

<b>Committee</b>	<b>Date:</b>
Establishment Committee	17 September 2015
<b>Subject:</b> Equality and Inclusion Update	<b>Public</b>
<b>Report of:</b> Director of Human Resources	<b>For Information</b>

### **Summary**

This report updates Members on the various initiatives and activities since my last report in June 2015.

### **Recommendation**

Members are asked to note the report.

### **Main Report**

#### **Current Position**

#### **Equality and Inclusion Staff Networks**

1. All six networks were successfully launched over a period of five months between March and July 2015.
2. In total, over 250 staff expressed an interest or attended the launches, representing approximately 8.5% of the workforce. This representation of staff was from all levels and departments. The Town Clerk attended and opened all six of the networks, supporting the six Chief Officer Sponsors of the networks.
3. Alderman Fiona Woolf attended and gave her support at the Womens' and LGBT network launches. The LGBT network launch, hosted by its Sponsor, the Private Secretary, Mansion House, was also attend by Edward Lord, Deputy Chairman of this Committee, and Alderman Charles Bowman; Simon Fanshawe of Astar-Fanshawe gave his support to and shared his experience of networks.
4. The Disability network launch heard the personal experience of Chantal Mendes from Time to Change (affiliate of Mind). The launch included group work and debate with the attendees and their Sponsor, the Chamberlain.
5. The Carers' Network launch was held during Carers' week in June, and was opened by the network's Sponsor, the Director of Open Spaces. Richard Cross, Ambassador for Carers UK, spoke about the organisation and his personal experience of balancing work commitments with caring responsibilities.

6. The BAME network launch was hosted by the network's Sponsor, the Deputy Town Clerk. Baroness Scotland spoke about her own childhood and career path; the Chief Commoner, Billy Dove, gave his personal account of the challenges and rewards of being a teacher in Hackney and Tower Hamlets; Cheri Class, mentor for graduate and post graduate youth service students, shared her wealth of experience of living and working in a multicultural society.
7. The Faith and Spiritual Wellbeing network was opened by its Sponsor the Remembrancer. Alderman Sir Roger Gifford outlined the ambitious plans for Co-Exist House to be the leading world centre for inter faith based in London; the Reverend Deputy Stephen Haynes, Chairman of this Committee, gave his own thoughts, observations and support for the establishment of the network. Justine Huxley, Director of St Ethelburgas Centre for Peace and Reconciliation, spoke about the work of the centre based in the City. Canon David Parrot, Guild Vicar, spoke about his role as the Guildhall Chaplain for all staff.
8. Other speakers at the network launches included internal staff who shared their professional and personal experiences. Summaries of each launch, speakers, event and progress updates on each network are included on the intranet site.
9. The networks are at varying stages of their development owing to the staggered launch dates. Some are currently in the process of electing for their key roles (i.e. Chairman, Deputy Chairman, Communication Lead, Network Support Lead and Learning and Development Lead) and some are already operational with plans in place for the coming year.
10. As part of the on-going work, each network will be guided to develop a work plan that tackles issues pertinent to that particular network. Additionally, the networks are expected to work cross-functionally on issues of shared interest.
11. Primarily, the benefit of the networks is that they will support the City Corporation's Equalities & Inclusion Strategy, creating a platform for staff views to assist in strategy development and solving organisational issues. As a secondary benefit, the creation of the networks supports the corporate aim of achieving the Investors in People Silver Standard.

### **Network Leaders Workshop**

12. The workshop for the network leads and their Sponsors took place in May, delivered by Radius Consultancy. This was useful in helping the networks to think about their aims and objectives for the year and to look at areas where the networks could work together on joint initiatives.

## **Senior Officer Development**

13. The Insight workshop took place for the Chief Officer Group with Simon Fanshawe in June. Staff Surveys took place in Markets and Consumer Protection and the Chamberlain's departments to represent frontline and support services. These were supplemented by meetings with the management teams in those departments. All of the information gathered will be used by Astar-Fanshawe to report back in the autumn. The findings will help to redefine the Equality and Inclusion Action Plan going forward.
14. The Chief Officers now have equality and inclusion built into their appraisal objectives. An interim equalities and inclusion consultant has also been appointed who is meeting with all Chief Officers in relation to the Public Service Equality Duty as it relates to service delivery.

## **Business plans**

15. All department business plans include equalities and inclusion actions and the Corporate Programme Delivery Unit's Business impact assessment template now includes equalities assessment as part of the standard business impact assessment.

## **New Acas Guides**

16. Acas have launched three new guides on discrimination and we will be reviewing our current suite of training courses and managers' guidance to ensure that they reflect the new guides.

## **Employment Monitoring Information**

17. Further to my report in June which presented the annual employment data for 2014/5, we are examining ways to expand information collated and analysed on a regular basis to inform the Equality and Inclusion Action Plan.

## **Conclusion**

18. This report provides Members of the Committee with an update on equality and inclusion initiatives.

## **Appendices**

None

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