

Committee(s):	Date(s):	Item no.
Chief Officers' Group	January 2012	
Subject: Review of the Single Equality Scheme	Public	
Report of: Director of Corporate HR	For Information	
<u>Summary</u>		
<ol style="list-style-type: none"> 1. This report seeks to advise Chief Officers of the progress made against the equality objectives contained in the City's Single Equality Scheme in the first year of the Scheme. 2. The City has made progress against all short term equality objectives, however initial progress in one area (access to Equality Impact Assessments) has highlighted a number of technical issues which will be addressed as part of a review of the Equality Impact Assessment process. 3. The City has also begun to make good progress against some longer term equality objectives, particularly with regard to apprenticeships and procurement. 		
Recommendations		
<ol style="list-style-type: none"> 4. It is recommended that: - <ul style="list-style-type: none"> • Chief Officers note and accept this report. 		

Main Report

Background

1. In December 2010 Chief Officers approved the final draft of the City's Single Equality Scheme. This contained provision for an annual review of progress on Corporate equality objectives by COG. This report seeks to advise Chief Officers of the progress made against our equality objectives in the first year of the Scheme.

Current Position

2. Our specific short term corporate commitments and the progress towards them are outlined below: -

Employment

- i. The City's annual Workforce Survey and Recruitment Monitoring Report has traditionally focussed on the representation and recruitment of ethnic minorities, women and disabled employees in the workforce and has also analysed trends in both the existing workforce and recruitment patterns. For the 2010/11 period this has been extended to

include information on gender / wage representation, religious belief and sexual orientation. These areas will also be included in all future reports.

- ii. Sexual orientation monitoring will be extended to all existing employees during this December and January. This will be done by Trent self-service where possible and by confidential return form in the minority of cases where this is not possible (i.e. employees with limited access to the intranet).
- iii. Although not a short term target, it should be noted that this period has seen further development of our apprenticeship programme and initial evidence shows that apprentices are being attracted from an ethnically diverse background. The total number of apprenticeships in the programme has more than doubled to 57, of which 32 (56%) are from ethnic minority backgrounds.

Equality Impact Assessments

- iv. While progress has been made towards making equality impact assessments easier to access (for example, over 60 assessments have been posted by EDO and Environmental Services) this has in fact highlighted issues concerning categorisation and organisation of the relevant web pages. This issue will be explored further in the first part of 2012 with the aim of providing a more easily searchable database.

Procurement

- v. Although not a short term target, considerable progress has been made in this reporting period with regard to our objectives around procurement. This is partly because of the development of the PP2P programme and also because of relevant input into the development of the tendering process and contracts for Repairs & Maintenance and Highways. Tasks associated with these initiatives have included the development of a new standardised equality section for tenders and the development and incorporation of relevant items into the Corporate Social Responsibility Schedule for Conditions of Contract.
- vi. The City has used this experience to initiate discussion on the role of equalities in procurement in the London Equality Network, jointly leading with “Diversity Works for London” (part of the GLA Group) in a development session for London Boroughs.

Stakeholder Submissions

- 3. Following the initial consultation exercise and publication of the final version of the Single Equality Scheme, a further submission was made by a member of the public for incorporation into our objectives. However this submission replicated a standardised submission already received from three individuals, CitizensUK (which campaigns for the London

Living Wage) and the recognised Trade Unions: -

“Over the lifetime of this Scheme the City will include adoption of the London Living Wage as a condition into all new contracts to supply services directly to the City.

The City of London will join the many City businesses that have already taken the necessary action to become accredited as a Living Wage Employer by the Living Wage Foundation, recognising that disabled people, ethnic minorities and women have been shown to be disproportionately over-represented in minimum and low wage employment and will therefore directly benefit from this objective.”

4. Current hourly rates for all City employees exceed the London Living Wage; its introduction into new contracts is currently the subject of investigation concerning costs and legality by a Corporate Working Party. The respondent has been advised of this.

Conclusion

5. The first reporting period of the City’s Single Equality Scheme has seen the City make progress against all its short term equality objectives. However, initial progress in one area (access to Equality Impact Assessments) has highlighted a number of technical issues around categorisation. These will be addressed as part of a review of the Equality Impact Assessment process, which will include a redesign of the assessment forms, development of a more accessible webpage for external users and prioritisation of areas requiring assessments . This review is expected to be concluded by December 2012.
6. The City has also made good progress against some longer term equality objectives, particularly with regard to apprenticeships and procurement. Initial progress has also commenced against other longer term equality objectives – for example over the next 12 months we will be reviewing the use of monitoring information in service delivery and will continue to review equality training.

Background Papers


7. Details of the Corporate equality objectives contained in the Single Equality Scheme can be found at [this link](#) . Hard copies are available from the contact listed below.

Recommendations

8. It is recommended that: -
 - Chief Officers note and accept this report.

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