

**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE  
BOARD**

**Monday, 23 June 2025**

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican Centre Board held at Co-Lab Space, Level 2, Barbican Centre, Silk Street, EC2Y 8DS (Visitors wishing to access the public meeting please report to the Silk Street entrance) on Monday, 23 June 2025 at 1.45 pm

**Present**

**Members:**

Alderman Sir William Russell (Deputy Chairman)  
Zulum Elumogo  
Deputy Jaspreet Hodgson  
Jens Riegelsberger  
Jane Roscoe

**Observer:**

Despina Tsatsas

**Officers:**

|                  |                                       |
|------------------|---------------------------------------|
| David Farnsworth | - Interim CEO, Barbican Centre        |
| Ali Mirza        | - Interim Deputy CEO, Barbican Centre |
| Jackie Boughton  | - Barbican Centre                     |
| Emma Green       | - Barbican Centre                     |
| Nick Kapoutzis   | - Barbican Centre                     |
| Harriet Usher    | - Barbican Centre                     |
| Beau Vigushin    | - Barbican Centre                     |
| Sarah Wall       | - Chamberlain's Department            |
| John Cater       | - Town Clerk's Department             |

**1. APOLOGIES**

In advance of the meeting, formal apologies for absence were received from Tobi Ruth Adebekun and Irem Yerdelen.

In the absence of the Chair, Tobi Ruth Adebekun, the Deputy Chair, Alderman Sir William Russell, chaired the meeting.

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

There were no declarations.

**3. MINUTES**

**RESOLVED** – That the public minutes and non-public summary of the previous meeting, held on 8<sup>th</sup> January 2025, be approved as an accurate record.

4. **BOARD APPOINTMENT**

The Committee considered a Report of the Town Clerk concerning the re-appointment of Michael Asante to the Barbican Centre Board for a second three-year term.

**RESOLVED** – That the Committee endorsed the re-appointment of Michael Asante to serve as an external Member on the Barbican Centre Board for a second three-year term, commencing 1<sup>st</sup> August 2025, and concluding on 31<sup>st</sup> July 2028.

Separately, the Chair took the opportunity to inform the Committee that Despina Tsatsas would be stepping down from the Board after the Barbican Centre Board meeting on 17<sup>th</sup> July. Recruitment planning for Ms Tsatsas's successor had begun and this would take account of the Skills and Diversity Audit. The People, Culture and Inclusion Committee would lead on the appointment process with an endorsement then being submitted to the Board in due course. It was anticipated that the appointment would not require the use of external recruiters.

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

The Committee considered a Report of the Interim CEO, Barbican Centre concerning the progress of the Barbican's EDI strategy and associated action plans since the full Annual Update in January 2025.

**RESOLVED** – That the Committee:

- Recommends to the Barbican Board that it uses the feedback from the anti-racism training (appendix 1) to inform themes for reflection during the next Board away-day.
- Recommends to the Barbican Board that it embarks on an adapted version of the 90-minute people manager training module (practising scenarios) to strengthen their anti-racism leadership.
- Approved that the Committee continued to receive a separate EDI Strategy update report, annually rather than the current rate of twice a year, and receive high level EDI updates embedded as part of PCI strategy Reports.

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

There were no questions.

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

There was no other urgent business.

8. **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 Schedule 21A of the Local Government Act.
9. **NON-PUBLIC MINUTES**  
**RESOLVED** – That the non-public minutes of the previous meeting, held on 8th January 2025, be approved as an accurate record.
10. **PCI QUARTERLY UPDATE**  
The Committee received a Report of the Interim CEO, Barbican Centre providing an update on several key initiatives shaping the Barbican Centre's culture, workforce, and operations.
11. **BARBICAN OPTIMUM OPERATING MODEL**  
The Committee received a Report of the Interim CEO, Barbican Centre concerning the Barbican Optimal Operating Model (BOOM).
12. **PCI STRATEGY & RESOURCING**  
The Committee considered a Report of the Interim CEO, Barbican Centre concerning the Barbican's People, Culture, and Inclusion Strategy.
13. **NON PUBLIC APPENDICES - BARBICAN EQUITY, DIVERSITY AND INCLUSION (EDI) STRATEGY UPDATE**  
The Committee received the appendices to Item 5.
14. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no non-public questions.
15. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**  
There was one item of non-public business.
16. **CONFIDENTIAL MINUTES**  
**RESOLVED** – That the confidential minutes of the previous meeting, held on 8<sup>th</sup> January 2025, be approved as an accurate record.

**The meeting ended at 3.00 pm**

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Chairman

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