

Our Values

barbican

Inclusive

We recognise that a commitment to inclusion – and specifically to anti-racism – is critical to our organisation's future health and success.

We are committed to building and championing diverse artistic programmes, audiences and teams and we recognise the connection between them.

We are kind to ourselves and to others and we make space for everyone; we ensure all voices are heard and treated with respect.

Sustainable

We reflect on our priorities to ensure that we target our time and resources carefully.

Everyone supports the Barbican as an enterprise, contributing to fund raising and income generation and managing costs carefully.

Everyone contributes to the organisation's environmental programme; climate responsibility is embraced in all our work.

Connected

We belong to one staff community, working together and supporting each other.

We embrace the many communities of which we are a part – our creative associates, our neighbours, our local communities, the City of London and our wider London, national and international creative communities.

We are committed to advancing the interests and wellbeing of these communities.

Daring

We are curious; we show humility, ask questions and we are open to learning from others, including our various communities.

We are ambitious and enterprising, pushing boundaries and enabling connections.

We take calculated risks to ensure that the Barbican continues to evolve, sharing and scaling innovation across the organisation.

Joyful

We are hopeful that by creating space for fun, being part of the Barbican community will become a positive, life-changing experience for all.

We recognise that co-creation is essential to our future and we encourage opportunities for everyone to contribute.

We are passionate and celebrate successes.

The Barbican Way

Our Behaviours

barbican

Inclusive

We actively listen and engage in inclusive dialogues.

We recognise and value the diverse perspectives of colleagues and audiences.

We support a culture of belonging by ensuring all voices are heard and respected and needs are met.

Sustainable

We understand how our work contributes to strategic shared goals and impacts others.

We advocate for sustainable and financially viable solutions in daily operations and decision-making.

We take personal responsibility to promote long-term organisational and environmental health.

Connected

We foster collaboration by sharing knowledge and experiences openly.

We build meaningful relationships across teams, and with our artists, partners, and audiences.

We actively participate in opportunities to connect across boundaries.

Daring

We embrace creativity and innovation in everyday tasks.

We are open to new ideas and take thoroughly evaluated, calculated risks to drive progress.

We show openness in addressing challenges and offering solutions.

Joyful

We celebrate team and individual achievements with enthusiasm.

We bring positivity and gratitude to interactions with colleagues and audiences

We find moments to create and share joy, enhancing the workplace atmosphere and the audience experience.

The Barbican Way