

## City of London Corporation Committee Report

<b>Committee(s):</b> Equality, Diversity and Inclusion Sub Committee	<b>Dated:</b> 25 September 2025
<b>Subject:</b>  Equity, Equality, Diversity and Inclusion (EEDI) Charters, Memberships and Partnerships	<b>Public report:</b>  For Information
<b>This proposal:</b> <ul style="list-style-type: none"> <li>• <b>delivers Corporate Plan 2024-29 outcomes</b></li> <li>• <b>provides statutory duties</b></li> <li>• <b>provides business enabling functions</b></li> </ul>	Diverse Engaged Communities Dynamic Economic Growth Vibrant Thriving Destination Flourishing Public Spaces Providing Excellent Services Leading Sustainable Development
<b>Does this proposal require extra revenue and/or capital spending?</b>	No
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	N/A
<b>Report of:</b>	Dionne Corradine - Chief Strategy Officer
<b>Report author:</b>	Helena Mattingley - Senior Equity, Equality, Diversity and Inclusion Change Partner

## **Summary**

This report presents an overview of memberships and partnerships held in relation to Equity, Equality, Diversity and Inclusion (EEDI).

Following Member agreement of the EEDI Strategic Framework, a full review with recommendations of existing and future memberships is proposed.

## **Recommendation(s)**

Members are asked to:

- Note the report for information.

## **Main report**

### **Background**

1. The City of London Corporation is a signatory of several charters and participates in memberships and partnerships which demonstrate and benchmark EEDI across City Corporation.
2. The Corporate EEDI function manages six memberships/partnerships and HR manages two. Details are included in this report.
3. City Corporation has an additional thirty memberships, which are detailed in Appendix A.
4. The annual report of current partnerships/memberships covering the Fraser teams (Corporate Affairs, Destination City, Environment, EEDI, Innovation and Growth, and Remembrancer's), will be submitted by Innovation & Growth ahead of the Communications and Corporate Affairs Sub Committee as well as Policy and Resources Committee meetings in October 2025.
5. An evaluation of EEDI memberships/partnerships will be conducted following final agreement of the EEDI Strategic Framework in November 2025 and annual reviews scheduled thereafter.
6. The evaluation will be based on a Gap Market Matrix methodology, which will include factors such as: strategic alignment, accountability as well as assessment of EEDI risks and opportunities.

EEDI Partnership/Memberships						
Name	Start date	Focus	Cost	Budget	Internal Contact	Benefits
HM Treasury Women in Finance Charter	2017	Gender equality in financial services	Part of New Financial subscription  Staff time	Yes, under New Financial	EEDI  Chamberlains	Use of Women in Finance Charter Self-Assessment  Benchmarking  Visibility and PR  Best practice articles
Power of Inclusion, within Lord Mayor's Appeal	2025	Social Mobility	No specific membership cost  Staff time	No	EEDI	Access to webinars and events  Best practice articles and resource hub
Progress Together, spin out from Innovation & Growth	2022	Social Mobility in FPS	No specific membership cost  Staff time	No	Innovation & Growth  EEDI	EEDI function access to webinars and events  EEDI function access to best practice articles and resource hub
Social Mobility Employer Index (SMEI), by the Social Mobility Foundation	2017	Social Mobility for Employers	£1,200 for Index application  Staff time	EEDI	EEDI	Best practice articles and resources for employers

Sutton Trust	2025	Social Mobility	£25,000 Staff time	EEDI	EEDI	Sector leading research into social mobility  Facilitation of live, hybrid and online training, including on specialist areas such as Social Mobility in Art and Culture  Access to Sutton Trust's talent pool
Stonewall, who run the Workplace Equality Index	2000	LGBTQ+	£2,575 Staff time	EEDI	EEDI	Access to advice, guidance, events.  Self-assessment and feedback for Workplace Equality Index submissions
Disability Confident		Disability	0	No	HR	Increase proportion of disabled staff through better recruitment, support, development and retention
Ban the Box	2021	Prison-leavers	0	No	HR	Increase access to employment for prison leavers
London Living Wage Foundation			£564	Yes	Commercial	Visible commitment to living wage, attract talented staff
Advance HE	2020?	HE specific EEDI membership	£ 3,535 £10,605 / 3 years	Yes	Guildhall School of Music and Drama	HE specific advice, guidance and benchmarking for several EEDI characteristics

## **Corporate & Strategic Implications**

Strategic implications: the report contributes to the delivery of the Equality Objectives, within the EEDI Strategic Framework. An effective EEDI function will be augmented by external EEDI expertise or tools, to enable delivery of People Strategy and the Corporate Plan.

Financial implications: No immediate impact.

Resource implications: No immediate impact

Legal implications: No immediate impact.

Risk implications: No immediate impact.

Equalities implications: No immediate impact.

Climate implications: No immediate impact.

Security implications: No immediate impact.

## **Conclusion**

7. Establishing which EEDI memberships and partnerships are active revealed the challenge of identifying the reach, range and key liaison points between City Corporation and external membership bodies.

8. Following Member agreement of the EEDI Framework, a full review of the EEDI existing memberships is proposed.

## **Appendices**

- Appendix 1 – List of Charters, Memberships and Partnerships for City Corporation

## **Background Papers**

EDI Charters Update Report ([Public Pack](#))[Agenda Document for Equality, Diversity & Inclusion Sub-Committee, 11/12/2023 10:30](#)

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## Appendix A: List of Memberships and Partnerships

Name	Category	Managed by
HM Treasury Women in Finance Charter	Membership	EEDI
Power of Inclusion, Lord Mayor's Appeal	Membership	EEDI
Progress Together	Membership	EEDI
Social Mobility Employer Index	Membership	EEDI
Sutton Trust	Partnership	EEDI
Stonewall, Workplace Equality Index	Membership	EEDI
Disability Confident	Membership	HR
Ban the Box	Membership	HR
London Living Wage Foundation	Membership	Commercial
Advance HE	Membership	Guildhall School of Music and Drama
British American Business	Membership	Innovation & Growth
British Chamber of Commerce EU and Belgium	Membership	Innovation & Growth
BusinessLDN	Membership	Corporate Affairs
Central London Alliance	Membership	Office of the Policy Chairman
Centre for London	Membership	Corporate Affairs
Chatham House	Membership	Corporate Affairs
Confederation of British Industry (CBI)	Membership	Innovation & Growth
EU UK Forum	Membership	Innovation & Growth
High Streets Data Service	Membership	Office of the Policy Chairman
Industry and Parliament Trust	Membership	Remembrancer's
International Business and Diplomatic Exchange	Membership	Corporate Affairs
Labour Together	Membership	Corporate Affairs
Local Government Information Unit	Membership	Corporate Affairs
London & Partners	Membership	Office of the Policy Chairman
New Financial (inc. Women in Finance Charter)	Membership	Corporate Affairs
New Local	Membership	Corporate Affairs
New London Architecture	Membership	Environment, Planning and Development
OnePolicyPlace	Membership	Innovation & Growth
Onward	Membership	Corporate Affairs
Opportunity London	Membership	Environment, Planning and Development
Progressive Britain	Membership	Corporate Affairs
QED Brussels	Membership	Innovation & Growth
The Centre for European Policy Studies	Membership	Innovation & Growth
The Financial Markets Law Committee (FMLC)	Membership	Remembrancer's
The UK Soft Power Group	Membership	Remembrancer's
UK Cities and Partners	Membership	Environment, Planning and Development
UN Global Compact	Signatory	Town Clerk
Whitehall and Industry Group	Membership	Corporate Affairs
National Network for the Education of Care Leavers	Membership	DCCS