



Nominations, Effectiveness & Inclusion Committee of the Barbican Centre Board

Date: FRIDAY, 18 JUNE 2021

Time: 10.00 am

Venue: HYBRID MEETING: VIRTUAL/COMMITTEE ROOMS, WEST WING, GUILDHALL

Members: Deputy Tom Sleight (Chair)
Stephen Bediako (Deputy Chairman)
Randall Anderson
Tijs Broeke
Zulum Elumogo
Lucy Musgrave
Mark Page
Jens Riegelsberger

Enquiries: Leanne Murphy
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Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:

<https://youtu.be/f8iKPZ0Rtd8>

This meeting will be a virtual meeting and therefore will not take place in a physical location. Any views reached by the Committee today will have to be considered by the Managing Director after the meeting in accordance with the Court of Common Council's Covid Approval Procedure who will make a formal decision having considered all relevant matters. This process reflects the current position in respect of the holding of formal Local Authority meetings and the Court of Common Council's decision of 15 April 2021 to continue with virtual meetings and take formal decisions through a delegation to the Town Clerk and other officers nominated by him after the informal meeting has taken place and the will of the Committee is known in open session. Details of all decisions taken under the Covid Approval Procedure will be available online via the City Corporation's webpages.

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THIS AGENDA**
3. **COMMENCING THE WORK OF THE NOMINATIONS, EFFECTIVENESS & INCLUSION COMMITTEE**
The Chair to be heard.

For Information
(Pages 5 - 6)
4. **DRAFT WORK PLAN AND MEETING SCHEDULE FOR THE COMMITTEE**
Report of the Town Clerk (TO FOLLOW).

For Information
5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
6. **ANY OTHER BUSINESS RELATING TO THE WORK OF THE COMMITTEE**
7. **EXCLUSION OF THE PUBLIC**
MOTION – That under Section 100A 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 1, of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

8. **INFORMAL EDI WORKING GROUP AND OUTCOME REPORT**
The Director of Innovation & Engagement to be heard.

For Information
9. **TERMS OF REFERENCE FOR AN INDEPENDENT REVIEW INTO ALLEGATIONS OF RACISM**
The Chair to be heard.

For Decision
10. **EQUALITY AND DIVERSITY: ACTION PLAN AND TIMELINE**
Report of the Managing Director (TO FOLLOW).

For Decision
11. **NON-PUBLIC QUESTIONS RELATING TO THE WORK OF THE COMMITTEE**
12. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT WHILST THE PUBLIC ARE EXCLUDED**

Nominations, Effectiveness and Inclusion Committee - Terms of Reference:

- To make recommendations to the Board on the appointment of all external Members to the Board and on the most appropriate way to recruit new external Members with the required skills, diverse perspectives and personal characteristics.
- To undertake periodic evaluations of the performance of the Board collectively and of individual Members as appropriate, to inform the ongoing work of the Board and guide Members' decisions on whether to seek reappointment or re-election.
- To advise and comment on the performance and development of the senior Directors of the Barbican Centre, by providing structured input into the formal appraisal processes, and offer advice and comment in respect of arrangements for succession planning of senior Directors including acting on behalf of the Board in relation to its functions concerning the appointment of a Managing Director.
- To review and monitor Barbican Centre strategic HR matters, including diversity & inclusion, workforce mix, and organisational culture, to make representations to the relevant committees on any material implementation challenges.

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