

## **Modern slavery statement for financial year 2017/18**

This statement is made in response to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Barbican has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

The Barbican has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

The Barbican is an international arts centre based in the City of London. Founded and principally funded by the City of London Corporation, the Barbican presents world class arts and learning work across all major art forms including dance, film, music, theatre and visual arts.

The centre opened in 1982 and comprises the Barbican Hall, two theatres, three cinemas, two art galleries, foyers and public spaces, a library, Lakeside Terrace, a glasshouse conservatory, conference facilities and three restaurants.

### **Our policies**

The Barbican operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

#### **Recruitment policy**

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. All offers of employment are conditional on these eligibility and right to work in the UK being completed to the organisation's satisfaction.

Where an individual is working in the UK on a visa or work permit of a fixed term, the Barbican, as part of the City of London Corporation, will require the individual to provide proof of their continuing right to live and work in the UK checks before continuing their employment.

These processes are managed and overseen by our HR department and guidance is provided to all recruiting managers to ensure these checks are carried out effectively.

These eligibility checks ensure all employees have the right to work in the UK and help safeguard employees from any abuse and coercion once in our employment.

#### **London Living Wage**

The Barbican, through the City of London Corporation, is proud to be an accredited London Living Wage employer. This commits us to paying all staff and contractors working at the Centre on Barbican or City Corporation-wide contracts at least the London Living Wage.

#### **Code of conduct**

Our continued success relies on the trust and confidence of the public and therefore all Barbican staff are expected to uphold the highest standards of personal conduct and

integrity including a requirement for all Barbican staff to uphold the Nolan Principles on standards in public life

As a department of the City of London Corporation, Barbican employees must adhere to the City of London's employee Code of Conduct. This incorporates requirements to abide by City of London anti-corruption measures and that all employees are treated with fairness and equality.

The code also sets out the expectation that employees, and others that we deal with including suppliers, who have serious concerns about the conduct of any aspect of the City Corporation's work to come forward and voice those concerns to us. It commits the City of London Corporation to treating any suspicion of wrongdoing seriously with concerns reviewed and analysed in accordance with the Whistleblowing or Complaints Policy, considering the Public Interest Disclosure Act, the Human Rights Act and if appropriate the City Corporation's Anti-Fraud and Corruption Strategy.

### **Whistleblowing policy**

The City of London Corporation's Whistleblowing policy applies to all Barbican staff. Alongside staff being encouraged to raise any concerns they have through line management channels, this policy provides a mechanism for employees to raise serious concerns that they have without fear of reprisals in order that they may be swiftly resolved.

As part of our commitment to preventing modern slavery in our supply chain, Barbican staff will be reminded of this policy and informed that any concerns they have regarding potential instances of modern slavery can be raised in this way. Staff will also be directed to the Modern Slavery & Human Trafficking internal online training course which aims to raise awareness of this issue and help staff recognise their role in identifying and reporting concerns.

### **Ethics policy**

This financial year the Barbican has published an ethics policy which commits Barbican staff to follow the highest levels of personal conduct and integrity as well as undertaking risk assessment procedures to ensure any risk events or partnerships may cause to the City of London Corporation's and the Barbican's reputations, policies, and working practices are mitigated and/or prevented.

As part of this procedure, the Barbican's risk assessment checks will now include an online search, including seeking information on the Global Modern Slavery index, to ensure that the organisation has never been convicted of offences relating to modern slavery.

### **Our Suppliers**

The Barbican tenders for contracts through the City of London Corporation's procurement team. The Corporation's 2015-2018 Responsible Procurement Strategy aims to deliver best value in a way that improves the lives of those in its supply chain and make procurement decisions that act as a catalyst for positive change. As part of achieving this aim the City helped establish and co-Chairs the London Responsible Procurement Network (LRPN), a group of public sector representatives who meet regularly to share best practice and develop harmonised approaches to achieving social value, environmental sustainability and ethical sourcing.

The Responsible Procurement Strategy includes a policy area on eliminating modern slavery and human trafficking, committing the City Corporation to putting appropriate

contractual requirements in place and verifying compliance. All relevant suppliers that wish to tender for City Corporation contracts must provide evidence that they have met the requirements of the Modern Slavery Act 2015 in order to be able to bid. Government guidance and collaboration with other public sector bodies as part of the LRPN will be used to continually improve our approach to tackling this issue.

The Barbican will work with the City Corporation procurement team to ensure measures outlined in the Responsible Procurement Strategy are implemented across all relevant Barbican contracts, including undertaking Modern Slavery compliance checks on all tendered and Corporate contracts. The Barbican also plans to introduce a standard clause to all its future contracts for services and supplies committing suppliers to comply with Modern Slavery legislation and reserving the right for the Barbican to terminate the contract at any time should any instances of modern slavery in the supplier's operations or supply chains be verified.

As part of a broader approach to ensuring human and labour rights, the City Corporation's Responsible Procurement Strategy commits the organisation to establishing an Ethical Sourcing Policy, which will set out its commitment to compliance with UN International Organisation (ILO) fundamental conventions throughout its supply chains. This will be accompanied by an action plan for each high risk procurement category, detailing which procurement or contractual mechanism will be used to set requirements and how good practice will be verified.

The Barbican will work with City Procurement to help develop the City Corporation's Ethical Sourcing Policy and a Corporation-wide Modern Slavery Statement.

#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified
- Companies supplying the Barbican have a clear understanding of our approach to ensuring that modern slavery or human trafficking are not occurring in our supply chain and are aware of the consequences should their operations breach our agreements with them
- Staff feel informed and empowered to report any concerns they have regarding potential instances of modern slavery or human trafficking

#### Approval for this statement

This statement was approved by the Barbican Board on 20 November 2017.

Signed :



Dr Giles Shilson - Chairman, Barbican Centre



Sir Nicholas Kenyon - Managing Director, Barbican Centre

