

Committee(s): Risk Committee of the Barbican Centre Board	Date(s): 25 January 2017
Subject: Diversity & Inclusion	Public
Report of: Head of HR - Barbican	For Information
Report Author: Steve Eddy, Barbican Centre	

Summary

This report includes the Diversity & Inclusion plan for the Barbican and highlights the key areas we are focussing on in next six months.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. In November 2016, the Barbican Centre Board received a report outlining our diversity and inclusion initiatives over the last year and details our action plan for the coming year, focussing on the three areas of artistic programme, audiences and workforce.
2. The City Corporation has agreed the following four equality objectives for 2016-2020:
 - Increase community engagement and improve cohesion within our communities
 - Support the City's most disadvantaged groups and develop our understanding of our communities needs
 - Improve the way we listen to our communities and respond to their feedback to improve our services
 - Promote staff development and career progression to ensure equality of opportunities for promotion and the development of a workforce that reflects the make-up of our communities
3. Our Diversity & Inclusion Action plan (Appendix 1) has been updated and we have mapped our actions against the four City equality objectives above.
4. We have made good progress in the ways in which we think about and develop our arts and learning programmes, upholding our commitment to presenting a representative and accessible programme whilst ensuring the quality of the artistic work on show.

5. Data collection and monitoring of artists and performers across our stages has been challenging for a number of reasons, notably that the process is voluntary and is not common practice across the sector.
6. The Board asked for an update to be provided in six months' time on progress in implementing the plan. A meeting has also been arranged with the Chairman and interested Board Members in early February 2017 to discuss the action plan further and inform future steps. However, we are conscious that the delivery of the plan represents an area potential area of risk, particularly in terms of any implementation failures, and are therefore keen to ensure that the Risk Committee is sighted at an early stage and has an opportunity to comment on potential risks.

Current focus

7. In the meantime the Diversity and Inclusion Steering group met and agreed the following areas of focus for the next six months:
 - Establishing a wider cross organisational Diversity Group
 - Plan to improve return of diversity data from staff to reduce the percentage of unknown data
 - Research issues around whether we would be able to compel people to provide information as discussed at the Board meeting
 - Monitor the collection of artform and creative learning data and obtain first set of data for analysis
 - Write a longer term Diversity Strategy
 - Review commitment to diversity expressed in Job Descriptions and review wording of all new job adverts
 - Increase the number of staff with Appraisal objectives related to diversity – e.g. Directorate agree all Directors and HoDs MUST have a diversity objective
 - Ensure diversity is appropriate part of Audience Research project
 - Compile list of diverse candidates for consideration as Board members
 - Collect case studies and gather praise e.g. those who tell us we are doing things that many do not! .
 - Deliver diversity training and make available to Board members if possible
 - Contribute to the annual City Equality Duty report
 - Include Equality and Diversity section for all relevant Board reports
 - Link up with others organisations – programmes and HR

Conclusion

8. This report sets out the key areas of focus in relation to diversity & inclusion for the next six months. Members are encouraged to consider any areas of risk and note that further updates will be provided as implementation progresses.

Appendices

- Appendix 1 – Diversity & Inclusion Action Plan

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