

EQUITY, EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Thursday, 25 September 2025

Minutes of the meeting of the Equity, Equality, Diversity & Inclusion Sub-Committee
held at Committee Rooms, West Wing, Guildhall on Thursday, 25 September 2025
at 1.45 pm

Present

Members:

Deputy Caroline Haines (Chair)
Joanna Tufuo Abeyie (Deputy Chair)
Deputy Anne Corbett
Deputy Peter Dunphy
Anthony David Fitzpatrick
Charles Edward Lord, OBE JP
Deputy Henry Pollard
Deputy James Thomson CBE
David Williams

In attendance

Deputy Nighat Qureishi

Officers:

Michael Cogher	-	Comptroller & City Solicitor
Dionne Corradine	-	Chief Strategy Officer
Genine Whitehorne	-	Director of Commercial Change Portfolio Delivery
Polly Dunn	-	Assistant Town Clerk
Jerome Williams	-	Director of EDI (City Bridge Foundation)
Rachel Mackay	-	People Director (HR Specialist Services)
Sarah Guerra	-	Equalities Director
Emma Green	-	Barbican (EDI Lead)
Ben Dixon	-	Town Clerk's
Eloise Evans	-	Town Clerk's
Mark Gettleson	-	Town Clerk's
Helena Mattingley	-	Town Clerk's
Arfan Bhati	-	Town Clerk's
Rhys Campbell	-	Town Clerk's

1. APOLOGIES

Apologies were received from the Chief Commoner, Deputy Henry Pollard and Alderman Sir Charles Bowman in advance of this meeting.

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

There were no declarations.

3. **ELECTION OF A DEPUTY CHAIR**

In accordance with Standing Order 29, Joanna Abeyie being the only Member indicating their willingness to serve was duly declared to be Deputy Chair of the Equity, Equality, Diversity & Inclusion Sub-Committee for the ensuing year.

4. **MINUTES**

RESOLVED, that – public minutes and non-public summary of the previous meeting held on 5 February 2025 as a correct record.

Matters Arising

A Member asked if the discussion held in the public session of the previous inquorate meeting of the Sub-Committee could be received in the public session of this meeting, and for the public element of note of the inquorate meeting to be allowed for viewing in the public domain. After consultation with the Chair the Town Clerk agreed and would upload the public note of the Inquorate Meeting of the Equality, Diversity & Inclusion Sub-Committee held on 16 June 2025 as an addendum following this meeting.

5. **DESTINATION CITY**

The Sub-Committee received a report of the Deputy Town Clerk in respect of an update on the Destination City Programme following the independent review of Destination City by Paul Martin.

Officers advised the Committee of the progress made in relation to this programme and that following the review there has been more focus attributed to economic growth. The creation of the City Business and Investment unit was expected to help the City of London to become the destination for global business whilst ensuring that the City was an active destination on weekends particularly for the visitor economy.

The Sub-Committee asked whether data from the Community Toilet Scheme would be used in relation to toilet provisions within in the City and if further discussion on the subject had been undertaken with the Port Health and Environmental Services Committee. Officers noted that the subject of toilet provisions within the City had been discussed previously and stressed the importance of signage informing members of public of the location of toilets within the City, and work with managing agents and stakeholders would be undertaken to ensure this.

A Member asked how progress was being communicated to Members and Wards, and the Sub-Committee was advised that the Destination City Bulletin was the primary form of engagement with Members, as well as an update within the monthly Members' Briefing. Also, Members would be notified of any projects within their Ward funded via the Destination City Partnership fund.

Discrimination and racial profiling was mentioned, particularly in relation to the night-time economy, during the discussion and officers if discussions had taken place with stakeholders to mitigate the risk of targeting a particularly demographic of people. Officers acknowledged that further discussion would need to take place with City of London Police (CoLP) on this matter.

RESOLVED, that – the report was received, and its contents noted.

6. FAITH IN THE CITY

The Sub-Committee received a report of the Chief Strategy Officer which recommended that Faith in the City be adopted as an official project of the City of London Corporation: to make the Square Mile the most faith-friendly business district in the world.

Members were advised at the outset that the recommendation listed within the report had been amended to include further support of the work concerning the Faith in the City project, and to implement the Faith in the City Advisory Group.

Officers advised the Sub-Committee that faith needs within the Square Mile had undergone changes and whilst it was acknowledged that the number of people of no faith was increasing there was also an increase in young Londoners practicing religions other than Christianity. Within the City there were no formal faith leaders representing institutions, outside of Christianity and Judaism, and officers were aware that the City Corporation must fulfil its statutory duties under the Equality Act 2010 and provide a multi-faith provisions so to create a welcoming environment for all faiths.

The support for multi-faith provision within the City and the increased awareness of businesses supporting faith needs of their staff had been supported by the Policy and Resources Committee with a pilot test to be carried out once funding had been secured.

RESOLVED, that – the report was received, and its contents noted.

7. EQUITY, EQUALITY, DIVERSITY AND INCLUSION (EEDI) CHARTERS, MEMBERSHIPS AND PARTNERSHIPS

The Sub-Committee received a report of the Chief Strategy Officer in respect of the Equity, Equality, Diversity and Inclusion (EEDI) Charters, Memberships and Partnerships. This report presented an overview of memberships and partnerships held in relation to EEDI.

RESOLVED, that – the report was received, and its contents noted.

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

There were no questions.

9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

Members were made aware of the Sutton Trust Network event which had taken place on Wednesday, 24 September in which the Chair was in attendance. The event focus on social mobility within the arts, and the value of the creative sector within the City and the UK.

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 MINUTES

RESOLVED, that – the non-public minutes of the previous meeting held on 5 February 2025 were agreed as a correct record.

12. NOTE OF THE INQUORATE MEETING OF THE EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE

Members were asked to receive the note of the inquorate meeting held on 16 June 2025.

RESOLVED, that – the report was received, and its contents noted.

13. DRAFT EQUITY, EQUALITY, DIVERSITY & INCLUSION (EEDI) STRATEGIC FRAMEWORK

The Sub-Committee received a report of the Chief Strategy Officer in respect of the (Draft) Equity, Equality, Diversity & Inclusion (EEDI) Strategic Framework outlining the City of London Corporation's draft EEDI Strategic Framework shaped by the Corporate Plan 2024-2029, the People Strategy 2024-2029, the 2025 EEDI Review and political priorities.

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

There were non-public questions.

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

There was one item of urgent business.

16. NOTE OF THE CONFIDENTIAL SESSION OF THE EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE

Members noted the confidential session of the previous inquorate meeting of the Equality, Diversity & Inclusion Sub-Committee held on 16 June 2025.

17. SUPREME COURT JUDGEMENT

Members received a report of the Comptroller & City Solicitor.

The meeting ended at 15:31pm.

Chairman

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