

**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE
BOARD
Tuesday, 9 January 2024**

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican Centre Board held at Co-Lab Space, Barbican Centre on Tuesday, 9 January 2024 at 1.45 pm

Present

Members:

Tom Sleigh (Chair)
Deputy Randall Anderson
Zulum Elumogo
Jens Riegelsberger
Despina Tstatsas

In attendance via Teams

Tobi Ruth Adebekun (Deputy Chairman)

Officers:

Claire Spencer	- CEO, Barbican Centre
Gabrielle Adjei-Lamprey	- Barbican Centre
Aqsa Ahmed	- Barbican Centre
Emma Berteen	- Barbican Centre
Cornell Farrell	- Barbican Centre
Emma Green	- Barbican Centre
Chinyere Ikey	- Barbican Centre
Ali Mirza	- Barbican Centre
John Cater	- Town Clerk's Department

1. APOLOGIES

An apology was received from Alderman Sir William Russell.

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

There were no declarations.

3. MINUTES

RESOLVED – That the minutes and non-public summary of the previous meeting held on 13th September 2023 be approved as a correct record.

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

The Committee considered a Report of the CEO, Barbican Centre concerning the Barbican's Equity, Diversity, and Inclusion (EDI) Strategy.

The following points were made in public session:

- In response to a query, officers confirmed that, whilst the in-performance zero tolerance framework for the Barbican's Music Department was tailored for that department, other areas in the organisation such as the Theatre Department would closely monitor how this developed and draw any lessons for best practice when delivering its own performances.
- Members queried the status of casuals working at the Centre. Officers acknowledged that discussions were required in this area, but stressed that, when considering any changes to employment conditions for this specific group, it was important that decision-makers were aware of the full HR implications. There was further consideration on this matter in the non-public session of the meeting.
- When compared to the Barbican Centre, there was recognition that the City was playing catch up when it came to the design and delivery of the People Strategy; it was noted that the Barbican's ability to carve out its own area of the Survey wasn't currently allowed, however, this did not preclude officers and Members encouraging City colleagues to draw on the experience and expertise of the Barbican in order to deliver a better and more effective People Survey for the wider organisation as a whole.

Further discussion took place in Non-Public session.

RESOLVED – that Members:

i. NOTED and DISCUSSED this update.

REVIEWED and APPROVED the following recommendations:

ii. Our new EDI KPIs – specifically those for the three key strategic aims listed at the top of the document (Appendix 3).

iii. To support the commissioning and design of a bespoke Barbican People Survey if adapting the current Corporation survey is not possible.

iv. To support the Barbican in effectively collecting and analysing staff diversity data, either by changing the ERP data gathering approach at a Corporation level or by agreeing a localised approach which includes autonomy over question design.

v. To support the Barbican in effectively collecting and analysing staff diversity data by allowing casuals to have access to their data through the ERP system.

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

There were no public questions.

6. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other public business.

7. **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.

8. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the previous meeting held on 13th September 2023 be approved as a correct record.

9. **PEOPLE, CULTURE, & INCLUSION UPDATE**

The Committee received a Report of the CEO, Barbican Centre concerning People, Culture, & Inclusion.

RESOLVED – that the Committee noted the Report.

10. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

11. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no other non-public business.

The meeting ended at 3.30 pm

Chair

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