

Committee: Establishment Committee	Date: 10 March 2016
Subject: Equality and Inclusion - Update	Public
Report of: Director Human Resources	For Information
Report author: Tracey Jansen, Human Resources Department	

Summary

This report provides Members with an end of year report from the Equality and Inclusion Board. The report also presents the revised Equality and Inclusion Action Plan for 2016 (Appendix 1), the revised Equality Objectives for 2016 – 2020 (Appendix 2) and the new Public Sector Equality Duty Toolkit (Appendix 3).

Recommendation

Members are asked to note the report.

Main Report

Background

1. Further to my report in February 2016, the Equality and Inclusion Board have now met and reviewed the Equality Action Plan for 2015 and agreed a revised plan for 2016. The Board also agreed revised Equality Objectives for 2016 – 2020 which the City Corporation is required to publish and a new Public Sector Equality Duty (PSED) Toolkit for managers.

Current Position

2. The highlights from the 2015 Equality Action Plan are:
 - a) The Equality and Inclusion Board agreed its terms of reference and membership. It includes the Chairs of the Staff Networks attendance for a session at each meeting.
 - b) The launch and establishment of 6 Equality and Inclusion Staff Networks.
 - c) The annual report including departmental actions for 2014 was published on the internet.
 - d) The current equality objectives were audited and identified the need to update the objectives to ensure compliance with the PSED. Revised objectives for 2016 – 2020 have been agreed by the Board. (as set out at Paragraph 4)

- e) The audit of equality assessment and training identified a patchy approach to equality assessment. A revised toolkit has been drafted and agreed by the Board. (as set out at Paragraph 5)
 - f) The Internal Communications Manager is a member of the Board and has published events, key dates and supported the Networks in communicating their meetings and events. A communications strategy to support embedding Equality and Inclusion has been agreed and will be rolled out during 2016. The key themes are:
 - To support the delivery of the City of London Corporation's commitment to embedding equality, diversity and inclusion at the heart of its strategic direction, day to day operations and relationships at work through timely, relevant and targeted communication.
 - To use a range of communication channels to raise internal awareness and understanding of equality, diversity and inclusion.
 - To align internal and external communication messages relating to equality, diversity and inclusion.
 - g) Departments have reviewed and updated their departmental representatives (champions). A description of the role has been agreed and an initial meeting with the new group has taken place.
 - h) Revisions have been made to the parental, shared parental, adoption and paternity leave schemes to bring them in line with changes to legislation. A managers' guide on Ramadan was produced in conjunction with Faith and Spirituality Network and others are in the planning stages. A review of recruitment and selection is being scoped out and will be fundamental in recruiting, attracting, and retaining a more diverse workforce.
 - i) The business planning template has been amended to reference equality analysis. A session took place with the business planners from all departments on the PSED and the importance of undertaking equality analysis where appropriate to do so.
3. The Board agreed the Corporate E&I Action Plan for 2016 which is attached as Appendix 1. The new plan builds on work started last year and has been streamlined into key topics.
 4. The Board agreed Equality Objectives for 2016-2020 attached as Appendix 2. The Appendix includes the example measures and monitoring arrangements for DCCS. Chief Officers are developing their own action plans and measures that will demonstrate how they will meet the new equality objectives and as appropriate include and monitor of activities/projects/proposals through departmental business plans.
 5. A new PSED Toolkit has been developed and is attached as Appendix 3. The new toolkit gives an overview of the equality duty and guidance on the recording of decision making around 'due regard' whether or not a full equality assessment is undertaken.

6. All Networks have continued to hold their quarterly meetings. City Pride hosted a film screening of the film Carol starring Kate Blanchett on 23 February to coincide with LGBT month. Up and coming events include:
 - The Faith and Spirituality Network will be hosting a multi/no faith Memorial Celebration on 8 March 2.30 – 3.30 in St Lawrence Jewry with Rev David Parrott the City Corporation's Chaplain. The invite is to all staff particularly those who have lost family and loved ones.
 - WIN, the Women's Inclusive Network is hosting its 1st anniversary meeting and social event also on 8th March from 4pm to coincide with International Women's day.
 - The Carers Network is planning an event to coincide with the national carers' week in June.
7. Work is also underway to host a joint event in the summer with Kaleidoscope which is a government backed organisation supporting and advising disabled people on how to start up their own businesses.

Conclusion

8. This report provides Members with an update on equality and inclusion initiatives since reporting in February. The new Equality Action Plan and Equality Objectives together with the new PSED Toolkit will ensure that equality and inclusion continues to be embedded in the City Corporation's core business.

Appendices

- Appendix 1 – E&I Action Plan 2016
- Appendix 2 – Equality Objectives 2016 – 2020
- Appendix 3 – PSED Toolkit

Tracey Jansen

Head of Corporate Human Resources and Business Services

T: 020 7332 3289

E: tracey.jansen@cityoflondon.gov.uk