

# City of London Corporation Committee Report

<b>Committee(s):</b> Equity, Equality, Diversity & Inclusion Sub-Committee	<b>Dated:</b> 20 November 2025
<b>Subject:</b> Proposed Amendments to the Sub-Committee's Terms of Reference (Draft)	<b>Public report:</b> For Decision
<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></ul>	Providing Excellent Services.  Diverse Engaged Communities.
<b>Does this proposal require extra revenue and/or capital spending?</b>	N/A
<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>	Town Clerk
<b>Report author:</b>	Rhys Campbell, Governance Officer

## Summary

The Equity, Equality, Diversity and Inclusion (EEDI) Sub-Committee are to review its Terms of Reference to certify that they are in line with the City of London Corporation's EEDI mission to ensure that the City is the best place in the world to live, work, learn, and explore.

The proposed changes to the Terms of Reference for the EEDI Sub-Committee are attached at Appendix 1.

## Recommendation

Members are asked to:

- Agree to the proposed changes to the terms of reference of the Equity, Equality, Diversity and Inclusion Sub-Committee for onward submission to the Policy and Resources Committee for its approval at its next meeting.

# **Main Report**

## **Background**

1. In November 2023 the Corporate Strategy officer added 'Equity' to the officer portfolio when assuming responsibility for Equality, Diversity and Inclusion since a gap had been identified which didn't reflect best practice in this area.
2. The Sub-Committee agreed to this as part of the proposed new direction of travel for Equity, Equality, Diversity & Inclusion across the City Corporation to better align with the Corporate Plan 2024-2029 under the stewardship of the Chief Strategy Officer in early 2024.

## **Current Position**

3. Approval was granted by the Policy & Resources Committee on 18 September 2025 to change the name of this Sub-committee from the Equality, Diversity & Inclusion Sub-Committee to the Equity, Equality, Diversity & Inclusion Sub-Committee. However, the Terms of Reference in its current state does not reflect the inclusion of the term 'equity', along with its implications, and any works in relation to EEDI across the City Corporation and its institutions.
4. The proposed version of the EEDI Sub-Committee's Terms of Reference can be found at appendix 1 attached to this report. Members are to review and approve these Terms of Reference for onward submission to the Policy and Resources Committee for its approval. The request for approval is sought to ensure consistency with the EEDI work which is already underway and to show visible demonstration that this Sub-Committee is aligned with all developments in the realm of EEDI.

## **Options**

### **5. Option 1 – Retain the Current Terms of Reference**

Members may decide to retain the current Terms of Reference listed in appendix 2. However, these are outdated and are not correctly aligned with the work of the Sub-Committee and does not properly reflect its work or other work(s) in relation to EEDI across the City Corporation and its institutions.

### **6. Option 2 – Agree to the Sub-Committee's Proposed Changes to the Terms of Reference**

Agree to the proposed changes to the Terms of Reference listed in appendix 1 to ensure consistency with the EEDI work which is already underway and to show visible demonstration that this Sub-Committee is aligned with all developments in the realm of EEDI.

## **Proposals**

7. Members are asked there for asked to agree to Option 2, to approve the proposed changes to the Terms of Reference for the EEDI Sub-Committee listed in appendix.

## **Corporate & Strategic Implications**

Financial implications – None

Resource implications - None

Legal implications - None

Risk implications - None

Equalities implications – All public bodies have a duty to ensure that when exercising their functions they have due regard to the need of advance equality of opportunity between people who share a protected characteristic and to take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people and encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. The proposals contained within this report do not have any potential negative impact on a particular group of people based on their protected characteristics.

Climate implications – The proposals included in this paper do not carry any significant implications for the Climate Action programme.

Security implications – None.

## **Conclusion**

8. Members are therefore asked to consider all available options and agree with the recommended approach (Option 2) which is to agree to the proposed changes to the Sub-Committee's Terms of Reference as listed in appendix 1 of this report.

## **Appendices**

- Appendix 1 – Equity, Equality, Diversity and Inclusion Sub Committee – Proposed Changes to the Sub-Committee's Terms of Reference (Draft)
- Appendix 2 - Equity, Equality, Diversity and Inclusion Sub Committee – Current Terms of Reference

**Rhys Campbell**

Governance Officer, Town Clerk's Department

E: [rhys.campbell@cityoflondon.gov.uk](mailto:rhys.campbell@cityoflondon.gov.uk)