City of London Corporation Committee Report

Committee(s): Member Development & Standards Sub-Committee – For discussion	**Dated:** 11/06/26
Subject: Member Learning and Development Update	**Public report:** For Discussion
This proposal: • **delivers Corporate Plan 2024-29 outcomes** • **provides statutory duties** • **provides business enabling functions**	• Providing Excellent Services • Diverse Engaged Communities
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:	Town Clerk and Chief Executive
Report author:	Isaac Thomas, Town Clerk's Department

Summary

This report provides the Member Development and Standards Sub-Committee (MDSSC) with an update on Member Learning and Development activity delivered since the Sub-Committee's last meeting on 23 February 2026, in accordance with the Member Learning and Development Strategy 2025–2029.

The report sets out:

- Training delivered since February 2026 under the rolling programme;
- Attendance data during this period (detailed at Appendix 1);
- An update on the delivery of the Equity, Equality, Diversity and Inclusion (EEDI) quarterly theme in Quarter 1 of 2026/27; and
- Any emerging feedback and considerations for future programme delivery.

Members are asked to note the report and appendices, and provide any further direction in respect of future delivery and monitoring arrangements.

Recommendations

Members are asked to:

- Note the report and the attendance data set out at Appendix 1.
- Note the progress in delivery of the EEDI quarterly training theme.
- Provide any feedback on future training priorities and delivery approach.

Main Report

Background

1. The Member Learning and Development Strategy 2025–2029, approved on 9 December 2025, established a structured quarterly programme of Member development activity through to March 2029.

2. The L&D Strategy sets out a structured, rolling programme of development opportunities for all Members of the Court of Common Council, delivered on a quarterly themed basis. The Strategy commits the Sub-Committee to:

    - Monitoring Member participation in learning and development activities;
    - Reviewing attendance and engagement data;
    - Identifying essential, recommended and specialist training needs; and
    - Ensuring that value for money is achieved through effective use of the Member Development budget.

3. This report provides a further update following the Sub-Committee's last meeting on 23 February 2026 and reflects ongoing delivery under the agreed quarterly model.

4. The Quarterly Training Themes, as agreed by this Sub-Committee, are as follows:

2026/2027	Dates	Theme/Focus
Q1	April -June 2026	Equality, Diversity and Inclusion
Q2	July-September 2026	Leadership Skills
Q3	October-December 2026	Health, Safety & Wellbeing
Q4	January-March 2027	Data and Information

5. Since the last meeting, delivery has progressed into Quarter 1 of the 2026/27 programme, with a particular focus on the Equity, Equality, Diversity and

Inclusion (EEDI) themed quarter which launched in April 2026. Ad hoc training sessions on various topics have also been delivered throughout this period. A full schedule of sessions delivered since the last meeting of this Sub-Committee on 23 February 2026, together with attendance figures, is attached at Appendix 1.

Current Position

EEDI Quarterly Theme – Delivery Update

6. At the last meeting of this Sub-Committee on 23 February 2026, Members noted that the views of the EEDI Sub-Committee had also been sought at its meeting on 18 February 2026 to inform development of the programme. Input was invited in respect of strategic priorities, desired outcomes, knowledge and confidence gaps, statutory responsibilities, and areas of potential governance or reputational risk.

7. In considering the development of the EEDI-themed quarter, the Sub-Committee:

   - Expressed support for the inclusion of a 'strongly recommended' module focused on Members' statutory responsibilities, particularly under the Public Sector Equality Duty;
   - Identified priority topics including City Belonging, unconscious bias, and the City Corporation's historical links to the transatlantic slave trade; and
   - Emphasised the importance of engagement and effective promotion of training opportunities, including through the Members' Portal, the Chief Commoner's communications, and Ward-level engagement.

8. This feedback was taken into account in the development of the Quarter 1 programme, and the following training sessions were scheduled for delivery internally in a hybrid format:

   - **Members & Equalities Law – Monday 1 June, 9-10am**

     This session was delivered by the City Solicitor and the Equalities Director, with a focus on the Code of Conduct, basic discrimination law and the Public Sector Equality Duty (PSED).

     Member feedback is currently being collated and will be reported to the Sub-Committee in due course. Initial feedback received during the session was positive, including a request for a follow-up session ('Part B'), and a number of further queries which officers will respond to directly following the session.

   - **Member Training on Bias – Tuesday 9 June, 10.30am–12.30pm**

     In response to this Sub-Committee's request for training on unconscious bias, a bespoke session has been developed by the City Corporation's EEDI team.

   - **Beyond the Boardroom: Engaging with Businesses and Workers in your Ward – Tuesday 16 June, 3-5pm**

This session will provide an opportunity for Members to learn more about the City Belonging Project, the City Corporation's worker engagement initiative - and how you can work with the programme to deepen your engagement with and representation of City workers, including those from diverse backgrounds.

- **Examining our history with honesty: Research into historic links to slavery**

  Following the request for a briefing session on the City Corporation's historical links to the transatlantic slave trade, opportunities are being provided in collaboration with the London Archives to support Member engagement with this work.

  The City of London Corporation has commissioned Professor William Pettigrew. a leading expert on the transatlantic trafficking of enslaved African people, to produce a research report examining the extent of its historical links to the transatlantic trafficking of enslaved African people. The report is scheduled for publication on 16 June.

  Professor Pettigrew's research draws on records held at The London Archives and evidence from the Register of British Slave Traders, a national research database. The research focuses on the period between 1640 to 1807, when the UK was actively engaged in the trade.

  To support understanding of the research, a series of engagement opportunities have been organised for Members, including:

  - Q&A with Professor Pettigrew – 11 June, 3.00–4.00pm, at The London Archives and online via YouTube
  - Walking tour for staff and Members – 24 June, 6.00–8.00pm
  - Walking tour for staff and Members – 1 July, 6.00–8.00pm

  These opportunities were shared with Members via the Members' Portal.

  Equity, Equality, Diversity, Inclusion - Our Commitment E-Module

  Available via SuccessFactors, this course focuses on providing learners with the skills and confidence to not only comply with legal requirements but to be allies and help make the workplace a more supportive and inclusive environment.

  This course has been previously promoted to Members, and a further reminder will be issued following the Bias session on Tuesday 9 June. This approach is intended to encourage in-person attendance ahead of any wider promotion of the e-module.

External Training Opportunities

9. External learning opportunities provided by organisations such as the Local Government Association (LGA) and other partners continue to be promoted to Members.

10. These opportunities supplement the internal programme and support broader professional development.

Digital Services All-Member Sessions

11. As part of efforts to draw on the significant talent, experience, and skills of Members in supporting the delivery of Digital Services across the City Corporation, a series of Member training sessions have been arranged by the Chairman of the Digital Services Committee, open to all Members of the Court of Common Council.

12. These sessions focus on key priority areas within the Committee's work programme for 2026 and have been scheduled to take place immediately prior to meetings of the Court of Common Council, to maximise accessibility and Member attendance. Each session is held from 11.00am to 12.00pm on the same day as the Court of Common Council.

13. Since the last meeting of the Member Development and Standards Sub-Committee, two sessions have been delivered, on 5 March 2026 and 23 April 2026.

14. The programme will continue to run alongside the remaining scheduled Court of Common Council dates in 2026, namely: 21 May, 25 June, 23 July, 10 September, 8 October, and 3 December.

15. Each session provides a comprehensive overview of areas of current strategic importance, which include:

    - Enterprise Architecture and Digital Transformation activities
    - Data and Analytics
    - Artificial Intelligence and Automation
    - Customer Relationship Management (CRM)

16. These sessions aim to strengthen Member understanding and engagement, supporting effective oversight and contribution to the City Corporation's digital priorities.

Options

17. The Sub-Committee may provide suggestions on future training delivery and priorities in line with the Learning and Development Strategy. In particular, Members' views are sought on the ongoing delivery and format of themed quarterly programmes, including the next theme focussed on 'Leadership Skills.'

Proposals

18. It is proposed that this Sub-Committee:

- Notes the continued delivery of the structured Learning and Development programme
- Notes the progress in the delivery of the EEDI quarterly theme
- Provides any feedback that could inform the development of future quarters.

Key Data

19. Key attendance figures are reported in Appendix 1. An update on Member feedback is to follow.

Corporate & Strategic Implications –

Strategic implications – Delivery supports high standards of governance and effective Member decision-making.

Financial implications – There are none. The current delivery remains within the approved annual £9,000 Member Development budget, with a small fee paid for the Members & Equalities Law briefing session.

Resource implications – There are none. The L&D programme has been managed within existing officer capacity.

Legal implications – There are none.

Risk implications – There are none.

Equalities implications – There are none.

Climate implications – There are none.

Security implications – There are none.

Conclusion

20. This report provides an update on Member Learning and Development activity delivered since 23 February 2026, including initial delivery of the EEDI-themed quarter.

21. The continued implementation of the structured quarterly model supports effective governance and aligns with the objectives set out in the Member Learning and Development Strategy 2025–2029.

22. Members are invited to note the report and provide any further direction on future delivery and monitoring arrangements.

Appendices

- Appendix 1 – Training Delivery and Attendance Data (February – June 2026)

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