

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **MINUTES**

To approve the minutes and non-public summary of the previous meeting held on 9 January 2024.

For Decision
(Pages 5 - 8)

4. **BOARD APPOINTMENTS**

Report of the Town Clerk.

For Decision
(Pages 9 - 14)

5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

6. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

7. **EXCLUSION OF THE PUBLIC**

MOTION – 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 1, of Schedule 12(A), of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

8. **NON-PUBLIC MINUTES**

To approve the non-public minutes of the meeting previously held on 9 January 2024.

For Decision
(Pages 15 - 18)

9. **PEOPLE, CULTURE AND INCLUSION UPDATE**

Report of CEO, Barbican Centre.

For Information
(Pages 19 - 32)

10. **BARBICAN CEO AND DIRECTOR OBJECTIVES HALF YEAR REVIEW**

Report of CEO, Barbican Centre.

For Information
(Pages 33 - 42)

11. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE
WORK OF THE COMMITTEE**

12. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE
COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE
EXCLUDED**

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**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE
BOARD
Tuesday, 9 January 2024**

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican Centre Board held at Co-Lab Space, Barbican Centre on Tuesday, 9 January 2024 at 1.45 pm

Present

Members:

Tom Sleigh (Chair)
Deputy Randall Anderson
Zulum Elumogo
Jens Riegelsberger
Despina Tstatsas

In attendance via Teams

Tobi Ruth Adebekun (Deputy Chairman)

Officers:

Claire Spencer	- CEO, Barbican Centre
Gabrielle Adjei-Lamprey	- Barbican Centre
Aqsa Ahmed	- Barbican Centre
Emma Berteen	- Barbican Centre
Cornell Farrell	- Barbican Centre
Emma Green	- Barbican Centre
Chinyere Ikey	- Barbican Centre
Ali Mirza	- Barbican Centre
John Cater	- Town Clerk's Department

1. APOLOGIES

An apology was received from Alderman Sir William Russell.

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

There were no declarations.

3. MINUTES

RESOLVED – That the minutes and non-public summary of the previous meeting held on 13th September 2023 be approved as a correct record.

4. BARBICAN EQUITY, DIVERSITY AND INCLUSION (EDI) STRATEGY UPDATE

The Committee considered a Report of the CEO, Barbican Centre concerning the Barbican's Equity, Diversity, and Inclusion (EDI) Strategy.

The following points were made in public session:

- In response to a query, officers confirmed that, whilst the in-performance zero tolerance framework for the Barbican's Music Department was tailored for that department, other areas in the organisation such as the Theatre Department would closely monitor how this developed and draw any lessons for best practice when delivering its own performances.
- Members queried the status of casuals working at the Centre. Officers acknowledged that discussions were required in this area, but stressed that, when considering any changes to employment conditions for this specific group, it was important that decision-makers were aware of the full HR implications. There was further consideration on this matter in the non-public session of the meeting.
- When compared to the Barbican Centre, there was recognition that the City was playing catch up when it came to the design and delivery of the People Strategy; it was noted that the Barbican's ability to carve out its own area of the Survey wasn't currently allowed, however, this did not preclude officers and Members encouraging City colleagues to draw on the experience and expertise of the Barbican in order to deliver a better and more effective People Survey for the wider organisation as a whole.

Further discussion took place in Non-Public session.

RESOLVED – that Members:

i. NOTED and DISCUSSED this update.

REVIEWED and APPROVED the following recommendations:

ii. Our new EDI KPIs – specifically those for the three key strategic aims listed at the top of the document (Appendix 3).

iii. To support the commissioning and design of a bespoke Barbican People Survey if adapting the current Corporation survey is not possible.

iv. To support the Barbican in effectively collecting and analysing staff diversity data, either by changing the ERP data gathering approach at a Corporation level or by agreeing a localised approach which includes autonomy over question design.

v. To support the Barbican in effectively collecting and analysing staff diversity data by allowing casuals to have access to their data through the ERP system.

5. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no public questions.

6. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other public business.

7. **EXCLUSION OF THE PUBLIC**

RESOLVED – That under Section 100A(4) 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.

8. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the previous meeting held on 13th September 2023 be approved as a correct record.

9. **PEOPLE, CULTURE, & INCLUSION UPDATE**

The Committee received a Report of the CEO, Barbican Centre concerning People, Culture, & Inclusion.

RESOLVED – that the Committee noted the Report.

10. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

11. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no other non-public business.

The meeting ended at 3.30 pm

Chair

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Agenda Item 4

Committee(s): People, Culture & Inclusion Committee of the Barbican Centre Board – For Decision Barbican Centre Board – For Decision	Dated: 5 March 2024 20 March 2024
Subject: Board Appointments	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	N/A
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Town Clerk	For Decision
Report author: Kate Doidge, Governance Officer	

Summary

The current term of Barbican Centre Board (‘the Board’) Members Mark Page (who has completed one three-year term), Professor Jane Roscoe (who has completed one three-year term), and Dr Jens Riegelsberger (who has completed one three-year term) shall come to an end in March 2024. All of these Members are eligible for a further term, and their reappointments are recommended.

Recommendation(s)

Members of the People, Culture & Inclusion Committee of the Barbican Centre Board are asked:

- To consider and endorse the reappointment of Mark Page, Professor Jane Roscoe, and of Dr Jens Riegelsberger, with a view to making recommendation to the Board at its next meeting.

Members of the Barbican Centre Board are asked:

- To approve the reappointment of Mark Page, Professor Jane Roscoe, and of Dr Jens Riegelsberger for a further 3-year term (ending in March 2027).

Main Report

Background and Current Position

1. Under its Terms of Reference, the Barbican Centre Board may appoint up to eight External Members, for up to two three-year terms.
2. The terms of three External Members of the Board shall come to an end, as follows:

Mark Page

3. Mark Page was originally appointed to the Barbican Centre Board in March 2021, for a three-year term. With this term now at an end in March 2024, Members are asked to give consideration as to whether or not it would like to reappoint Mark Page for a second three-year term.

Professor Jane Roscoe

4. Professor Jane Roscoe was originally appointed to the Barbican Centre Board in March 2021, for a three-year term. With this term now at an end in March 2024, Members are asked to give consideration as to whether or not it would like to reappoint Professor Jane Roscoe for a second three-year term.

Dr Jens Riegelsberger

5. Dr Jens Riegelsberger was originally appointed to the Barbican Centre Board in March 2021, for a three-year term. With this term now at an end in March 2024, Members are asked to give consideration as to whether or not it would like to reappoint Dr Jens Riegelsberger for a second three-year term.

Corporate & Strategic Implications –

Strategic implications – None.

Financial implications – None.

Resource implications – None.

Legal implications – None.

Risk implications – None.

Equalities implications – Under the Equality Act 2010, all public bodies have a duty to ensure that when exercising their functions they have due regard to the need to advance equality of opportunity between people who share a protected characteristic and to take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people and encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. The proposals contained in this report do not have any potential negative impact on a particular group of people based on their protected characteristics.

Climate implications – None.

Security implications – None.

Conclusion

6. Members are asked to consider whether they would wish to recommend the reappointments of Mark Page, Professor Jane Roscoe, and of Dr Jens Riegelsberger.

Appendices

- Appendix 1 – Barbican Centre Board Current Terms

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Governance Officer

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Board Terms: Membership and Expiry

Members' Name	Expiry of current term	Length of current term & dates of appointment	Complete years' service as of Nov 2023	Eligible for reappointment when term expires?*
Court of Common Council Members				
Tom Sleigh	April 2024	3 years (appointed April 2015, April 2018 and April 2021)	8	No, final term*
Munsur Ali	April 2026	3 years (appointed April 2020 and April 2023)	3	Yes, one term remains
Randall Anderson	April 2026	3 years (appointed April 2020 and April 2023)	3	Yes, one term remains
Tijs Broeke	April 2024	3 years (appointed April 2021)	2	Yes, two terms remain
Alpa Raja	April 2024	2 years (appointed October 2022 in room of Alderman David Graves)	1	Yes, in own right
Wendy Mead	April 2024	3 years (appointed April 2015, April 2018 and April 2021)	8	No, final term*
Irem Yerdelen	April 2025	3 years (appointed April 2022)	1	Yes, two terms remain
Alderman Sir William Russell	April 2025	3 years (appointed April 2019 and April 2022)	4	Yes, one term remains
Farmida Bi (Ex-Officio)		BCT Chair appointment – May 2021	N/A	N/A
External Members				
Stephen Bediako	September 2024 (second term)	3 Years (appointed September 2018 and reappointed September 2021)	5	Yes, one term remains**
Zulum Elumogo	March 2026 (second term)	3 Years (appointed July 2020 and March 2023)	3	Yes, two terms remain
Mark Page	March 2024 (first term)	3 Years (appointed March 2021)	2	Yes, two terms remain
Professor Jane Roscoe	March 2024 (first term)	3 Years (appointed March 2021)	2	Yes, two terms remain
Dr Jens Riegelsberger	March 2024 (first term)	3 Years (appointed March 2021)	2	Yes, two terms remain
Tobi Ruth Adebekun	September 2024 (first term)	3 Years (appointed Sept 2021)	2	Yes, two terms remain
Michael Asante	July 2025 (first term)	3 Years (appointed July 2022)	1	Yes, two terms remain
Despina Tsatsas	July 2025 (first term)	3 Years (appointed July 2022)	1	Yes, two terms remain

* The Terms of Reference for the Board allow Members to serve over 9 years in specific cases if approved by the Court.

** The Board has agreed that External Members should usually just serve two terms, and only serve a third time in specific cases

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