

Barbican Centre Equality and Inclusion: 2018–2022

It is implicit in the Barbican’s vision of *Arts Without Boundaries* that we seek not only to produce bold and challenging arts and learning programmes but also that we consider how we can actively ensure that our work is accessible to all. To do so, we have developed an ambitious five-year Equality and Inclusion Strategy.

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Our approach

We know that the issues surrounding Equality & Inclusion are often complex and that sustainable change is not made overnight. Making progress in this area requires patience, rigour and a commitment to changing existing working practices as well as delivering new initiatives. Our Equality & Inclusion work is therefore rooted in the following principles:

- Always striving towards achieving equality of opportunity for artists, workforce, audiences and participants
- Ensuring that the Barbican is a welcoming and inclusive space for everyone
- Grounded in the working practices and production models of each department
- Informed and led by research from within and beyond the sector
- Fully evaluated and adjusted annually in response to findings

Ways we’re taking action

By 2021 the Barbican will have made significant progress towards ensuring that **everything we do** across all areas of the organisation reflects our commitment to being an inclusive, welcoming and inspiring place to work, perform, learn, visit and do business with. This covers three areas;

1. Workforce and working culture

2. Audiences

3. Artists and participants

1. Workforce and working culture:

We are reviewing and strengthening our processes and activities to ensure our existing staff are well trained to deliver our Equality & Inclusion ambitions, that they are supported in their personal and professional development and that talented people from all backgrounds are excited by the prospect of joining our teams, perceiving the Barbican as an inspiring and welcoming place to work.

We will achieve this through the following three objectives:

a) Removing barriers to gaining employment at the Barbican to achieve a workforce that better reflects London

b) Expanding opportunities for workforce development across our teams by providing staff at all levels with development opportunities to enable progression and support the next generation of cultural leaders

c) Supporting teams to develop and achieve their individual Equality & Inclusion ambitions by ensuring the way we operate across the organisation places equality and inclusion at the core of how our teams and individuals work

2. Audiences:

Representing the best in UK and international talent is at the core of what we do. We are committed to ensuring that our creative learning offer is accessible to all and that our audiences are as diverse as the perspectives we hope to explore through our programme.

We will do this through the following objectives:

a) Ensuring our audience experience is of a world class standard for everyone that visits our website and that comes through our doors so that everyone – including visitors, artists, schools, performers and more – find our spaces welcoming and accessible

b) Reaching and developing new audiences and participants for new and existing programmes to ensure our arts and learning offer is taken advantage of by a broad group of people reflecting London's population

c) Working with partners in the City of London, in our neighbouring boroughs and across the UK to support the development of the sector through delivering free learning and arts activities in our offsite programmes and work in schools and communities

3. Artists and participants

a) Diversifying representation across our programme to ensure our stages, screens and galleries reflect our audiences and that we are presenting the best in music, cinema, visual arts, theatre & dance through programming innovative, world leading artists from all backgrounds

b) Continuing to invest in and develop new talent from diverse backgrounds to champion the next generation of artists, companies and future cultural leaders through our

support of Artistic Associates, programming and profiling emergent companies and artists, as well as Creative Learning initiatives, including [Barbican Box](#), [Creative Careers](#) and [Open Labs](#)

Please Note:

The Barbican's Equality and Inclusion Strategy sets out how the organisation can actively ensure that our work is accessible to all. Each year the Barbican works with hundreds of artistic and commercial partners to deliver our programme. While we aim to work with partners and organisations that share our values, those we work with are independent organisations and the Barbican cannot be held accountable for the Equality and Inclusion strategies of these organisations.