

EQUITY, EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE
Thursday, 20 November 2025

Minutes of the meeting of the Equity, Equality, Diversity & Inclusion Sub-Committee held at Committee Rooms, West Wing, Guildhall on Thursday, 20 November 2025 at 10.30 am

Present

Members:

Joanna Tufuo Abeyie (Deputy Chair)
Charles Edward Lord, OBE JP
Deputy Henry Pollard
David Williams

Officers:

Mark Gettleson	- Communications & External Affairs
Dionne Corradine	- Chief Strategy Officer
Sarah Guerra	- Corporate Strategy & Performance
Helena Mattingley	- Corporate Strategy & Performance
Kate MacLeod	- City of London Police
Cindy Vallance	- People & Human Resources
Genine Whitehorne	- Chamberlain's Department
John Cater	- Town Clerk's Department

1. APOLOGIES

Apologies were received from the Deputy Caroline Haines (Chair), Deputy Anne Corbett and Deputy James Thomson CBE 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. MINUTES

Deputy Henry Pollard requested that the attendance be updated to reflect their apologies for the meeting.

RESOLVED – That, subject to the above amendment, the public minutes and non-public summary of the previous meeting held on 25 September 2025 be agreed as a correct record.

4. PROPOSED AMENDMENTS TO THE SUB-COMMITTEE'S TERMS OF REFERENCE (DRAFT)

The Sub-Committee considered a report of the Town Clerk which proposed changes to their 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.

Officers confirmed that they had worked collectively on the proposed Terms of Reference and were confident they succinctly captured the duties of the Sub-Committee.

RESOLVED – That, the Sub-Committee agreed 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

5. **CITY OF LONDON POLICE EDI STRATEGY**

The Sub-Committee received a report of the Commissioner of Police which provided Members with an update on the work being led by the City of London Police 'Inclusivity, Culture and Organisational Development' (ICOD) team since the launch of their force wide Equity, Diversity and Inclusion (EDI) Strategy in July 2024.

A Member commended Officers on the efforts made on the strategy and the thoroughness of the report. They queried where the report was publicly available, how often it was refreshed, and whether City of London Police cadets had made input on the report. Officers confirmed that the report had been published on the City of London Police website, and it would be refreshed in three years' time, however an earlier review was possible in order to consider whether the measurements are functioning as intended. They also confirmed that cadets and the Youth Independent Advisory Scrutiny Group (YIASG) had been consulted.

In response to a query about the composition of the YIASG, Officers noted they were separate to youth Cadets, and they were recruited from various areas. They noted that they would respond to the Member in due course confirming its composition and the impact this group has had on City of London Police strategy. The Member noted that this would be an important opportunity for young people to contribute to the community, and it there would be of advantage to the trust in the City of London Police to communicate its inclusivity to young people at an early stage. They noted that YIASG should include a group of people from a diverse range of backgrounds, such as those at risk of serious youth violence, rather than just high achievers from areas around the City of London.

The Deputy Chair noted that they had attended several YIASG events where they had intentionally visited organisations with at risk individuals who had distrustful relationships with the police to help children understand the challenges they face and build positive relationships. Officers noted the Member's comments were helpful and they would take these onboard. The Member noted that it would be useful to see detail in future reports about the learnings and changes that had been made as a result of the contributions from those young people.

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

6. **SOCIAL MOBILITY EMPLOYER INDEX RESULTS**

The Sub-Committee received a report of the Chief Strategy Officer which shared the City of London Corporation's performance in the 2025 Social Mobility Employer Index (SMEI).

A Member queried why data collection was a poor outlier in the feedback displayed in table 2 of the report. Officers responded that data collection on social mobility was a recent addition to the staff diversity questions, and impacted by HR issues and transformation projects. They noted that to drive up disclosure and completion rates, there needed to be trust and better timing so that colleagues were comfortable in sharing their diversity information.

The Deputy Chair asked whether Officers were aiming for a specific rank in the SMEI and what other indicators would demonstrate improvement. Officers noted that it would be helpful to understand Members' views on the City Corporation's ambition and desired outcomes in this regard.

The Chief Strategy Officer explained that there was no set rank targeted, partly because the number of organisations contributing to the index varied each year. In previous years, the City Corporation had focused on creating impact and the outcomes of its activity, which should play out in the ranking. They added that ability to demonstrate sustained impact and clearly articulate the outcomes of these activities would be a key indicator of success, which would likely lead to an improved ranking.

The Deputy Chair commented that it would be useful to also capture the qualitative data and whether this reflects the success in the quantitative data. Officers responded that staff surveys include questions that allow them to analyse answers by socio-economic background.

A Member commented that, regarding the rank sought in the SMEI, the City Corporation should aspire to be world-leading, as it does in other areas such as financial services. They emphasized that the City Corporation should be aiming high and deploy the necessary resources to achieve the highest possible ranking in such indices. The Chief Strategy Officer agreed and assured the Member that they were already aiming to achieve world-class results in these areas.

RESOLVED – That, Members:

- a. Noted the progress of social mobility as measured by Social Mobility Employer Index.
- b. Noted the areas of focus and next steps.
- c. Noted the next Social Mobility Employer Index submission due in 2028.

7. FAITH IN THE CITY

The Sub-Committee received a verbal report from the Director of Campaigns and Engagement which provided an update on Faith in the City and its progress in the past two months.

A Member commended the achievements that had been made thus far and noted they were glad this had moved forward.

The Deputy Chair added that it would be valuable to strengthen engagement with schools and students. They noted that students from schools of various faiths felt their teachers were not adequately equipped to facilitate discussions about their well-being and the impact of current events. The Deputy Chair suggested that the Faith in the City explore ways to support and educate teachers in this area.

Officers noted that this link with schools had not previously been considered and agreed it would be valuable to explore such opportunities. They highlighted that existing partnerships with organisations and initiatives such as Nisa-Nashim and Solutions Not Sides could provide useful support in this area. Officers added that it would be interesting to consider whether students from City Corporation schools could be brought into the Square Mile for discussions around faith, to build schools and students into the Faith in the City programme. Officers further commented that in their engagement with City of London schools, they had observed programmes and resources. They noted that these could be leveraged and spread to the wider schools.

The Deputy Chair noted that, through the Community Infrastructure Levy Neighbourhood Fund, the London Museum Studios offers free bookable space to partner organisations. They asked whether these spaces could be made available to stakeholders in the Square Mile for conversations on faith-related matters. Officers confirmed that they were in discussion with the London Museum and it would be interesting to explore whether they could be potential spaces for prayer and chaplaincy in the immediate term.

Regarding Faith in the City's engagement with the City of London Police, it was observed that some young people at the intersection of neurodivergence and faith may be vulnerable to harmful or unhealthy discourse around faith. It was suggested that Faith in the City consider how this issue could be addressed. Officers confirmed that they would explore this further.

8. EEDI STRATEGIC FRAMEWORK

The Sub-Committee received a verbal report from the Equalities Director which provided an update on the development of the wider EEDI Strategic Framework and the road map for delivering the framework.

The Deputy Chair noted that they were pleased to see the delivery and collaboration on this framework and thanked Officers for their work.

A Member highlighted risks related to service delivery, specifically around procurement and staff recruitment. They noted that failures in these areas could significantly slow future progress. The Member observed that recent procurement processes within the City Corporation could have better incorporated EEDI considerations and emphasized the need for improvements to embed EEDI requirements into tendering processes. This would ensure alignment with the ambitions of the strategic framework. They stressed that these changes should be implemented promptly, given the number of upcoming tenders that could benefit from the approach.

Officers assured the Member that this was a core consideration in developing the City Corporation's approach to procurement and contract management. They explained that there was a lot of work being done around responsible procurement which considered priorities such as social impact and diversifying supply chains. They noted that they were reviewing procurement governance and EEDI Officers would be involved in a working group to deliver this. The Member requested that the paper on this governance review is considered by the Sub-Committee in the future.

9. CULTURE STRATEGY

Consideration of this item was deferred to be considered at a future meeting in 2026.

10. STATUES

Consideration of this item was deferred to be considered at a future meeting in 2026.

11. TTEAP - TRANSATLANTIC TRAFFIC OF ENSLAVED AFRICAN PEOPLE

The Sub-Committee received a verbal update from the Equalities Director on behalf of the Director of The London Archives and Senior Responsible Officer for Culture which provided an update on the Transatlantic Traffic of Enslaved African People.

Members commented that they were pleased this work was being completed and they would like to be regularly updated on the progress of this work. In response to a query about when the information would go to the Sub-Committee, Officers explained that they were in the processes of working out the governance processes.

A Member noted that the paper on this issue should be presented to the EEDI Sub-Committee for comments before it was considered by the Policy & Resources Committee. The Chief Strategy Officer confirmed this and noted they would be considering how the EEDI Sub-Committee would work with the sequencing of the report, whether this is through an extraordinary or an informal meeting. They assured the Member that the Sub-Committee would have the opportunity to consider this.

A Member noted that they would need to consider what needed to be communicated to Members on this issue, as reactions may vary. They commented that Members may need more information and guidance than what might usually be offered from a voluntary informal briefing. The Deputy Chair noted that psychological safety would need to be considered in this consultation, and Officers would need to make clear what the scope of the consultation would be.

The Deputy Chair highlighted that lessons identified during the early stages of the research included considerations around how best to support various groups, such as individuals and families who may be affected. They noted that several groups would require tailored support and assured Members that their feedback would be taken into account. They also noted that Members would also receive sufficient guidance to help them review and understand the information.

A Member asked whether there was a confirmed publication date for the data from Lancaster University. Officers advised that publication was expected in early 2026 and they would respond in due course on more specific dates. The Member expressed concern about the risks if the process was not managed effectively and stressed the need for comprehensive guidance for Members before the data is released.

The Chief Strategy Officer confirmed that Officers would write to Sub-Committee Members to confirm publication dates, address points raised during the meeting,

outline ongoing support, and clarify when the issue would be considered by the Sub-Committee.

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

A Member asked whether they could expect to receive a report on the Hampstead Heath Ponds at the next meeting of the Sub-Committee. The Chief Strategy Officer responded that the consultation would close on 25 November 2025 and an update would be provided to the by the Sub-Committee for its next meeting in February 2026.

13. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other business that the Chair considered urgent.

14. 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.

15. NON-PUBLIC MINUTES

RESOLVED – That, the non-public minutes of the previous meeting held on 25 September 2025 were agreed as a correct record.

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

There were no questions.

17. 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.

18. CONFIDENTIAL MINUTES

RESOLVED – That, the confidential minutes of the previous confidential session held on 25 September 2025 were agreed as a correct record.

19. REPORT OF ACTION TAKEN

The Sub-Committee received a report of the Town Clerk.

The meeting ended at 11.45am

Chairman

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