

Quarter 2

barbican

**Our HR & EDI
Progress Report**

May - July 2022

The background of the slide is a faded, high-angle photograph of the Barbican Centre in London. The image shows the distinctive curved, multi-story concrete structure of the building, surrounded by greenery and a body of water in the foreground. The overall tone is light and airy, with the text overlaid in a bold, black, sans-serif font.

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

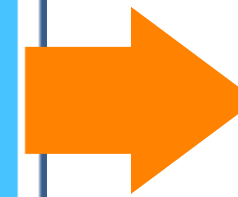
Our EDI and HR transformation was initiated in November 2021 following recommendations from four source reports. These reviews were undertaken after the publication of Barbican Stories. From 126 recommendations extracted from all four reports, a robust EDI and HR Action Plan was created.

**Tackling
Racism
Action Plan**

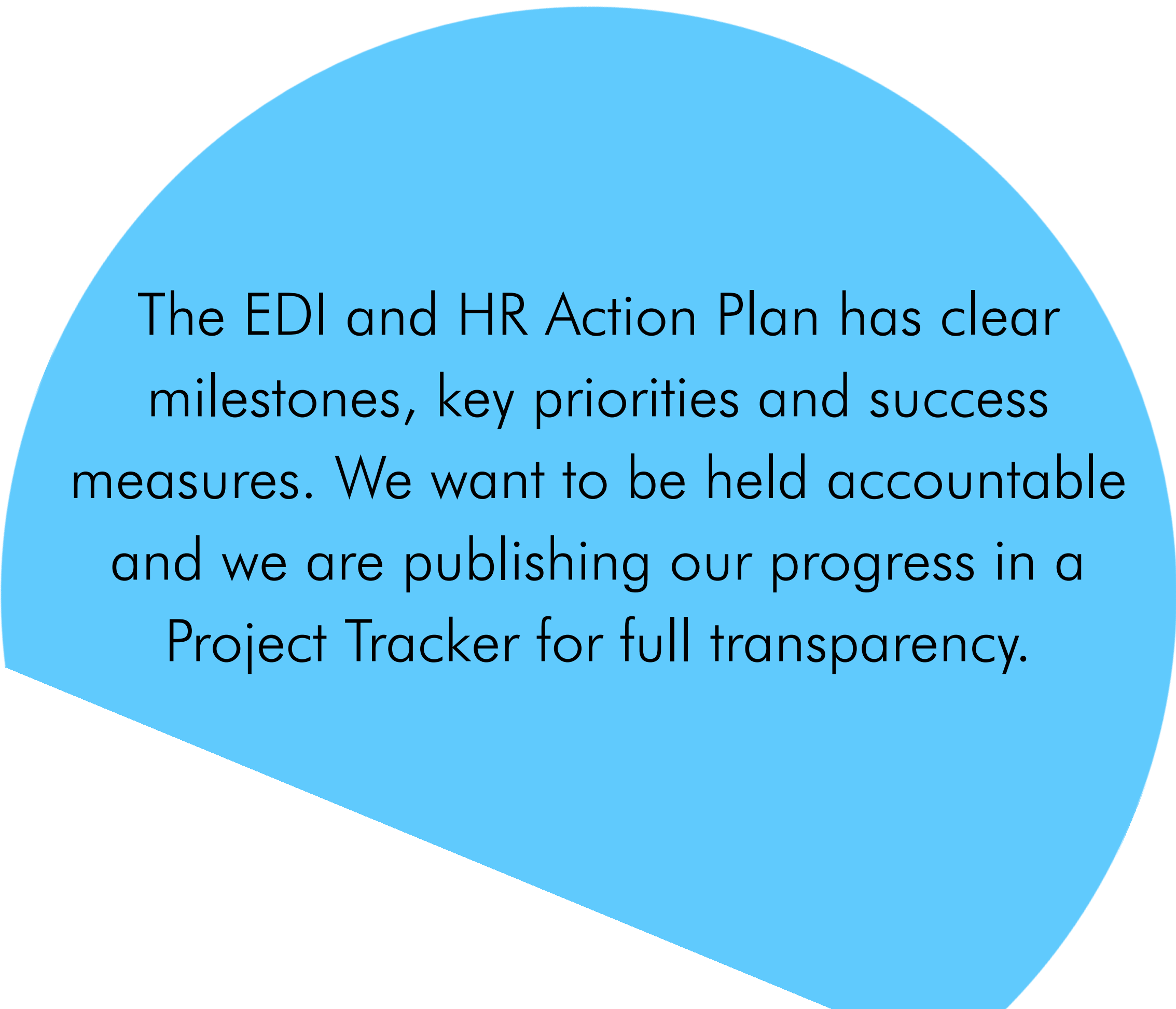
**Lewis
Silkin LLP
External
Review**

**The
Barbican's
HR Audit**

**2021
10–point
Action
Plan**



**EDI and
HR
Action
Plan**




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

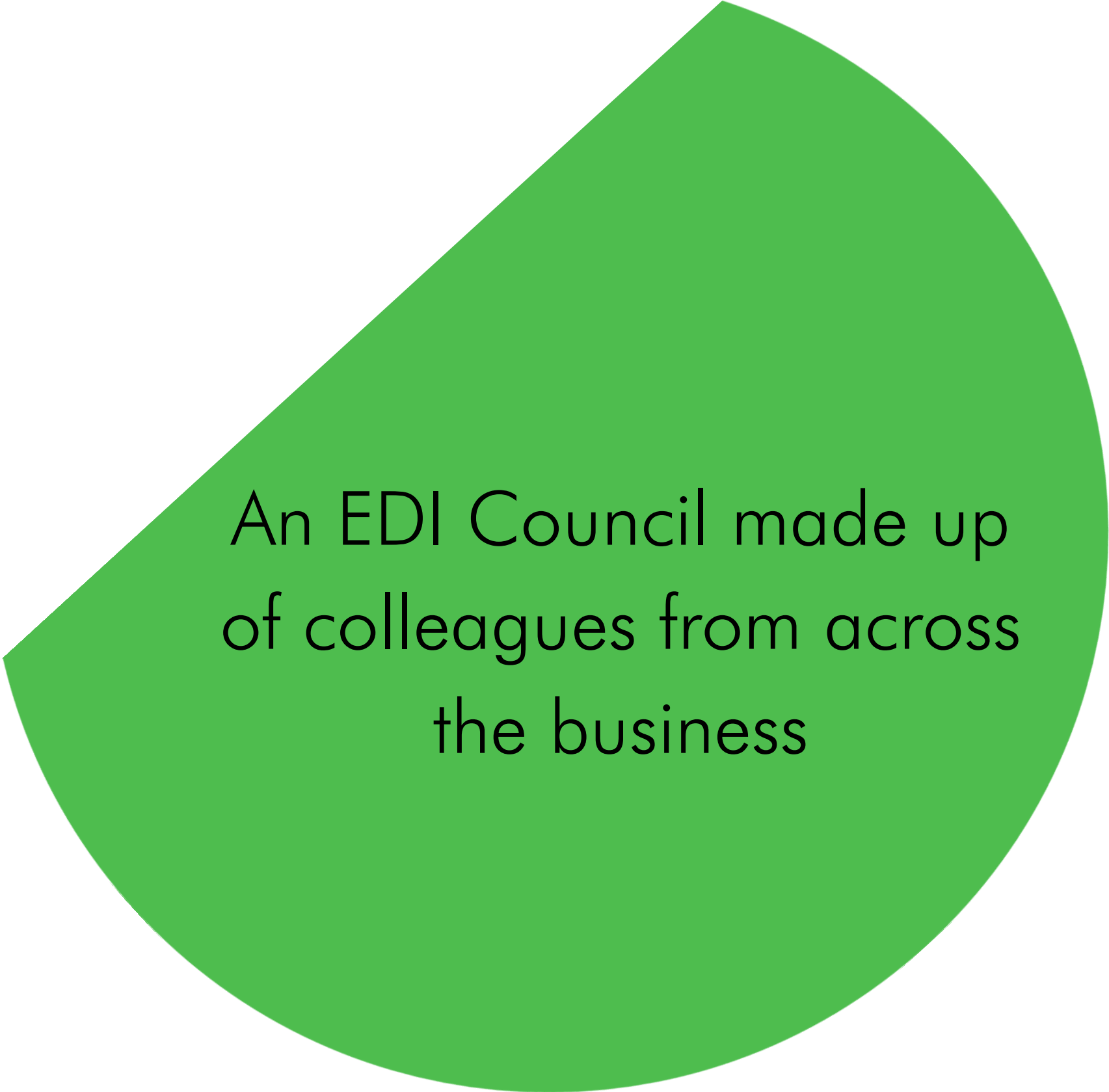
We also know that we can't bring this new change alone, so we have...

Established an EDI and HR Steering Group 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.

A large, solid red shape in the bottom right corner of the slide, resembling a stylized arrow or a corner piece.

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

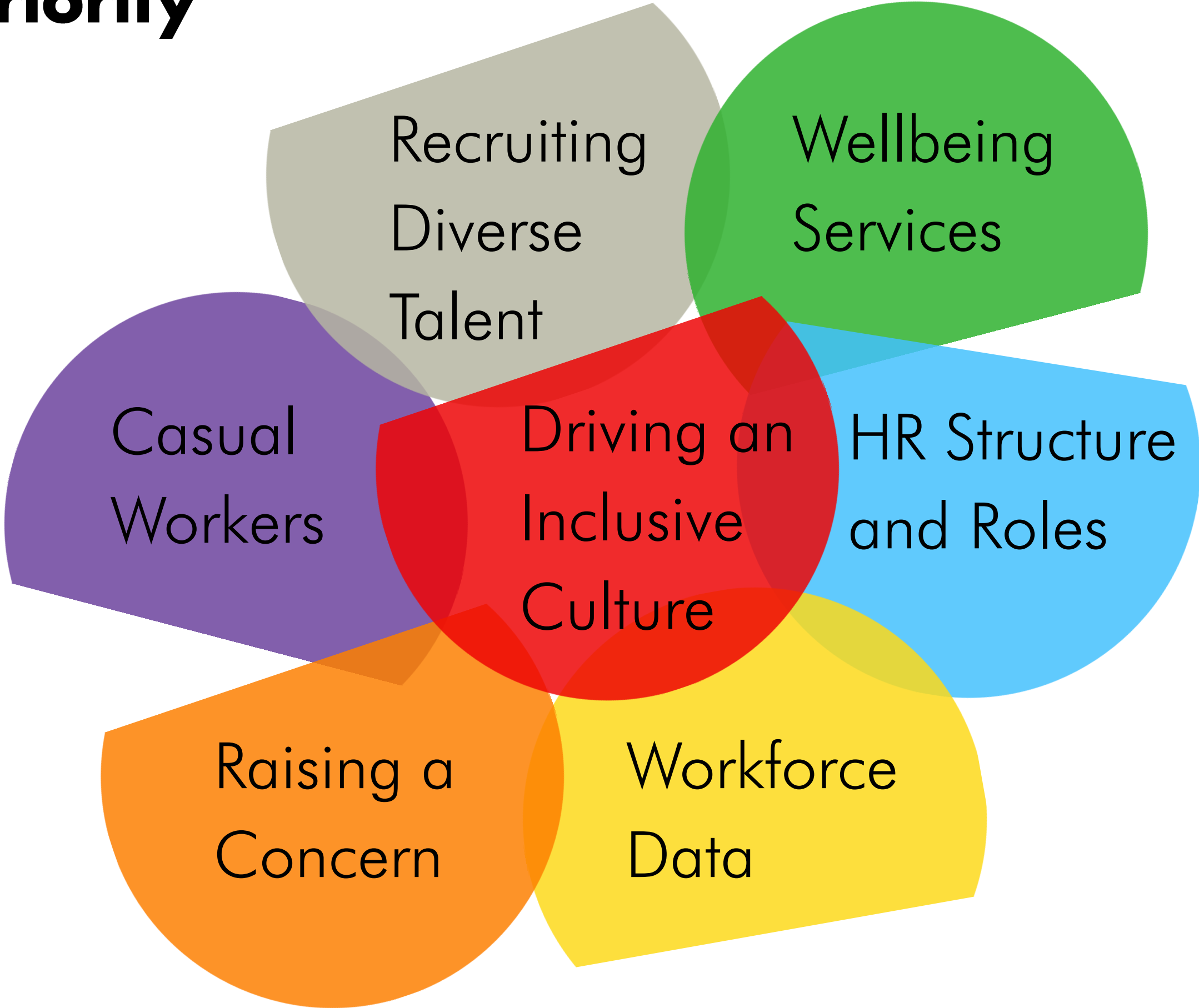


An EDI Council made up
of colleagues from across
the business



Two new staff Networks
(formerly Employee
Resource Groups):
Barbican Women and
Barbican Global
Majority

Our seven priority areas...



The background of the slide is a faded, high-angle photograph of a modern architectural complex. It features several interconnected concrete structures with flat roofs and large glass windows. Some of the roofs have greenery or solar panels. In the distance, other city buildings and trees are visible under a bright sky. A large, solid red circle is positioned in the center-right of the frame, partially overlapping the building image. Inside this red circle, the text "Driving an Inclusive Culture" is written in a bold, black, sans-serif font, arranged in three lines.

Driving an Inclusive Culture



Our focus since the last quarterly update has been to review our communication activity to ensure it's inclusive, honest and engaging



We held focus groups and a several one-to-one meetings with a mix of colleagues from the Centre



**Feedback showed that people enjoyed
Claire's videos, and many are
experiencing a positive shift in culture**

The slide features two large, semi-transparent circular shapes: a light blue one in the top right corner and an orange one in the bottom left corner. The text is centered in a bold, black, sans-serif font.

**But there's still more to do to create a
sense of community, build trust and
support our casual teams**


We have also...

Launched
guidelines for
Inclusive
Meeting
Behaviours

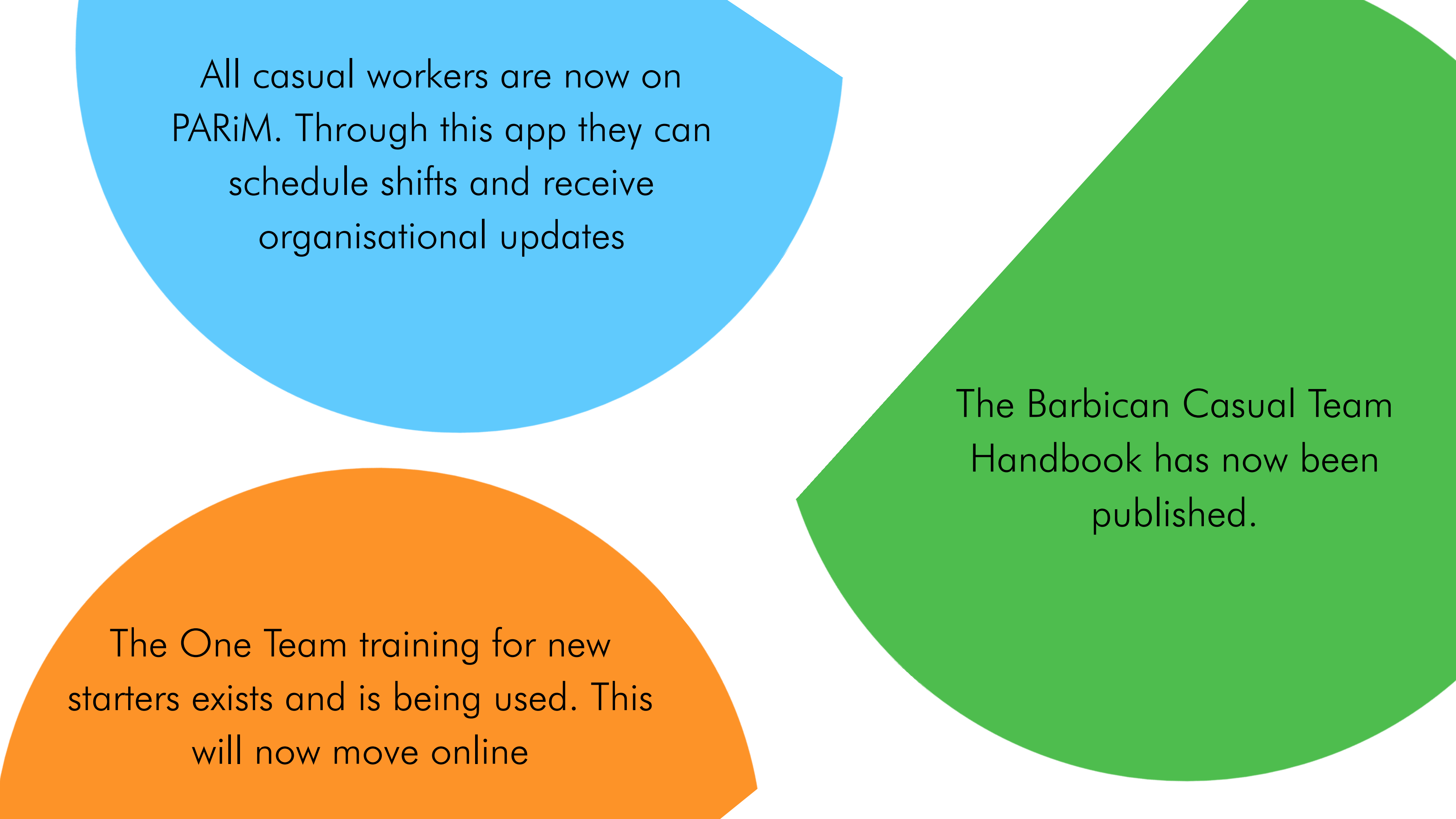
Held a Town
Hall Meeting
with the Town
Clerk

Held a second
Directors'
workshop on
Race and
Ethnicity
Development

Developed new
internal
communication
tools, including
Barbican
Bulletin and
more use of
PARiM



Casual Workers




All casual workers are now on PARiM. Through this app they can schedule shifts and receive organisational updates

The Barbican Casual Team Handbook has now been published.

The One Team training for new starters exists and is being used. This will now move online

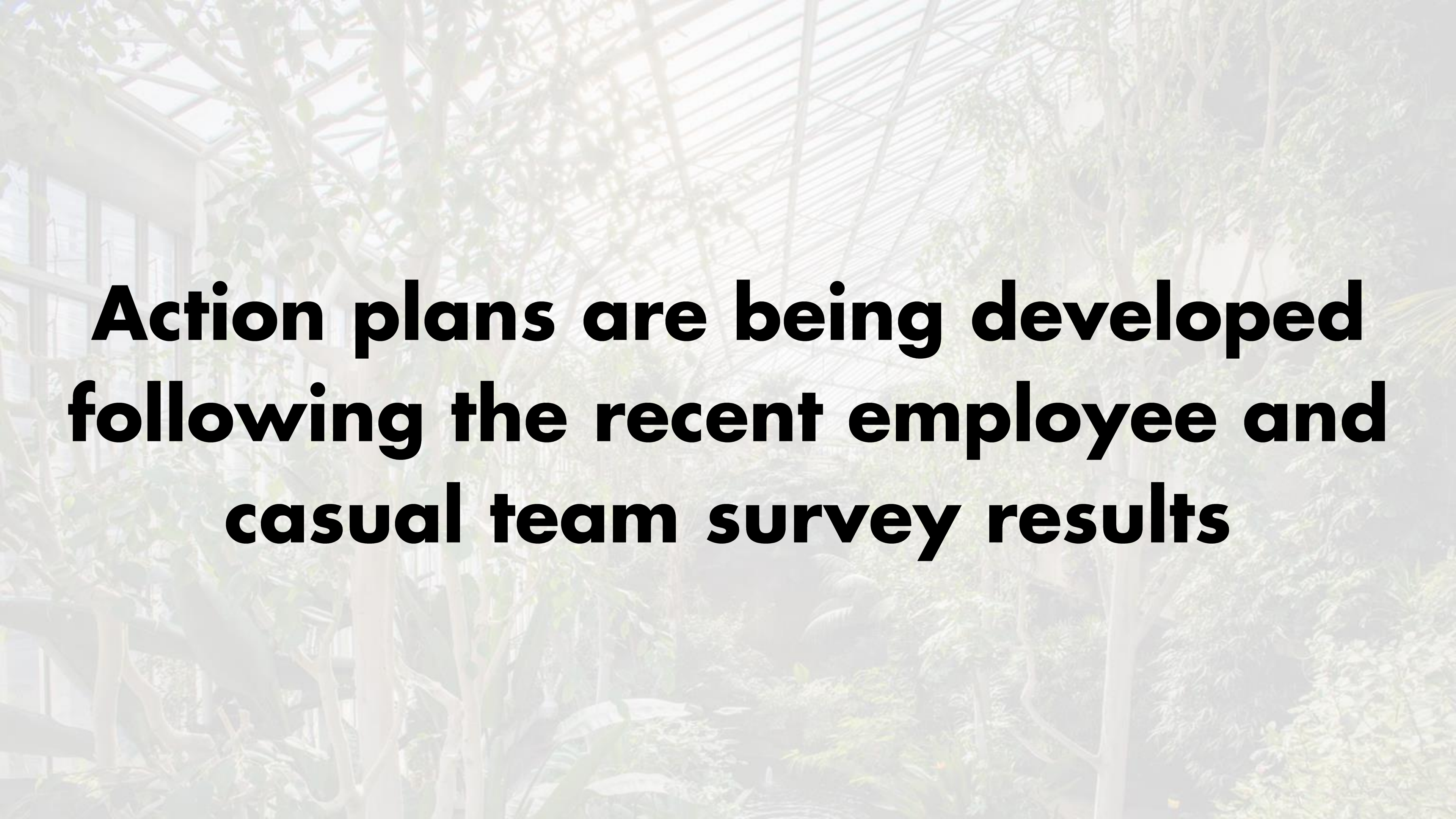
The background image shows the Barbican Centre in London, featuring its iconic concrete towers and a modern courtyard with people walking and sitting. A large yellow circle is overlaid on the center of the image, containing the text 'Workforce Data'.

Workforce Data



We've shared our diversity data, but we still need to do more work on our diversity targets, which we aim to publish by the end of the year.

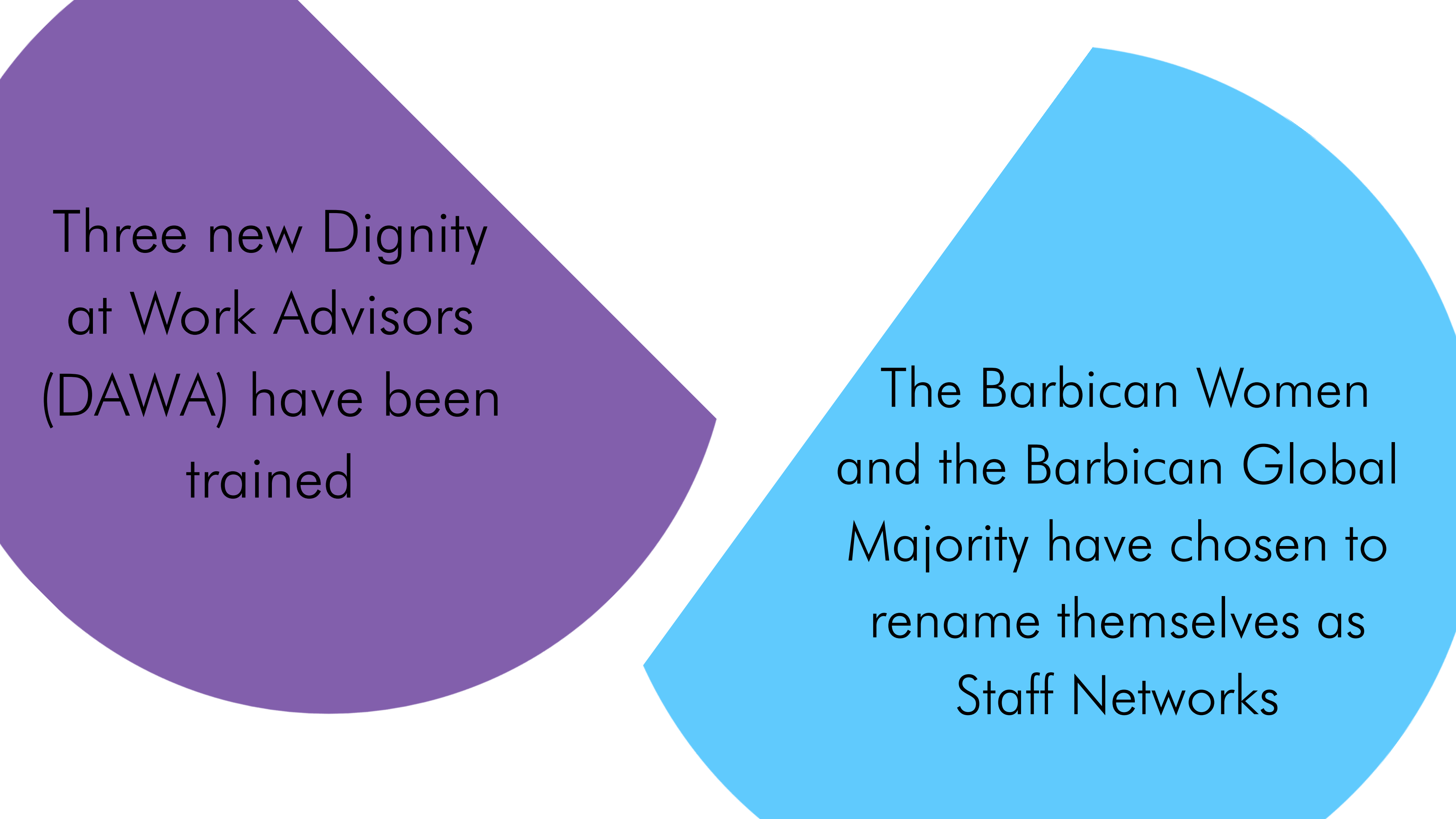
We will also look forward to being able to share casual team diversity data.



**Action plans are being developed
following the recent employee and
casual team survey results**




Wellbeing Services



Three new Dignity
at Work Advisors
(DAWA) have been
trained

The Barbican Women
and the Barbican Global
Majority have chosen to
rename themselves as
Staff Networks

The background image shows a modern, multi-story building with a central courtyard. The building has a curved facade with multiple levels of balconies and large windows. The courtyard is filled with greenery and plants. A large, semi-circular blue overlay is positioned in the center of the image, containing the text.

HR Structure and Roles

Emma Green, our new Head of EDI has started. The new role of Director of People, Inclusion and Culture has been recruited and will join in Q3



We will continue to
review these actions
and deliver reportable
change every three
months.



Over the next quarter you'll see...



- Development of both our EDI & Internal Communications Strategies
- Introductions to our new Director of People, Inclusion & Culture
- Modelling of our newly-published Inclusive Meeting Behaviours by Senior Leaders



Activity supporting the launch of the Barbican's Zero Tolerance Statement



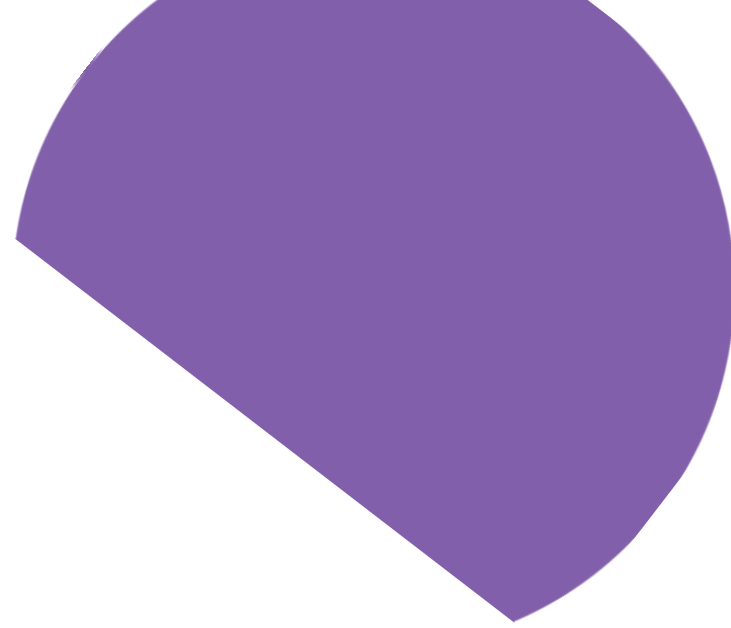
Embedding use of the new Barbican Casual Workers Handbook



Recruitment beginning for a new Internal Communications Manager



And more, to be shared via the weekly Barbican Bulletin!



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

LetsTalk@barbican.org.uk



barbican

**We are determined to
make the Barbican a place
for everyone, where
everyone has a place.**

