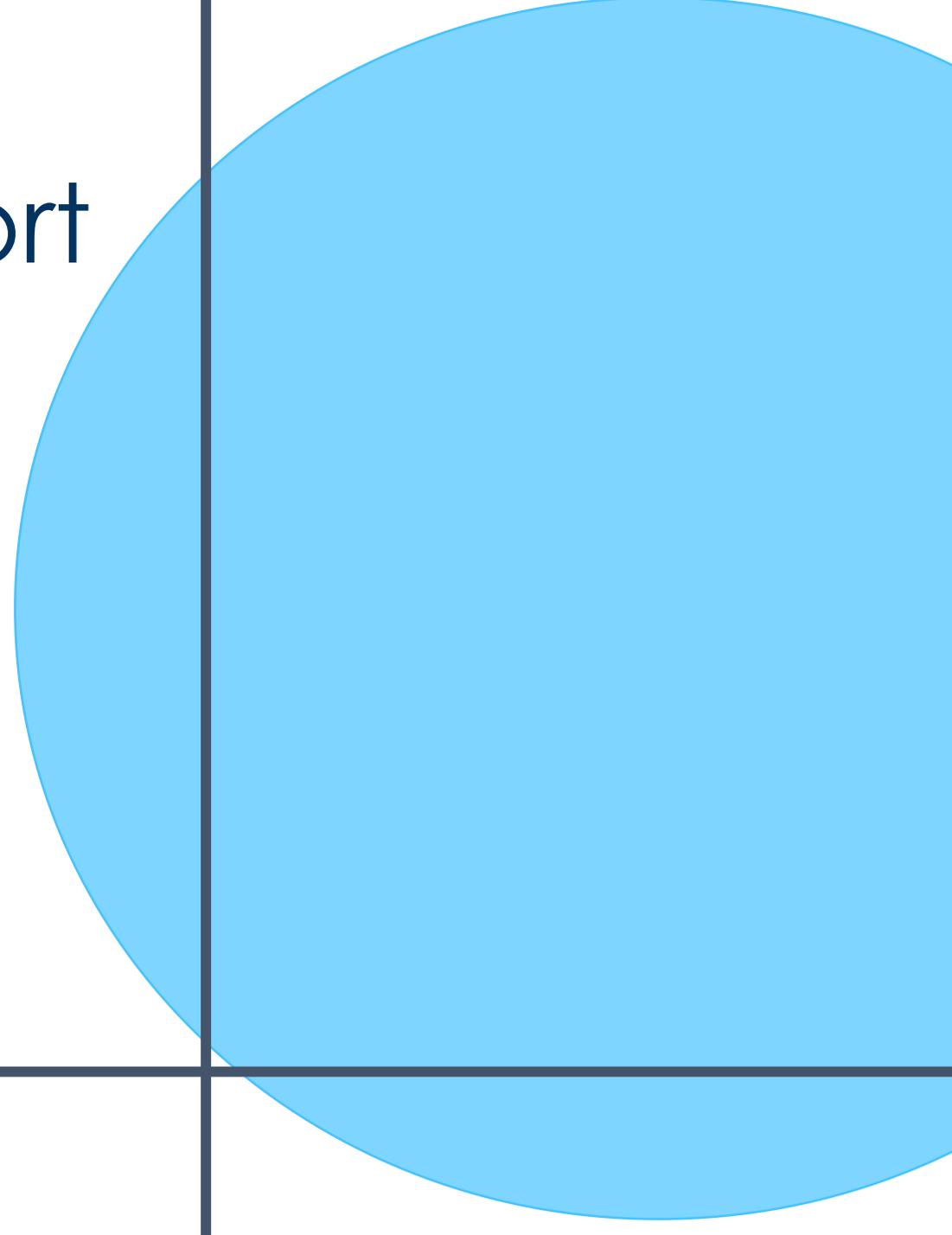


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Our Progress Report

We are
changing

February–April 2022

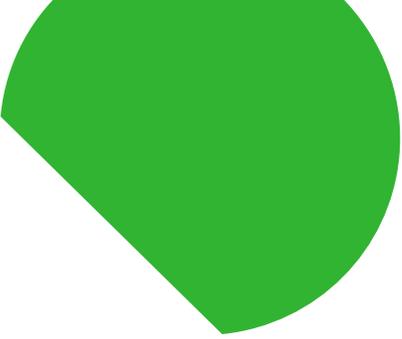


Our Commitments

We committed to you that we will make the Barbican a safe place where everyone is valued, respected and feels like they belong.

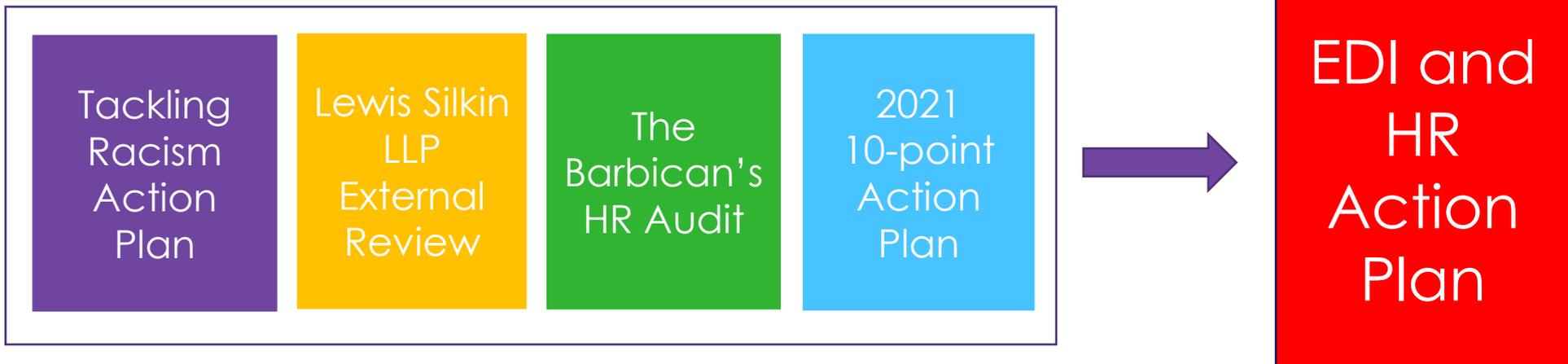
To do this we are investing in the future of our people and our communities, through a brand-new programme for change at the Barbican.

This ambitious programme includes a dynamic **EDI** (Equity, Diversity and Inclusion) **and HR Action Plan** dedicated to making the Barbican a fairer and more equitable place to work.

A large green decorative shape in the top-left corner, resembling a stylized leaf or a semi-circle with a pointed bottom edge.

Background

Our EDI and HR transformation was initiated in November 2021 following recommendations from four source reports. These reviews were undertaken after the publication of Barbican Stories. From 126 recommendations, extracted from all four reports, a robust EDI and HR Action Plan was created.

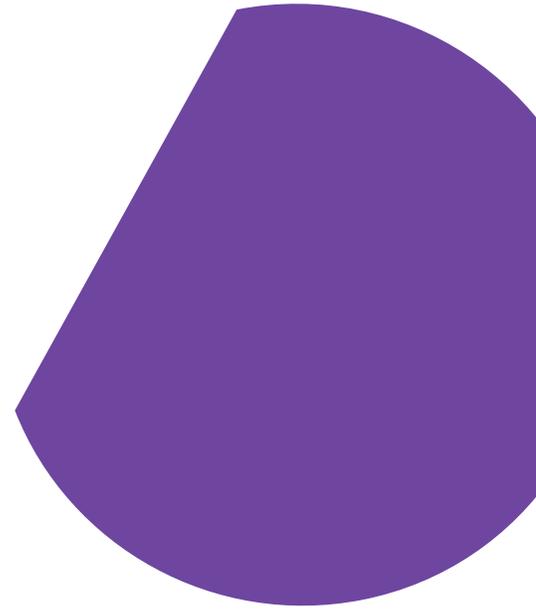


Challenges

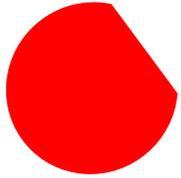
We know it's been a difficult time for many. The publication of Barbican Stories clearly demonstrated the need for significant change. From our working culture and organisational structure to our future and corporate values.

We are determined to make the Barbican a place for everyone. A place where everyone belongs.

We know leaders need to build back trust, and working together we can create a **Barbican** culture where everyone can thrive.

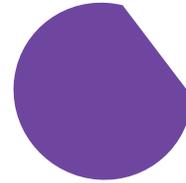


We have started to invest in the future of our people and communities through four key pillars



Community

Our local community should be the lifeblood of the centre, and more needs to be done to connect and collaborate.



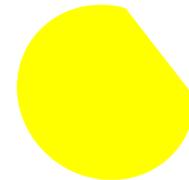
Education

We need to present a coherent, valuable offer of opportunities for the next generation of Arts sector workers, creatives and our wider community.



Exchange

We must share our learnings and knowledge generously, and likewise seek inspiration and the wisdom of our peers across the UK and beyond.



Enterprise

We can draw on the enterprising spirit of the City and take on the role as a 'publisher of ideas' offering cultural entrepreneurs an opportunity to establish their creative businesses.

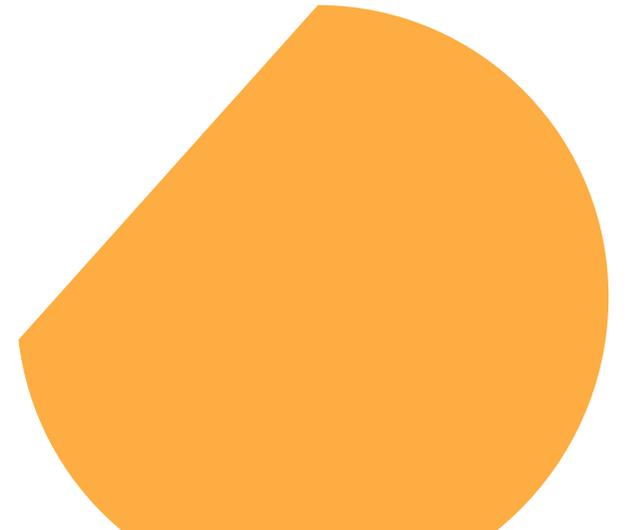
In collaboration we have created a robust Barbican wide EDI and HR Action Plan to improve Equity, Diversity and Inclusion (EDI) across the Barbican.

The EDI and HR Action Plan has clear milestones, key priorities and success measures. We want to be held accountable and we will publish our progress in a Project Tracker for full transparency.

We also know that we can't bring this new change alone, so we have...

Established an EDI and HR Steering Group, led by Sandeep Dwesar, with colleagues from different parts of the organisation and the City of London

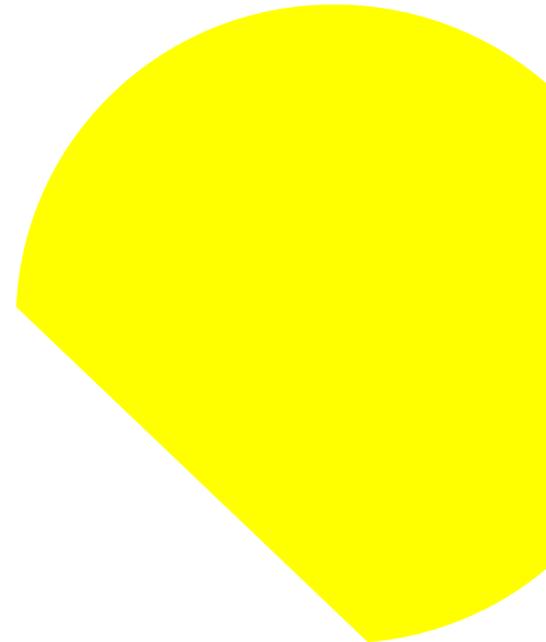
This group is responsible for setting and delivering agreed priority EDI and HR actions, communicating our progress and committing to continuous improvement.



And so we can talk to the whole business and elevate employees' voices we have co-created...

An EDI Council made up of colleagues from across the business

Two new Employee Resource Groups (ERGs), Barbican Women and Barbican Global Majority

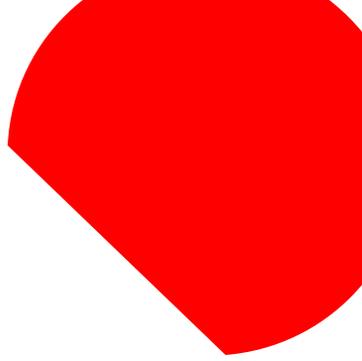




In the last quarter,
February – April,
we have focused on
seven priority areas



To support these **seven priority areas**, we have identified key actions for us and the City, and these will help us deliver against our robust EDI and HR Action Plan. We will continue to review these actions and deliver reportable change every three months.



Key actions



Race and Ethnicity programme

All Directors have started a Race and Ethnicity Development Programme



Executive Sponsors

Both our Employee Resource Groups have assigned sponsors to support future progression



Casual Workers

We have begun the process to develop and update our Casual Workers handbook



Raising a Concern

Developed a clear guide on how to Raise a Concern and Bullying and Harassment (to be launched in Q2)



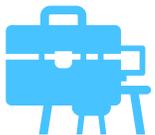
Inclusive Training

Developed a training video to support inclusive recruitment across the Barbican



Dignity At Work Advisors

Reviewed our Dignity At Work Advisors and Mental Health First Aider services ahead of relaunch



New Roles

Started the recruitment process for two new permanent roles 'Director of People, Inclusion and Culture' and 'Head of EDI'



Inclusive Spaces

Started improving employee representation across key meetings and panels



Spaces of Care

Continuing to provide 1:1 Spaces of Care and Racial Wellness Workshops for Barbican Global Majority

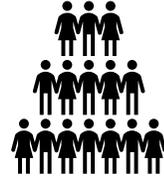
Next quarter you will see...

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Changes in the way we communicate

This will include conversations with colleagues across the Barbican and key stakeholders about how we can improve the way we communicate. These will include things like focus groups, drop-in sessions and pulse checks.



Broader representation

The Dignity At Work Advisors and Mental Health First Aider services are being relaunched and training is scheduled to take place. We want to make sure we have broad representation across both these communities so we will be doing some active recruitment over the coming months.



Casual Workers

Our casual workers are important to us. To make sure we keep everyone in the loop with what is happening across the Barbican we are transitioning all casual workers to the Parim scheduling app to improve transparency.

Next quarter you will see...



Inclusive Meeting Behaviours

We'll be establishing inclusive meeting etiquette guidelines ensuring our new shared spaces (EDI & HR Steering Group, ERG Directors' Group, Nominations Effectiveness & Inclusion Committee) foster a sense of belonging, encouraging everyone to take part.



Continued development of ERGs

We are committed to continuing to support and grow Barbican Women and Barbican Global Majority, as well as developing new ERGs as they emerge.



An all employee event

Our new CEO Claire Spencer is a huge advocate of EDI and will champion this work. Claire is keen to meet as many colleagues as possible. She will lead an all-employee event, on Thursday 26th May.



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We still have lots to do and we all need to work together. We may make some mistakes along the way but we will keep learning, listening and taking action.

We are 100% committed to making the Barbican a better and a more inclusive place to work and visit.



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We will continue to communicate and be open on our journey of change, so let's keep talking

LetsTalk@barbican.org.uk

