

**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE
BOARD**

Wednesday, 8 January 2025

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican
Centre Board held at Co-Lab Space, Level 2, Barbican Centre, Silk Street, EC2Y
8DS on Wednesday, 8 January 2025 at 1.45 pm

Present

Members:

Tobi Ruth Adebekun (Chair)
Alderman Sir William Russell (Deputy Chairman)
Zulum Elumogo
Jaspreet Hodgson
Jane Roscoe

Officers:

David Farnsworth	- Interim CEO, Barbican Centre
Ali Mirza	- Interim Deputy CEO, Barbican Centre
Emma Green	- Barbican Centre
Nick Kapoutzis	- Barbican Centre
Beau Vigushin	- Barbican Centre
Andrea Vogel	- Barbican Centre
Sarah Wall	- Chamberlain's Department
Cindy Vallance	- People and Human Resources
Kate Doidge	- Town Clerk's Department

1. APOLOGIES

Apologies were received from Deputy Randall Anderson and Despina Tsatsas.

Despina Tsatsas observed the meeting virtually.

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

There were no declarations.

3. MINUTES

RESOLVED – That the public minutes and non-public summary of the previous meeting, held on 5th November 2024, be approved as an accurate record.

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

The Committee received an update report of the Interim CEO and Interim Deputy CEO, on progress against the Barbican Centre's Equality, Diversity & Inclusion (EDI) Strategy that had been launched in February 2023.

The Interim Deputy CEO and Director of People, Culture and Inclusion reminded the Committee of the starting point of this journey and while progress has and continues to be made, culture transformation takes years to embed.

He also highlighted the importance of not getting complacent and maintaining the momentum through the culture transformation journey. He added too the importance of targeted investment and commitment to tackle issues such as this and the subsequent value this then brings. He finally outlined that Culture and EDI are a cross-organisation responsibility and as such what is contained in the report has multiple team sources.

Following the presentation of the report, the Committee praised the work of EDI Team over the last 18 months. It was noted that though there had been a lot of progress since the launch of the Strategy, but acknowledged that this was part of a wider cultural transformation journey.

Following a query on leadership training, the Committee heard that the Barbican Centre had tested the general management training programme on offer from the City Corporation, as part of considerations for it to work alongside a more bespoke training programme. The bespoke training programme would seek to address differences in working in an arts sector – for instance, there would be different ethical dilemmas for an arts centre compared to the City Corporation.

A Member commented that they were pleased to see the improvement in data quality, of which much had been gathered using both the City Corporation and the Barbican Centre's own surveys. They suggested that this showed that staff were not suffering from survey fatigue given the good response rate. The response was that it was important to demonstrate that actions were being taken from the results of surveys, to demonstrate the value in staff members' time.

Finally, the Committee were reminded to attend the anti-racism training session that was due to be held for Board Members in January 2025.

RESOLVED – That the report be received, and its contents noted.

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 were no public items of urgent business.

7. EXCLUSION OF THE PUBLIC

RESOLVED – That under Section 100(A) 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 I of Schedule 21A of the Local Government Act.

8. NON-PUBLIC MINUTES

RESOLVED – That the non-public minutes of the previous meeting held on 5th November 2024 be approved as an accurate record.

9. EQUITY, DIVERSITY & INCLUSION (EDI) STRATEGY UPDATE

The Committee received a report of the Interim CEO and Deputy Interim CEO, Barbican Centre, concerning an update on progress against the Barbican Centre's Equality, Diversity & Inclusion (EDI) Strategy that had been launched in February 2023. The Committee discussed appendices 1 – 7, which were non-public.

10. **QUARTERLY PEOPLE, CULTURE AND INCLUSION UPDATE**

The Committee received a report of the Interim Deputy CEO and Director of People, Culture & Inclusion, concerning updates on the People, Culture & Inclusion portfolio at the Barbican Centre.

11. **BARBICAN PEOPLE ENGAGEMENT SURVEY RESULTS**

The Committee received a report of the Interim Deputy CEO and Director of People, Culture & Inclusion, concerning an overview of the results from the Barbican Centre's first engagement survey.

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

There were no non-public questions.

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

NOTE – During this item, the Committee agreed that, under Standing Order 40, the meeting be extended in order to conclude its business.

One item of non-public urgent business, and one item of confidential urgent business, were raised.

15. **BARBICAN REFLECTIONS**

The Committee received a confidential report of the Interim CEO, Barbican Centre, to discuss Barbican Reflections.

The meeting ended at 4.20 pm

Chairman

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