

Committee(s) Barbican Centre Board	Date(s): 16 September 2020
Subject: Equality & Inclusion Update	Public
Report of: Head of HR, Interim Artistic Director, Director of Innovation and Engagement	For Information
Report authors: Head of HR, Interim Artistic Director, Director of Innovation and Engagement, Senior Manager (Organisational Development + Policy)	

PUBLIC – FOR INFORMATION

Summary

1. Since the last update to the Board (July 2020), progress has been made on the agreed approach to our work on anti-racism.
2. Challenge Consultancy have been working with us for several weeks and have now completed the all staff Listen and Learn sessions and all staff survey process.
3. Challenge will be producing a report in early September summarising the main issues arising from the staff sessions, along with recommendations. We will use this to inform how the new anti-racism taskforce will operate.
4. To improve our understanding of staff demographics, we are sending out a survey to all staff which will give us a more detailed snapshot of the workforce profile than we are currently able to produce from the City database.
5. This paper sets out progress since July and the steps that will take place in the coming weeks.

Recommendation(s)

Members are asked to:

- Review the information presented.

Main Report

Background

1. The last report detailed steps already taken by the Barbican in response to its commitment to anti-racism.
2. It also gained endorsement from the Barbican Board to proceed with a process to work with external consultants, Challenge Consultancy to look into the issues facing the Barbican and to then produce a report which will inform a new staff-led taskforce in the coming months.

Progress

3. The Barbican has now been working with Challenge Consultancy for several weeks. Challenge has now completed the investigation phase of their work, comprising of seven Listen and Learn sessions for all staff, including three sessions dedicated solely to listening to the voices of Black, Asian and Minority Ethnic staff, alongside rolling out an all staff written survey. Around 150 employees (approximately 38% of staff) attended the sessions and over 130 staff responded to the survey. Prior to the all staff activities, Challenge ran sessions with the Directors and Management Team.
4. Directors have maintained regular communication with all staff through email updates, standing meeting agendas and through direct communication with individuals, teams and with an informal network of non-white staff. An outcome following discussion between Directors and the group is to hold a session where any colleague who identifies as being a Person of Colour or Black, Asian and Minority Ethnic is able to share their experiences directly with Directors and Heads of Department. This is scheduled for Tuesday 8th September.
5. The Corporation, as our employer, produce annual Pay Gap reports for the City as a whole, and they have confirmed that they plan to also provide the figures at a City Department level, including the Barbican, when the figures are next produced in 2021. We are also working with them to provide further breakdown of the Barbican's workforce data by grades and department.

Next Steps

6. Following analysis of the Listen and Learn Sessions and the staff survey, Challenge Consultancy will produce a report in the coming weeks which will provide insight into some of the key issues facing the Barbican and a set of recommendations for actions.

7. This report will be shared with all staff and will help inform how the new taskforce will be constituted, including its terms of reference, scope and timeframe.
8. If there are more immediate actions arising from Challenge's report that can be worked on straight away, these will be progressed ahead of the formation of the taskforce.
9. In early September we will be sending a Staff Demographic Survey to all employees. The results will be shared with all staff and will help inform our future anti-racism and wider Equity & Inclusion work. Whilst this will only be a snapshot in time, it will also have some additional data that is not currently collected from staff (such as socio-economic data) and will hopefully give us a clearer picture of our workforce profile.

We will use the opportunity of rolling out the snapshot survey to also encourage staff to fully update their demographic profiles on the City of London payroll/HR system *City People* (for example 15 % of staff have chosen not to provide their ethnic origin data). This data enables the Barbican and City Corporation to make informed workforce decisions, based on complete and up to date information. It helps establish annual patterns and trends including highlighting areas of the workforce where people from particular protected characteristics may be disproportionately underrepresented.

10. Meetings for the Interim Artistic Director, and Director of Innovation and Engagement have been arranged in September with two further experts in this field following very helpful introductions from a member of the Barbican Board so that we can ensure we are getting the best possible external advice and support. The Barbican Board Equality & Inclusion Sub-Group will also hold its first meeting, which is currently scheduled for the 9th September.

Appendices

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