

## City of London Corporation Committee Report

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| <b>Committee(s):</b><br>Equity, Equality, Diversity & Inclusion Sub-Committee – for discussion  | <b>Dated:</b><br>18.02.26                  |
| <b>Subject:</b><br>Member Learning & Development: Discussion of Equity, Equality, Diversity & Inclusion Quarterly Training Theme                    | <b>Public report:</b><br>For Discussion    |
| <b>This proposal:</b> <ul style="list-style-type: none"> <li>• provides statutory duties</li> <li>• provides business enabling functions</li> </ul> | Public Sector Equality Duty                |
| <b>Does this proposal require extra revenue and/or capital spending?</b>  | No   |
| <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 and Chief Executive             |
| <b>Report author:</b>   | Isaac Thomas, PA & Member Services Officer |

### Summary

This report is brought to the Equity, Equality, Diversity & Inclusion (EEDI) Sub-Committee to support discussion on the proposed Equity, Equality, Diversity and Inclusion quarterly theme within the Member Learning and Development Programme for 2026-27.

At its meeting on 9 December 2025, the Member Development & Standards Sub-Committee (MDSSC) approved a refreshed Member Learning and Development Strategy for 2025–2029 and a rolling programme of training events for 2025–26. As part of that approval, Members agreed that the programme should continue to operate on a quarterly themed basis and confirmed that Equity, Equality, Diversity and Inclusion would be a dedicated quarterly focus within the rolling programme.

The purpose of this report is to provide EEDI Sub-Committee Members with background on what was agreed by MDSSC and to invite Members to contribute their views in advance of delivery. In particular, the Sub-Committee is asked to consider areas where Members may benefit from additional EEDI-focused learning, including perceived gaps in knowledge, confidence or consistency, and to suggest

topics or approaches that would add most value to Members in discharging their roles.

### **Recommendation(s)**

Members of the Equity, Equality, Diversity & Inclusion Sub-Committee are asked to:

- Note the background set out in this report; and
- Provide views, suggestions and feedback to inform the development of the Equity, Equality, Diversity and Inclusion quarterly theme within the Member Learning and Development Programme.

### **Background**

1. At its meeting on 9 December 2025, the Member Development & Standards Sub-Committee considered and approved a refreshed Member Learning and Development Strategy for 2025–2029, together with a rolling programme of training events for 2025–26.
2. In approving the Strategy and programme, the Sub-Committee reaffirmed its support for a quarterly themed approach to Member learning and development, building on the structure used successfully in previous civic years. Members emphasised the importance of clarity around statutory and mandatory training, the ability to respond flexibly to emerging needs, and the value of treating the programme as a live and iterative offer. It was confirmed that while training on the Code of Conduct is mandatory, all other training is voluntary.
3. As part of the agreed rolling programme, Equity, Equality, Diversity and Inclusion was identified as a dedicated quarterly theme. It was agreed that relevant Sub-Committees would be invited to contribute to the shaping of themed content, to ensure that training is relevant, proportionate and aligned with Members' roles and responsibilities.
4. The training themes for 2026-2027 are as follows:

| <b>2026/27</b> | <b>Dates</b>          | <b>Theme/Focus</b>                               |
|----------------|-----------------------|--|
| Q1             | April- June 2026      | Equity, Equality, Diversity and Inclusion (EEDI) |
| Q2             | July-September 2026   | Leadership Skills                                |
| Q3             | October-December 2026 | Data and Information                             |
| Q4             | January-March 2027    | Health, Safety & Wellbeing                       |

### **Current Position**

5. Following the delivery of the Member Induction and Refresher Programme earlier in the civic year, officers are now turning attention to the development of themed learning activity within the rolling programme.
6. This report is therefore brought to the Equity, Equality, Diversity & Inclusion Sub-Committee to seek Members' early input on the scope and focus of EEDI-related learning. The intention is to ensure that the quarterly theme reflects Members' priorities, supports effective governance and decision-making, and addresses areas of higher legal, reputational or delivery risk where appropriate.
7. No specific programme of EEDI training has been finalised at this stage. Members' views are sought in advance of a finalised programme to inform the design and content of any future sessions.

## **Options**

8. The EEDI Sub-Committee may wish to consider a range of approaches to EEDI learning, including but not limited to:
  - Training focused on statutory and legal duties, including Members' responsibilities under the Equality Act 2010;
  - Sessions addressing practical application of EEDI principles in governance, committee decision-making and Members' external-facing roles;
  - Strategic briefings on relevant City policies and strategies; and
  - Signposting to external learning opportunities, such as those provided by the Local Government Association.
9. The Sub-Committee may also wish to consider whether a light-touch training needs analysis, for example via a short Member survey, would be helpful in identifying confidence levels and priority areas for development. If supported by the Sub-Committee, a training needs survey could be distributed to Members prior to the delivery of training in April-June 2026 order to ensure that the training is reflective of Members' skill gaps and training needs.

## **Proposals**

10. It is proposed that feedback from this discussion be used to shape the content, format and emphasis of EEDI-themed learning within the rolling programme.
11. The Sub-Committee is also asked to consider whether there is an appetite for a training needs survey to be rolled out to the full Court to ascertain potential skills gaps and training needs.
12. Indicative areas that Members may wish to comment on include:
  - Particular gaps in Members' EEDI knowledge or confidence;
  - Whether priority should be given to legal and statutory responsibilities, strategic themes, or practical decision-making;

- Any specific EEDI risks or challenges where additional learning could support assurance; and
- Whether different expectations or learning needs apply to Members in leadership, governance or representative roles.

13. Officers will take account of the Sub-Committee's views when developing proposals for future EEDI learning sessions.

## Key Data

14. At this stage, no delivery data is available. Attendance, engagement and feedback will be captured and reported in line with the commitments set out in the Member Learning and Development Strategy once sessions are delivered.

## Corporate & Strategic Implications –

- **Strategic implications** – The Member Learning and Development Programme supports delivery of the Corporate Plan 2024–2029 by ensuring Members are equipped with the knowledge and skills required to promote inclusive, engaged communities and uphold high standards of governance and leadership.
- **Financial implications** - There are no financial implications arising from this report. Any training delivered will be managed within existing Member Learning and Development budgets.
- **Resource implications** - Delivery will be supported through existing officer capacity and established arrangements for Member learning and development.
- **Legal implications** - There are no direct legal implications arising from this report.
- **Risk implications** - Ensuring that Members are supported to understand and discharge their EEDI responsibilities helps to mitigate legal, reputational and governance risks across the organisation.
- **Equalities implications** – This report supports the City Corporation's commitment to the Public Sector Equality Duty by seeking to strengthen Members' understanding of equality, diversity and inclusion considerations in the exercise of their functions.
- **Climate implications** – There are no climate implications arising from this report.
- **Security implications** – There are no security implications arising from this report.

## Conclusion

15. This report provides background on the agreed Member Learning and Development Programme and invites the Equity, Equality, Diversity & Inclusion Sub-Committee to contribute to the shaping of EEDI-themed learning in Quarter 1 of 2026/2027 (running from April-June 2026). Members' views will help ensure that future training is relevant and aligned with Members' roles and responsibilities.

## Appendices

- Appendix 1: Member Learning and Development Strategy 2025-2029

**Background Papers**

Public report - Member Learning and Development Strategy 2025-29 and Rolling Programme of Training Events 2025-26, Member Development and Standards Sub-Committee, 9 December 2025

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