

Equity, Equality, Diversity and Inclusion Sub Committee

Composition

- The Chair of the Policy and Resources Committee or their nominee
- The Chair of the Corporate Services Committee or their nominee
- The Chair of the General Purpose Committee of the Court of Alderman or their nominee
- The Chief Commoner
- The Immediate past Chief Commoner*
- Two Members of the Policy and Resources Committee
- Two Members of the Corporate Services Committee
- Two Court of Common Council Members appointed by the Court
- Together with co-option by the Sub Committee of up to two external people (with no voting rights)

* for part of the year and then the Chief Commoner Designate for the remainder of the year (elected in October each year).

Terms of Reference

As a sub-committee reporting to the Policy and Resources Committee, being responsible for:

- a) Supporting the City of London Corporation's Equity, Equality, Diversity and Inclusion (EEDI) mission;
- b) Providing assurance to the Policy and Resources Committee that the City of London Corporation are discharging their statutory responsibilities in regard to the Equality Act 2010 and other relevant legislation;
- c) Working with service committees to provide input into the City of London Corporation's policies, practices and programmes in respect of equity, equality, diversity and inclusion;
- d) approving EEDI strategies and Equality Objectives and monitoring progress where responsibility otherwise does not rest with any other service committee;
- e) approving (where responsibility otherwise does not rest with another committee) and monitoring EEDI aspirational targets and agreed metrics to help the delivery of the City of London Corporation's ambition as an inclusive employer, landlord, service provider and global thought leader;
- f) supporting the EEDI corporate function to enable scrutiny and review of cross-cutting strategies, programmes and portfolios across the City Corporation through the lens of

EEDI, ensuring that inclusion is embedded as standard practice and there is alignment with EEDI ambitions and equitable impact and value;

- g) supporting the development and delivery of strategic initiatives by championing EEDI principles, fostering a culture of continuous improvement, and holding relevant programmes to account for their impact on inclusion;
- h) Scrutinising the City of London Corporation's activities in tackling prejudice in all its forms and instruct further action to promote economic, educational and social inclusion to ensure that the lived experiences of diverse communities and stakeholders is reflected in the work of the City of London Corporation;
- i) Reviewing the annual equalities data prior to releasing the annual equalities report.
- j) Escalating matters and make recommendations to the Policy and Resources Committee when their input is needed and to refer matters to the relevant service committees, where considered necessary.

Quorum

The quorum consists of any three Members.

Meetings

The Equity, Equality, Diversity and Inclusion Sub-Committee will meet quarterly.