

PRIORITY AREA	WORKSTREAM	ACTIVITY STATUS	NOTES	ADDITIONAL ACTION	SCHEDULED QUARTER
Casual Workers	Zero-Tolerance Statement signed-off and promoted		Statement written	Sign-off & publication	Q2
Casual Workers	Casual Workers Handbook and digital resource to incorporate City & Barbican processes		Content written	Sign-off & publication	Q2
Casual Workers	Pilot of shift scheduling platform to extend to all casual workers		Pilot has extended to most teams	Final teams to join & initial evaluation	Q2
Raising a Concern	Raising a Concern guidance written and published		Guidance written	Publication	Q2
Raising a Concern	Bullying & Workplace Harassment Policy updated, refocused and circulated for review		Version circulated for review. Publication action added to Q2	Sign off & publication	Q2
Recruiting Diverse Talent	Just In Time training videos on Inclusive Recruitment available for all hiring manager		'Recruitment without bias' video delivered	Second video delivered	Q3
Recruiting Diverse Talent	Source specialist resource capable of identifying diverse talent		Resource has been recruited - due to start	Action carried over	Q2
Wellbeing Services Review	Retraining and relaunch of existing Dignity at Work Advisor & Mental Health First Aider services initiated – with associated Communications Plan developed		Training scheduled and staff identified	Training delivered & programmes relaunched	Q2
Workforce Data	Provisional Workforce Diversity Targets set (pending input from new CEO Claire Spencer in Q2)		Targets drafted	Sign-off & publication	Q2
Workforce Data	Agreed approach regarding employee and salary data publication		Data ready for publication	Sign-off & publication	Q2
Workforce Data	Barbican March 2022 Workforce data (pre-full agreed approach) published on intranet		Data ready for publication	Sign-off & publication	Q2
Workforce Data	Workforce Data project needs to be agreed and milestones set		Initial Workforce Data plan agreed with CoL		
Driving an Inclusive Culture	Barbican Directors begin Race and Ethnicity Development Programme		Programme started - sessions ongoing	Programme continues	CONTINUES THROUGH 2022
Driving an Inclusive Culture	Q&A with our new CEO Claire Spencer organised		Q&A organised for Q2	Q&A delivered	Q2
Driving an Inclusive Culture	Employee Resource Groups (ERGs) to be represented at quarterly Directors' meetings and Nominations Effectiveness & Inclusion Committee (NEIC)		Complete - attendance ongoing		
Driving an Inclusive Culture	Executive sponsors for each ERG appointed from the Directors' Group		Complete - sponsorship ongoing		
HR Structure & Roles	Director of People, Inclusion & Culture appointed and start timeline agreed		Selection panel w/c 27th June	Role to be appointed	Q2
HR Structure & Roles	Head of EDI appointed and start timeline agreed		Selection panel w/c 2nd May	Role to be appointed	Q2
HR Structure & Roles	Barbican & Guildhall School of Music & Drama (GSMD) HR organisational division implemented		Guildhall are currently looking at interim options	Handover to be completed	Q2