

**POLICY AND RESOURCES COMMITTEE**  
**Thursday, 18 September 2025**

Minutes of the meeting of the Policy and Resources Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 18 September 2025 at 1.45 pm

**Present**

**Members:**

Deputy Christopher Hayward (Chairman)  
Deputy James Thomson CBE (Deputy Chair)  
Deputy Caroline Haines (Vice-Chair)  
Shahnan Bakth (Ex-Officio Member)  
Brendan Barns (Ex-Officio Member)  
Deputy Keith Bottomley  
Deputy Henry Colthurst (Ex-Officio Member)  
Deputy Peter Dunphy (Ex-Officio Member)  
Deputy Helen Fentimen OBE JP  
Steve Goodman OBE  
Jason Groves  
Alderman Timothy Hailes JP  
Deputy Jaspreet Hodgson  
Shravan Joshi MBE  
Alderman Vincent Keaveny, CBE  
Florence Keelson-Anfu (Ex-Officio Member)  
Deputy Paul Martinelli  
Alderman Bronek Masojada  
Deputy Andrien Meyers  
Deputy Benjamin Murphy  
Deputy Henry Pollard (Ex-Officio Member)  
Alderman Sir William Russell  
Deputy Tom Sleigh (Ex-Officio Member)  
James Tumbridge  
Philip Woodhouse

**Officers:**

Ian Thomas, CBE	- Town Clerk and Chief Executive
Gregory Moore	- Deputy Town Clerk
Caroline Al-Beyerty	- Chamberlain
Paul Wilkinson	- City Surveyor
Paul Wright	- Remembrancer
Katie Stewart	- Executive Director, Environment Department
Damian Nussbaum	- Executive Director, Innovation & Growth
Dionne Corradine	- Chief Strategy Officer
Simon Latham	- Acting Managing Director, City Bridge Foundation

Ellie Robles	- Chamberlain's Department
Sonia Virdee	- Chamberlain's Department
Genine Whitehorne	- Chamberlain's Department
Mark Gettleson	- Chief Strategy Officer's Department
Robert Murphy	- City Surveyor's Department
Chris Pelham	- Community and Children's Services Department
Edward Wood	- Comptroller and City Solicitor's Department
Ruth Pinner	- Remembrancer's Department
Jen Beckermann	- Town Clerk's Department
Ben Dixon	- Town Clerk's Department
Ben Dunleavy	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department

**Also in attendance:**

Deputy Madush Gupta  
Charles Edward Lord OBE JP  
Theresa Grant

- Independent Consultant

**1. APOLOGIES**

Apologies for absence were received from the Lord Mayor, Munsur Ali, Deputy Emily Benn, Tijs Broeke, Deputy Ann Holmes and Irem Yerdelen.

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

Steve Goodman, noting the possibility that education matters would be discussed in the meeting, declared that he had recently been elected as Chair of the City of London Academy Trust Board.

**3. MINUTES**

**a) To agree the public minutes of the meeting held on 3 July 2025**

The public minutes and non-public summary of the meeting held on 3 July 2025 were agreed as a correct record.

**b) To note the public summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025**

The public summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025 was received.

**c) To note the public minutes of the Resource Allocation Sub-Committee meeting held on 25 June 2025**

The public minutes of the Resource Allocation Sub-Committee meeting held on 25 June 2025 were received.

**d) To note the draft public minutes of the Capital Buildings Board meeting held on 16 July 2025**

The draft public minutes of the Capital Buildings Board meeting held on 16 July 2025 were received.

**e) To note the public summary of the Destination Advisory Board meeting held on 11 June 2025**

The public summary of the Destination Advisory Board meeting held on 11 June 2025 was received.

**4. EDI SUB-COMMITTEE NAME CHANGE**

The Committee heard from the Town Clerk regarding proposed changes to the Equality, Diversity and Inclusion Sub-Committee.

Vice-Chair Deputy Caroline Haines, also the Chair of the Equality, Diversity and Inclusion Sub-Committee, requested the Committee's agreement to changing the name of the sub-committee to the Equity, Equality, Diversity and Inclusion Sub-Committee. The Chief Strategy Officer had added equity to her team's portfolio to reflect best practice in this sector. Recognising that the change would have wider implications, she also requested that the Committee delegated authority to the Town Clerk to update the Sub-Committee's terms of reference to reflect the new name. The Sub-Committee would undertake a fuller review of its terms of reference and return with recommendations which aimed to strengthen the connection between officer work and member governance.

*RESOLVED:* That Members:

- a) Agree to change the name of the Equality, Diversity and Inclusion Sub-Committee to the Equity, Equality, Diversity and Inclusion Sub-Committee.
- b) Delegate authority to the Town Clerk to update the Sub-Committee's terms of reference to reflect the new name.
- c) Note that the Sub-Committee will be directing officers to undertake a fuller review of its terms of reference.

**5. SCHEME OF DELEGATIONS – MANAGING DIRECTOR OF CITY BRIDGE FOUNDATION**

The Committee considered a report of the Managing Director of City Bridge Foundation concerning the Officer Scheme of Delegations.

*RESOLVED:* That, upon the recommendation of the City Bridge Foundation Board in the discharge of functions for the City Corporation as Trustee of City Bridge Foundation (CBF) in that charity's best interests, the Policy & Resources Committee in the discharge of its functions:

- i) Agrees the proposed amendments to the Overall Delegations to Officers and Managing Director of CBF sections of the Scheme of Delegations for recommendation to the Court of Common Council for approval;
- ii) Agrees the proposed amendment to the Chamberlain & Chief Financial Officer section of the Scheme of Delegations for recommendation to the Court of Common Council for approval; and
- iii) Delegates authority to the Town Clerk, in consultation with the Chairman and Deputy Chair of the Policy & Resources Committee, to agree any

consequential amendments to the entries in respect of other Chief Officers, where these are required to give effect to the proposed amendments and/or impact on the Managing Director of CBF post.

**6. INVESTMENT GOVERNANCE UPDATE**

The Committee considered a joint report of the City Surveyor and the Town Clerk concerning investment property transaction thresholds in the Standing Orders.

*RESOLVED:* That Members:

1. Note the procedure for approving investment property transactions as set out at paragraph 5 and 2
2. Recommend the following to the Court of Common Council:
  - Amend the thresholds for investment property transactions in Standing Orders as set out at paragraphs 3 to 5 and in Appendix 1.
  - Authorise the Town Clerk to make the necessary amendment to the Scheme of Delegation to Officers to give effect to these changed thresholds.

**7. APPOINTMENT OF ADDITIONAL INTERNAL MEMBERS TO COMPETITIVENESS ADVISORY BOARD**

The Committee considered a report of the Executive Director of Innovation and Growth concerning the composition of the Competitiveness Advisory Board.

*RESOLVED:* That Members:

1. agree that the Terms of Reference for the Competitiveness Advisory Board be updated to include the ability for the Chairman, in consultation with the ex officio members, to exercise discretion over the number of internal Members appointed from the Court of Common Council, based on the scoring and recommendations provided by the officer panel; and
2. endorse the appointment of the following individuals to the CAB for the 2025–2028/29 term:
  - Melissa Collett
  - Prem Goyal
  - Stephen Hodgson
  - Shravan Joshi
  - Sushil Saluja

**8. FAITH IN THE CITY**

The Committee considered a report of the Chief Strategy Officer concerning the Faith in the City programme.

Introducing the report, officers noted the importance of addressing the increasing diversity of the City and its changing religious demographics for the City Corporation's Corporate Plan and strategies such as Destination City. The proposals followed research undertaken by Union Street Consulting, which

after consulting with over 1,000 participants showed a strong desire for faith communities, prayer spaces and cultural programming at work. The results suggested that a multi-faith model like that operated at Canary Wharf, tailored to the Square Mile's unique context, would be widely supported. The project has gained backing from a range of faith and political leaders, including the Lord Mayor and the Policy Chairman. Funding was being sought from a range of organisations, and officers said that formal endorsement from the City Corporation through the Policy & Resources Committee would be crucial in supporting these funding bids.

During discussion, a Member raised several concerns about the proposals in the report. They informed the Committee that, prior to the meeting, they had asked for further information on costing but had been told it was not possible to disaggregate this from business-as-usual. They also noted that the report showed that the major change in the religious make-up was in the percentage of people with no religion. The reference to the post-pandemic faith awakening was based on research by Union Consulting, who were also the convenors of the Faith in the City project, and the Member felt this meant the company had a stake in the outcome of the consultation. They acknowledged the comparators of Abu Dhabi but said that homosexuality was illegal in the former and Friday prayers in the latter were segregated by sex. The Member felt the project could only be advanced if LGTBQIA+ and women's rights were protected. He continued to ask for the following: further information on the success and failure metrics for the project; how it fitted in with the request from Member at the P&R Away Day for the City Corporation to focus on things it was already good at; and how it would reach diverse communities. Several other Members also raised their concerns, focusing on the level of engagement with the consultation and the chance that the City Corporation might eventually be required to provide financial support for the project.

In reply, officers said that the diversity considerations would be worked out as part of the pilot process. People from the LGTBQIA+ community had participated in the research, and officers noted that the sample size of 1,000 was one of the largest they had ever seen for such an activity. They acknowledged that the diverse needs of communities could sometimes lead to friction; this was the advantage of learning other models. The success metrics would be worked out with the eventual funders of the small-scale pilot have not yet been worked out but there would be clear scores for effectiveness. The strategic focus of the project met the Corporate Plan's outcome for focusing on diverse communities. Supporting communities of faith had long been a challenge in the Square Mile as it didn't have the religious infrastructure that other local authorities had. The project would help to create the framework for the Corporate Plan and the City Corporation's statutory objectives under the Equality Act. The City Corporation was being asked to endorse the project and the pilot; it would not be funding it. The direct cost for the City Corporation would be officer time, but this was time already spent on engaging faith communities. Faith in the City would simplify the work already being done in the faith space and the perception of the City Corporation as a neutral convening body would give it credibility that schemes from church bodies would not.

Other Members confirmed their support for the proposal as providing a chance to reflect the changing make-up of City Workers in the City Corporation's

policies. A Member, also the Chair of the Planning and Transport, said that they felt the sort of space noted as being needed for religious activity could count as cultural space in planning applications. A Member said that the proposal was a logical extension of the success of the City Belonging project. They noted that there were various initiatives in the Square Mile for people to bring their 'whole self' to work; this included religion. Some of these had not worked because companies lacked the City Corporation's convening power.

In reply to a question about data security, officers said that a data sharing agreement would be required where users would consent to their data being shared.

Deputy Peter Dunphy noted their discomfort with the official connection suggested in the recommendation, and moved an amendment to the second bullet point in the recommendation as follows:

- ~~Endorse the adoption of~~ Supports Faith in the City ~~as an official project of the City of London Corporation~~ – with a vision to “to make the City of London the most faith friendly and religiously literate business community in the world, enabling it to attract and retain the very best global talent.”

The amendment was second by Alderman Tim Hailes and agreed by the Committee, with one Member voting against.

*RESOLVED:* That the Policy & Resources Committee:

- Notes the research undertaken by Union Street Consulting, in which more than 1000 individuals participated.
- Supports Faith in the City – with a vision to “to make the City of London the most faith friendly and religiously literate business community in the world, enabling it to attract and retain the very best global talent.”
- Agrees that the City Corporation establish a Faith in the City Advisory Group to facilitate delivery, with membership drawn from elected Members, officers, faith leaders, business representatives and civil society. Membership will be proposed by officers with approval delegated to the Policy Chairman.
- Agrees that City Corporation officers provide support for the pilot phase of this project and that the organisation use its convening power to secure funding and develop a longer-term vision for faith facilities and services.

#### **9. NORTH EAST LONDON ROUGH SLEEPING PREVENTION AND RECOVERY GRANT DELIVERY PROPOSAL**

The Committee considered a report of the Executive Director, Community and Children's Services Committee concerning the Rough Sleeping Prevention and Recovery Grant.

*RESOLVED:* That Members note the report and approve the proposal for the City of London Corporation to act as the lead authority, commissioning body and administrator for the Rough Sleeping Prevention and Recovery Grant (on behalf of the North East London sub-region).

10. **ANNUAL REPORT OF THE PANEL OF INDEPENDENT PERSONS**

The Committee considered a report of the Town Clerk concerning the Panel of Independent Persons.

A proposal to amend the report with the affect of increasing the uplift to £325 for three years, to avert the need for annual updates, was seconded and approved.

*RESOLVED:* That Members:

- Note the report.
- Support the request from the Panel regarding the daily attendance allowance, and recommends an uplift to £325.00, to be reviewed after three years.

11. **POLICY AND RESOURCES CONTINGENCY/DISCRETIONARY FUNDS**

The Committee received a report of the Chamberlain concerning the Committees funds.

*RESOLVED:* That the report be received and its contents noted.

12. **DECISIONS TAKEN UNDER DELEGATED AUTHORITY OR URGENCY POWERS**

The Committee received a report of the Town Clerk concerning decisions taken between meetings.

*RESOLVED:* That the report be received and its contents noted.

13. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

14. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was no other business.

15. **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 on the grounds that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act..

16. **NON-PUBLIC MINUTES**

a) **To agree the non-public minutes of the meeting held on 3 July 2025**

The non-public minutes of the meeting held on 3 July 2025 were approved as a correct.

b) **To note the non-public summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025**

The non-public summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025 were received.

- c) **To note the non-public minutes of the Resource Allocation Sub-Committee meeting held on 24 June 2025**  
The non-public minutes of the Resource Allocation Sub-Committee meeting held on 24 June 2025 were received.
  - d) **To note the draft non-public minutes of the Capital Buildings Board meeting held on 16 July 2025**  
The draft non-public minutes of the Capital Buildings Board meeting held on 16 July 2025 were received.
  - e) **To note the draft minutes of the Income Generation Working Party meeting held on 3 July 2025**  
The draft minutes of the Income Generation Working Party meeting held on 3 July 2025 were received.
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- 17. **TO NOTE THE MINUTES OF THE COMPETITIVENESS ADVISORY BOARD MEETING HELD ON 23 JULY 2025**  
The minutes of the Competitiveness Advisory Board meeting held on 23 July 2025 were received.
  - 18. **ADVERTISING INCOME**  
The Committee considered a joint report of the Chamberlain and the Executive Director, Environment concerning approaches to advertising in the Square Mile.
  - 19. **GUILDHALL CHARGING REVIEW**  
The Committee considered a report of the Remembrancer concerning private hire charges for Guildhall.
  - 20. **PERMISSION TO LET FORMER LOUGHTON GOLF COURSE, CLAYS LANE, EPPING**  
The report was withdrawn.
  - 21. **RESOLUTION FROM THE PENSIONS COMMITTEE**  
The Committee considered a resolution from the Pensions Committee.
  - 22. **MAJOR PROGRAMMES DASHBOARD – SEPTEMBER 2025**  
The Committee received a report of the Chamberlain concerning major projects.
  - 23. **REPORT OF ACTION TAKEN**  
The Committee received a report of the Town Clerk concerning decisions taken between meetings.
  - 24. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no questions.



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

There was no other business.

26. **MINUTES**

a) **To note the draft confidential minutes of the Capital Buildings Board meeting held on 16 July 2025**

The draft confidential minutes of the Capital Buildings Board meeting held on 16 July 2025 were received.

b) **To note the draft confidential summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025**

The draft confidential summary of the inquorate Equality, Diversity and Inclusion Sub-Committee meeting held on 16 June 2025 were received.

c) **To note the draft minutes of the Freedom Applications Sub-Committee meeting held on 14 July 2025.**

The draft minutes of the Freedom Applications Sub-Committee meeting held on 14 July 2025 were received.

27. **POLICY & RESOURCES COMMITTEE AWAY DAY ACTIONS AND NEXT STEPS**

The Committee considered a report of the Town Clerk concerning the Committee's Away Day in July 2025.

28. **AMBITION 25: MY CONTRIBUTION, MY REWARD GATEWAY 1-4**

The Committee considered a report of the Town Clerk concerning the Ambition 25 project.

**The meeting ended at 3.48 pm**

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Chairman

**Contact Officer: Ben Dunleavy**  
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