

**NOMINATIONS, EFFECTIVENESS & INCLUSION COMMITTEE OF THE
BARBICAN CENTRE BOARD
Thursday, 9 September 2021**

Minutes of the hybrid meeting of the Nominations, Effectiveness & Inclusion
Committee of the Barbican Centre Board held virtually and Committee Room 4, 2nd
Floor West Wing, Guildhall on Thursday, 9 September 2021 at 4.00 pm

Present

Members:

Deputy Tom Sleight (Chair)
Stephen Bediako (Deputy Chair)
Randall Anderson
Tijs Broeke
Zulum Elumogo
Mark Page
Jens Riegelsberger

In attendance:

Farmida Bi

Officers:

Douglas Trainer	- Deputy Town Clerk and Chief Executive
Will Gompertz	- Interim Managing Director, Barbican Centre
Sandeep Dwesar	- Interim Managing Director, Barbican Centre
Steve Eddy	- Head of HR, Barbican Centre
Ruth Bailey	- Executive Director of Human Resources
Emma Moore	- Chief Operating Officer
Liam Jarnecki	- Project Manager, Town Clerk's Department
Lauren Whitney	- Media Officer, Town Clerk's Department
Leanne Murphy	- Town Clerk's Department

1. APOLOGIES

There were no apologies.

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

There were no declarations.

3. MINUTES

The draft public minutes of the last meeting held on 7 July 2021 were approved
as a correct record.

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

There were no questions.

5. **ANY OTHER BUSINESS**

The Chair gave sincere thanks on behalf of the Committee to Lucy Musgrave, who recently made the decision to step down from the Committee, for her huge contribution and hard work through her range of disciplines and expertise. These thanks were echoed by Members.

6. **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.

7. **NON-PUBLIC MINUTES**

The draft non-public minutes of the last meeting held on 7 July 2021 were approved as a correct record.

8. **BOARD RE-APPOINTMENT, APPROACH FOR FUTURE NOMINATIONS, NEW MEMBER ORIENTATION AND ED&I TRAINING**

The Committee considered a report of the Town Clerk concerning Board appointments, and proposals regarding the approach for future nominations, new Member orientation and ED&I training.

9. **BARBICAN CHANGE PROGRAMME**

The Committee considered a report of the Interim Managing Directors concerning the Barbican Change Programme.

10. **BARBICAN REVIEWS COMMUNICATIONS UPDATE**

The Committee received a joint report of the Deputy Town Clerk & Chief Executive and the Interim Managing Directors providing a high-level overview of the general approach and key communications milestones following the recent allegations of racist and discriminatory conduct published in Barbican Stories.

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

There were no questions.

12. **ANY OTHER NON-PUBLIC BUSINESS**

There was no business.

13. **CONFIDENTIAL MINUTES**

The draft confidential minutes of the last meeting held on 7 July 2021 were approved as a correct record.

14. **EXTERNAL REVIEW UPDATE (ORAL REPORT)**

The Committee received a verbal update from the Deputy Town Clerk & Chief Executive providing an update on the External Review.

15. **BARBICAN CENTRE HR AUDIT: FINAL REPORT**

The Committee received a report of the Executive Director of HR providing a HR Audit setting out a number of recommendations covering data; policies and processes; HR skills and resources; strengthening the ED&I plan and culture change.

16. **MANAGING DIRECTOR RECRUITMENT UPDATE (ORAL REPORT)**

The Committee received an oral update from the Executive Director of HR concerning the recruitment of a Managing Director.

The meeting ended at 6.06 pm

Chairman

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