

EQUITY, EQUALITY, DIVERSITY & INCLUSION SUB-COMMITTEE

Monday, 16 June 2025

Public note of the inquorate meeting of the Equity, Equality, Diversity & Inclusion Sub-Committee held at Committee Rooms, West Wing, Guildhall on Monday, 16 June 2025 at 10.00 am

Present

Members:

Deputy Caroline Haines (Chair)

Deputy Anne Corbett

In attendance

Deputy James Thomson

Deputy Peter Dunphy

Officers:

Dionne Corradine	- Chief Strategy Officer
Polly Dunn	- Assistant Town Clerk
Sarah Guerra	- Equalities Director
Sacha Than	- Head of CSO Policy & Projects
Helena Mattingley	- Senior Equity, Equality, Diversity & Inclusion Change Partner
Cliff Morton	- Interim Chief People Officer
Chris Fagan	- Head of Reward and Benefits
Mohammed Illyas	- Head of DEI, GSMD
Chandni Tanna	- Media Officer
Ben Milligan	- Markets Director
Rhys Campbell	- Town Clerk's
Emma Green	- Barbican

1. APOLOGIES

Apologies were received from Alderman Sir Charles Bowman, David Williams, Anthony Fitzpatrick, Joanna Abeyie and Chief Commoner Deputy Henry Pollard.

Deputy Peter Dunphy and Deputy James Thomson observed the meeting virtually.

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations.

3. ELECTION OF A DEPUTY CHAIR

The Sub-Committee noted an expression of interest for the role of Deputy Chair from Joanna Abeyie, as she was the only Member who had expressed interest for this position and their willingness to serve as Deputy Chair for the ensuing year.

4. MINUTES

RESOLVED, that – Members noted the public minutes and non-public summary of the meeting held on 5 February 2025.

Matters Arising

- The Chair advised of a proposal to make a referral to the Policy & Resources Committee requesting an amendment to the name of the Sub-Committee, to make it the Equity, Equality, Diversity & Inclusion Sub-Committee. However, given that this meeting was inquorate the proposal was not formally agreed and therefore referred to the next quorate meeting of the Sub-Committee.

5. EQUITY, EQUALITY, DIVERSITY AND INCLUSION REVIEW (PUBLIC UPDATE)

The Sub-Committee received a report of the Chief Strategy Officer which provided an update on the completion of the Equity, Equality, Diversity and Inclusion (EEDI) Review, commissioned to assess the City of London Corporation's current position and future ambitions in the EEDI space.

RESOLVED, that – the report and its contents be noted.

6. GENDER, ETHNICITY AND DISABILITY PAY GAPS

The Sub-Committee received a report of the Executive Director of Human Resources and Chief People Officer in respect of the Gender, Ethnicity and Disability Pay Gaps (March 2024 Snapshot).

Officers advised the board that there were no remains no median gender pay gap across the City Corporation's workforce, which was 0% for the second year in a row and that the long-term direction in most other measures remained broadly positive. However, the report pay gaps for ethnicity were larger. The binary ethnicity analysis showed that the median pay gap was down to 9.7% from 13%, and the mean pay gap was 15.2%, down from 16%. The high levels of non-disclosure impacted the reliability of the data analysis within in the report and work was being done to increase data disclosure. The Chair asked officers to explain what efforts shall be made to improve data disclosure amongst staff, the Equalities Director advised Members that work had been done in the last year to ensure that staff were aware of the importance of data disclosure and to provide assurances of secure handling of staff data. The introduction of the new Enterprise Resource Planning (ERP) system presents a good opportunity to re-engage people and improve data collection and that this be extended to the casual workforce where large levels of non-disclosure existed. The casual

workforce at the City Corporation were classified as workers who were engaged on a no mutuality of obligation. At the time of this meeting the workforce included over 1000 workers and officers were working on capturing information about their roles and improving data collection for this group.

The Chief Strategy Officer highlighted that improvements made to the ethnicity pay gap compared to the previous year and noted the all-staff events such as 'Let's Talk about Racism' and the work of staff networks helping to dispel myths of trust and transparency in relation to data disclosure. Feedback from the EDI review. More work concerning intersectionality and intersectionality was expected to help identify the disproportionate groups which might be affected by pay gaps.

The Chair asked officers to ensure that Members were kept up to date on the subject with verbal briefings being mentioned.

RESOLVED, that – the report and its contents be noted.

7. SOCIAL MOBILITY REPORT

The Sub-Committee received a report of the Chief Strategy Officer in respect of the Social Mobility Report which advised Members of the City Corporation's commitment to improve social mobility as part of the City Corporation's Equality Objectives 2024–29 which was embedded within the Corporate Plan and People Strategy.

The Committee were reminded that the officers were obligated to work within fixed framework set by the Social Mobility Employer Index (SMEI), a benchmarking tool used to assess and enhance efforts concerning social mobility. Due to the fixed template, images and charts can not be included and the majority of the questions listed were closed. It was noted that most organisations have a three to four year cycle for accreditation and the Executive Leadership Board had endorsed moving to a three-year accreditation pattern, commencing after 2025 submission, which would enable officers to invest a greater proportion of the accreditation cycle and purposeful impactful activities.

A Member asked how social mobility was measured and officers confirmed that four questions were used which were recommended by the Social Mobility Foundation and endorsed by central government. Questions surrounding parental occupation at 14 years of age, free school meals and private education form the basis of the socio-economic background questions.

RESOLVED, that – the report and its contents be noted.

8. PRESENTATION - GUILDHALL SCHOOL OF MUSIC AND DRAMA

The Sub-Committee received a presentation from Mohammed Ilyas, Head of Diversity, Equity and Inclusion (DEI) at the Guildhall School of Music and Drama.

Following the presentation a Member asked for further information concerning school admissions and asked what percentage of students came from state schools, independent schools and private schools. The Head of DEI agreed to provide Members with this data outside of the meeting, however he noted that one of the KPI's in the schools Access and Participation Plan was to increase the percentage of applicants and students from socially deprived backgrounds and BAME communities.

The Chair noted that political movement may have an impact on school programmes, such as the Guildhall Young Artist Programme, which had received huge pressure from central government and local authorities.

It was also mentioned that anonymised shortlisting for posts could be utilised in future for both job listings and student admissions.

9. WHOLESALE MARKETS ZERO TOLERANCE POLICY

The Sub-Committee received a report of the Markets Director in respect of the Wholesale Markets Zero Tolerance Policy.

The Markets Board implemented a zero-tolerance policy in late 2024, which had positively impacted safety, compliance, and public perception. The policy set a clear tone for staff and had been effective in addressing verbal and physical altercations.

The Markets Director confirmed that this policy had been positive and set the tone.

Following the meeting Markets Director gave thanks to The Barbican since they had produced an excellent policy that spoke to everything the Markets Division were trying to achieve, he noted that the Barbican were leaders in this area and their policy was used as an excellent basis, and in discussions held with the GMB union they started to take pointers of best practice from other places. The Director gave thanks to Emma Green and her colleagues at the Barbican.

RESOLVED, that – the report and its contents be noted.

10. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE

There were no questions.

11. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

Officers advised the Sub-Committee of the City Corporation's Diversity Monitoring had been expanded to include Latin American as an ethnicity category. All questions and response options within the Diversity Monitoring set were reviewed.

The Diversity Monitoring set was available to staff for reference and use and had been shared with Human Resources to support integration into Project Sapphire and ERP.

The Chair reminded Members that the Beckford and Cass Statue plaques event launch would be taking place on 30 June.

At the time of this meeting, no comment could be provided by the City Solicitor and Comptroller on the Supreme Court ruling in relation to the Gender Equality Act since further guidance was still being sought.

Members were made aware of the progress made with the Faith chaplaincy in a communication sent outside of this meeting.

12. EXCLUSION OF THE PUBLIC

RESOLVED: - That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

13. NON-PUBLIC MINUTES

RESOLVED, that - Members noted the non-public minutes from the meeting held on 5 February 2025.

14. EQUITY, EQUALITY, DIVERSITY AND INCLUSION REVIEW (NON PUBLIC UPDATE)

The Sub-Committee received a report of the Chief Strategy Officer.

15. NON PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no non-public questions.

16. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There were no urgent non-public items of business.

Confidential Items

17. EEDI STRATEGIC UPDATE AND FORWARD LOOK

The Sub-Committee received a report of the Chief Strategy Officer.

The meeting ended at 11:57am.

Chairman

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