

City of London Corporation Committee Report

Committee(s): Equity, Equality, Diversity & Inclusions Sub Committee – For Decision Corporate Services Committee – For Information People Culture and Inclusion Committee of the Barbican Centre Board – For Information	Dated: 25/09/2025 22/10/2025 10/12/2025
Subject: (Draft) Equity, Equality, Diversity & Inclusion (EEDI) Strategic Framework	Public report: For Information
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes • provides statutory duties • provides business enabling functions 	Public Sector Equality Duty Corporate Plan People Strategy City Corporation's Equality Objectives
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of:	Dionne Corradine, Chief Strategy Officer
Report author:	Sarah Guerra, Equalities Director, with Helena Mattingley, Senior EEDI Change Partner

Summary

This paper shares the approach that was taken to the EEDI Sub Committee to approve in principle in September 2025. Following approval in principle, EEDI have taken a wide-ranging set of engagement to socialise the framework to enable refinement and to inform future implementation.

The attached slides summarise the City of London Corporation's (draft) Equity, Equality, Diversity & Inclusion (EEDI) Strategic Framework. This was shaped by the Corporate Plan 2024-2029, the People Strategy 2024-2029, the 2025 EEDI Review, and political priorities set by the EEDI Sub Committee previously.

The (draft) EEDI Strategic Framework aims to enhance accountability and deliver a proactive, transparent EEDI service through the components outlined in this paper.

It was developed in collaboration with and modelled on existing Barbican Centre practice in this area.

Designed to be flexible, scalable and adaptable to City of London Corporation's diverse needs, the Framework supports the delivery of City Corporation's Equality Objectives, equipping the organisation with tools for transparency, accountability and cultural transformation across the City of London Corporation and its Institutions (via a federated model).

The proposed components of the (draft) EEDI Strategic Framework are:

- A) City of London Corporation EEDI Theory of Change.
- B) EEDI Roadmap.
- C) City of London Corporation bespoke EEDI Maturity Matrix.
- D) EEDI Operating Model.
- E) Staff Network Operating Model.

The finalised EEDI Strategic Framework and accompanying implementation plan will be shared at the November EDI Sub Committee meeting for final agreement.

Thereafter, annual updates will be scheduled for the EDI Sub Committee to monitor progress and guide its continued implementation.

Recommendation(s)

Members are asked to:

- Note the report.
- Suggest feedback on the (draft) EEDI Strategic Framework and its components.

Appendices

- Appendix 1 – EEDI Strategic Framework

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