

Committee(s)	Dated:
Barbican Finance and Risk Committee	06/09/2021
Subject: Internal Audit Review of Organisational Culture and Staff Experience	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: Head of Audit and Risk Management	For Information
Report author: Matt Lock	

Summary

The Chair of the Finance and Risk Committee and the Chair of the Barbican Board have asked the Head of Audit and Risk Management to consider the inclusion of an Internal Audit review of that supports the two existing reviews into staff experiences of racism at the Barbican. This report outlines how this request will be accommodated.

Recommendation(s)

Members are asked to note the inclusion of a review in relation to Organisational Culture and Staff Experience within the forward programme of Internal Audit work.

Main Report

Background

1. Following allegations of racist conduct and discriminatory employment practices at the Barbican, The Barbican Centre Board (via its Nominations, Effectiveness and Inclusion Committee) commissioned an external review into staff experiences of racism at the Barbican. Alongside the external review, the Town Clerk & Chief Executive commissioned the Executive Director of HR to undertake an audit of the current HR policies and processes.
2. The Chair of the Finance and Risk Committee and the Chair of the Barbican Board subsequently approached the Head of Audit and Risk Management regarding a related Internal Audit review.

Current Position

3. This report has been prepared to inform Members of the intention to incorporate such an Internal Audit review within the forward programme of work and how this would best compliment the work already in progress.

4. At the time of writing this report, the findings of the HR audit have not been published, although the Head of Internal Audit and Risk Management has been briefed by the Executive Director of HR. When published, the report from HR will include a series of recommendations that will require the consideration of Barbican Leadership, development of a plan of action and delivery of a programme of work to resolve the issues raised.
5. While there is a role that Internal Audit can usefully play, for this to support the existing work, the nature and scope of an Internal Audit review must be informed by the findings of the HR review and the response from Barbican Leadership. It is not yet possible to provide specific detail on the scope of the Internal Audit review although it is anticipated that this will focus on implementation of the HR recommendations, outcomes from action taken by management and the extent to which organisational culture and staff experience is improving as a result.
6. The precise timing of an Internal Audit review, similarly, cannot yet be determined, the appropriate time to undertake the work will be following the completion of many, perhaps all, of the actions resulting from the HR review.

Corporate & Strategic Implications

7. The Internal Audit Plan is designed to provide assurance as to the adequacy of the City of London Corporation's systems of internal control and governance. A subset of the Internal Audit Plan is aligned with the priorities and requirements of the Barbican Centre as an Institution of the City Corporation.

Conclusion

8. Members are asked to note that an Internal Audit review of Organisational Culture and Staff Experience will be added to the forward programme of Internal Audit work for the Barbican Centre. The timing and detailed scope of this work will be determined following the completion of the HR review into staff experiences of racism giving consideration to the timetable for completion of subsequent management action.

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