

**NOMINATIONS, EFFECTIVENESS & INCLUSION COMMITTEE OF THE
BARBICAN CENTRE BOARD
Tuesday, 18 January 2022**

Minutes of the meeting of the informal Nominations, Effectiveness & Inclusion
Committee of the Barbican Centre Board held virtually on Tuesday, 18 January 2022
at 2.30 pm

Present

Members:

Deputy Tom Sleigh (Chair)
Stephen Bediako (Deputy Chairman)
Randall Anderson
Tijs Broeke
Mark Page
Jens Riegelsberger

Officers:

Will Gompertz	Interim Managing Director, Barbican Centre
Sandeep Dwesar	- Interim Managing Director, Barbican Centre
Steve Eddy	- Head of HR, Barbican Centre
Nina Bhagwat	- Barbican Centre
Jan Davies	- Interim Executive Director of Human Resources
Emma Moore	- Chief Operating Officer
Amanda Lee-Ajala	- Chief Operating Officer's Department
Leanne Murphy	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department

1. APOLOGIES

The Town Clerk commenced the meeting by explaining that this was an informal meeting. Any views reached by the Committee would be considered by the Interim Joint Managing Director after the meeting in accordance with the Court of Common Council's Covid Approval Procedure, who would make a formal decision having considered all relevant matters. This process reflects the current position in respect of the holding of formal Local Authority meetings and the Court's decision of 16 December 2021, to recommence hybrid meetings and take formal decisions through a delegation to the Town Clerk and other officers nominated by him after the informal meeting has taken place and the will of the Committee is known in open session. Details of all decisions taken under the Covid Approval Procedure will be available online via the City Corporation's webpages.

Apologies were received from Jane Roscoe and apologies for lateness were received from Randall Anderson, who had a clash with the Audit & Risk Management Committee.

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

None.

3. **MINUTES**

RESOLVED, that the public minutes and non-public summary of the meeting held on 9 September 2021, be approved as an accurate record.

4. **BARBICAN CHANGE PROGRAMME: EDI ACTION PLAN**

Members received a report of the Interim Managing Director regarding the Barbican Change Programme: EDI Action Plan.

It was clarified that the audit referred to was an HR audit of the Barbican Centre.

There were comments about the encouraging progress made to date and increasingly optimistic mood of staff who had become more trusting in the leadership and delivery of this programme.

The Chair requested that all Members of the Sub-Committee complete the EDI training as early as possible, noting it was the collective responsibility of Members to do so.

The EDI Council would be formed once the ERGs were up and running, with two to three representatives from each department, including the Head of Department (HoDs) and a more junior officer to ensure a diversity of views. The process of appointing non-Hods was yet to be established but it was hoped that whatever was agreed upon allowed a healthy churn of input.

A discussion was had on the progress toward a zero-tolerance policy on racism toward staff from visitors. Authority needed to be given to colleagues on the 'shop floor', with consistent application. This was being addressed and proper training provided within the management structure. Staff needed to be protected. A different policy would need to be adopted for the reporting of incidents between staff members.

On targets and accountability measures, all fell within a sustainable financial model (the business plan to follow at the May Board meeting). Action plans were to be delivered through a thematic steering group, all of which would be anchored to a central vision.

Members wished to empower senior management at the Barbican to progress many of these actions and to only come to the Board where the approval of Members was necessary.

RESOLVED, that Members endorse the proposed way forward within the report.

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

There were no questions.

6. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
The Chair briefly discussed the recruitment process for new external members which was now underway following approval at a previous meeting.
7. **EXCLUSION OF THE PUBLIC**
RESOLVED, that under Section 100A 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 meeting held on 9 September 2021, be approved as an accurate record.
9. **BARBICAN CHANGE PROGRAMME: EDI ACTION PLAN**
Members considered a report of the joint interim Managing Directors regarding the Barbican Change Programme: EDI Action Plan.
10. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.
11. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT WHILST THE PUBLIC ARE EXCLUDED**
There was no other business.
 - 12.1 **Barbican fledging Employee Resource Groups**

Members received a presentation from representatives of the Employee Resource Groups.
13. **CONFIDENTIAL MINUTES**
RESOLVED, that the confidential minutes of the meeting held on 9 September 2021, be approved as an accurate record.
14. **TOM AND GOVERNANCE REVIEW: BARBICAN CENTRE**
The report was withdrawn and would be discussed at the forthcoming Barbican Centre Board meeting.
15. **CEO RECRUITMENT**
Members received a verbal update of the Chair.

The meeting ended at 3.59 pm

Chairman

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