



The City of London Corporation
Equalities and Inclusion Action Plan
January 2016 to December 2016

The following action plan sets out what the City of London Corporation will do over the next year to promote equality and diversity; harnessing an inclusive workplace and inclusive services for our customers.

This is a living document and will be reviewed and amended as appropriate. We welcome views on the priorities identified. Comments should be sent to Tracey Jansen: Head of Corporate Human Resources and Business Services tracey.jansen@cityoflondon.gov.uk and Lorraine Burke: Interim Head of Projects & programmes (DCCS) lorraine.burke@cityoflondon.gov.uk

E&I Action Plan 2016 Appendix 1

No.	What is the challenge?	Actions to be taken	Lead	Delivery	Expected Outcomes
5	<p>Increase employee engagement on equalities related issues</p> <p>Creating a working environment that is inclusive and values the diversity of the workforce</p> <p>Strengthen the role of equalities champions across the organisation</p>	<ul style="list-style-type: none"> • Continue to support and work with the Staff Networks • Develop the support available to Equalities Champions to undertake their role. • Support regular meetings of the Equalities Champions (working group) to share progress, challenges and good practice and improve performance reporting • Equalities Champions progress and updates to be fed into the E&I Board 	DCCS (LB) / HR (TJ)	On-going through to December 2016	<ul style="list-style-type: none"> • Improved understanding of issues from service and employment perspective, improved levels of staff engagement and job satisfaction • Increase the role of the Networks in supporting the embedding of equalities. • For the Board to support the Networks in identifying and breaking down barriers to inclusion with CoL • To raise the profile of equalities and diversity in employment. • Raise of profile of equalities and inclusion within all departments and strengthen ownership of issues • Staff have the opportunity to contribute to the development of the equalities agenda in employment, • Staff have the opportunity to network with others, to share ideas and have development opportunities.
6	<p>Active engagement with service users, residents and employees – particularly those from protected groups – to mainstream equalities and help the corporation gather evidence to inform service development and decision-making.</p>	<ul style="list-style-type: none"> • Improve the corporation's framework for service user engagement to embed user engagement in decision-making processes and ensure a more joined-up approach across the corporation. • Look at how we can capture all the engagement that happens across the Corporation to enable this information to be used to inform decision making. • Work with Committee & Members Services to identify the ways that Committees/Boards/Members are provided with evidence of equalities consideration to inform their decision making. 	? tba	December 2016	<ul style="list-style-type: none"> • Better understanding of our customers to help ensure that due regard is taken in decision making

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7	Embedding and ownership of equalities in employment consistently across the corporation. Continue to develop HR dashboards to analyse trends and inform HR policy review and development	<ul style="list-style-type: none"> • Commence Recruitment and Selection Project to consider strategic and operational policy and processes around recruitment and selection to address underrepresentation and success rate at the shortlisting and appointing stage of the recruitment process. • HR dashboard data is used to inform workforce development plans 	HR (TJ)	December 2016	<ul style="list-style-type: none"> • Recruitment & Selection Strategy and operational practise reviewed and a planned programme of review and development is agreed and underway • Annual equalities in employment monitoring report is updated and enhanced • Corporate and departmental equalities action plan items are developed