 26 June 2024 at
10.00 am

Present

Members:

Deputy Andrien Meyers (Chair)
Deputy Peter Dunphy
Mary Durcan
Deputy Charles Edward Lord

Officers:

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| Dionne Corradine | - Chief Strategy Officer |
| Sacha Than | - Corporate Strategy & Performance |
| Alice Reeves | - Corporate Strategy & Performance |
| Cindy Vallance | - People and Human Resources |
| Chris Fagan | - People and Human Resources |
| Genine Whitehorne | - Chamberlain's Department |
| Kate Doidge | - Town Clerk's Department |

1. APOLOGIES

Apologies were received from Joanna Abeyie (Deputy Chair), Alderman Sir Charles Bowman, Caroline Haines, Gregory Lawrence, and Deputy Ann Holmes.

Caroline Haines observed the meeting virtually.

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations.

3. MINUTES

RESOLVED – That the public minutes and non-public summary of the previous meeting held on 21 March 2024 be approved as a correct record.

4. EQUITY, EQUALITY, DIVERSITY, AND INCLUSION (EEDI) WORK AND PRIORITIES

The Sub Committee received a report of the Chief Strategy Officer, concerning an overview of the current priorities and work that had taken place to stabilise the Equity, Equality, Diversity, and Inclusion (EEDI) function.

Members were informed that there had been over 400 applications for the position of the Equalities Director. Members stressed the need to be clear and open with the successful candidate on the challenges within the role, and that there would be much work required with regards to leadership across the organisation. However, the candidate should also understand that they would be supported internally and from Members.

The Chair queried what the outline was for the review into EEDI, including what budget was in place. The response was that the outline would be based on an articulated ambition for EEDI for the Corporation, and the aspects that were desired to be driven internally. The scope would also have to be cognisant of other workstreams, such as the work with the LGA with Members. It was further noted that there may be EEDI leads across the Corporation's institutions who may have different approaches and priorities to EEDI due to several factors including evidence, data and their starting base. There needed to be coalition with the agreed priorities, but with a clear evidence base to demonstrate why some institutions worked differently. Further, the review would need to articulate how EEDI would work in practice, and all underpinned by qualitative and quantitative measures.

On the budget for the review, this would be based on the business case for the investment in the portfolio. The budget was being reviewed by the Chamberlain under the policies budget allocation, as it would be a re-allocation of money rather than new funds. This would also include an uplift for 2024/25. The Chamberlain had been requested to attend a future meeting of the Sub Committee to speak on the budget for EEDI.

It was confirmed that the Terms of Reference for the EEDI Review would be agreed in the autumn of 2024. The Chair and Deputy Chair were working closely with officers to complete the review by March 2025.

RESOLVED - That the report be received and its contents noted.

5. **CITY BELONGING**

Note: Following consultation with the Chair, this item was withdrawn from the agenda and deferred until the next meeting.

6. **SOCIAL MOBILITY INDEX REPORT**

The Sub Committee received a report of the Chief Strategy Officer, concerning the submission of the City Corporation's 2024 Social Mobility Employer Index to the Social Mobility Foundation.

It was noted that the field for the Social Mobility Employer Index was more competitive than it had been since its origins in 2017. However, this provided the opportunity to learn from different employers. The City Corporation had a unique advantage on the scale and breadth of its responsibilities, meaning that it could cover many different areas and reach out to lots of different communities. It was hoped that there had been improvements within some areas which would provide more meaningful feedback. Members understood

that there was still much work to be done, yet the feedback would provide recommendations for which the Corporation could use to improve its ranking.

It was confirmed that the Index was UK wide, but it focused on regional areas. The Index took into consideration geography and types of organisations, and what sections were completed (for instance, the Corporation could only allude to university outreach due to its connection to schools) and were weighted accordingly to determine the ranking.

It was noted that equality (and other associated) data was not routinely collected on Members, and it was up to Members whether this was collected. Members recalled that there had been a previous survey on protected characteristics, but this had not included social mobility. It was suggested that this data be collected to understand a baseline for the current elected membership.

The Sub Committee agreed that if data was collected, this should occur ahead of the Corporation's elections in 2025, suggesting that any proposed draft of the survey be sighted by the Sub Committee. Officers agreed to take this action away, to investigate options in consultation with the Town Clerk, the Deputy Town Clerk, Comptroller & City Solicitor, the Chair of Policy & Resources, and the Chief Commoner, and ensure that this was reported back to the Sub Committee.

RESOLVED – That the report be received and its contents noted.

7. GENDER, ETHNICITY, AND DISABILITY PAY GAPS (MARCH 2023 SNAPSHOT)

The Sub Committee received a report of the Executive Director of Human Resources and Chief People Officer, concerning the City Corporation's Gender, Ethnicity, and Disability Pay Gaps as of March 2023.

Members noted that the Ethnicity Pay Gap was larger than the Gender Pay Gap, and these were reported differently – for instance, the Ethnicity Pay Gap had been broken down into aggregated categories. Officers now wanted to use this data to look at methods with which to reduce the pay gaps – for example, using the job families approach under Ambition 25 to see how workers could progress through their careers.

It was queried whether it was possible to see trends within the data. Officers cautioned that whilst regular reporting on Pay Gaps had been occurring regularly for many years, it had not been reported this comprehensively, with some data not collected until more recent years. However, as there had more been comprehensive tracking in recent years, some progress or trends could be identified and could be incorporated into the report for the next year.

RESOLVED – That the report be received, and its contents noted.

8. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE

There were no public questions.

9. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

A Member of the Sub-Committee raised that there was a new Chaplain to the Corporation, who had described that there was no formal structure in place for this role. The Member noted that comparative organisations co-ordinated with other religious leaders within the local communities, noting the diversity of faith within the City of London. Given the role of the Sub Committee, the Member read out the following statement that they would refer to the Corporate Services Committee and Civic Affairs Sub Committee:

“The Town Clerk be invited to review the historic, contemporary, and potential future role of the Guild Church of St Lawrence Jewry and its Guild Vicar as Chapel and Chaplain to the Corporation supporting staff and member welfare and pastoral engagement.

In undertaking the review, Officers be invited to consider options for additional chaplaincy provision supplementing the work of the Guild Vicar as Senior Chaplain, potentially establishing a multi-faith and humanist chaplaincy team (most likely of volunteers drawn from local faith groups) led by the Guild Vicar.

The review should also bear in mind the civic and ceremonial role of St Lawrence Jewry as our official church in the life of the Corporation, noting the Corporation’s freehold ownership of the Church, the contribution to its recent refurbishment, and the annual grant which covers the cost of the stipend and accommodation for the Guild Vicar and maintenance costs.

That this resolution be referred to the Corporate Services Committee and Civic Affairs Sub-Committee for their endorsement.”

Members of the Committee made comments on the wording of this resolution. Officers agreed that this resolution would be taken away to understand its component parts, and that it could be reported back on alongside the other Committees referred to in the resolution.

10. **EXCLUSION OF THE PUBLIC**

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

11. **NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

12. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There were no non-public items of urgent business.

13. **CONFIDENTIAL MINUTES**

RESOLVED – That the confidential minutes of the previous meeting held on 21 March 2024 be approved as a correct record.

The meeting ended at 10.56 am

Chairman

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