

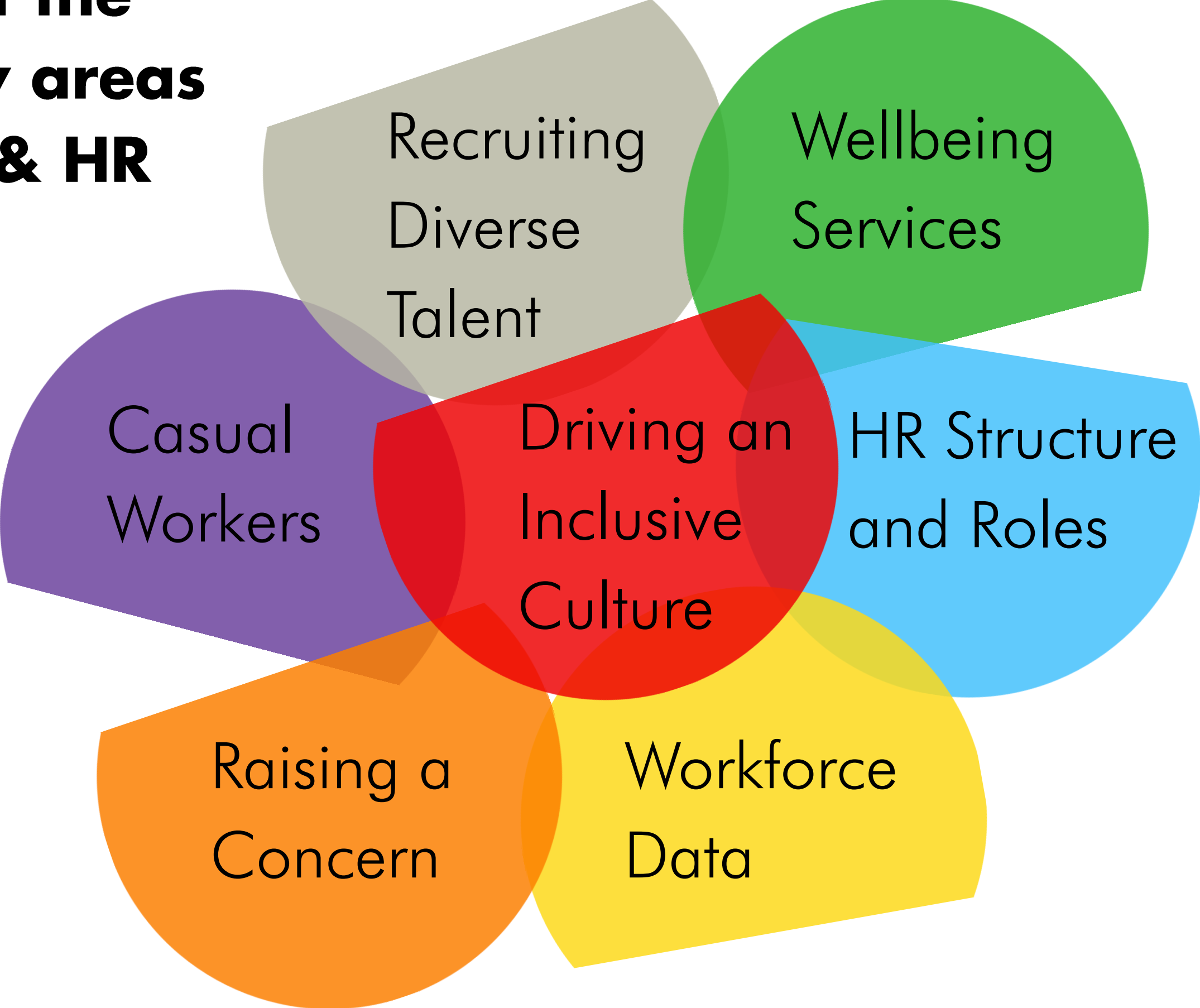
**Quarter 3**

**barbican**

**Our HR & EDI  
Progress Report**

**August - October 2022**

**A reminder of the  
seven priority areas  
from our EDI & HR  
Action plan**



Recruiting  
Diverse  
Talent

Wellbeing  
Services

Casual  
Workers

Driving an  
Inclusive  
Culture

HR Structure  
and Roles

Raising a  
Concern

Workforce  
Data


The background image shows the Barbican Centre in London, a large modernist building complex. In the foreground, there is a paved plaza with several people walking. A prominent orange circular graphic is overlaid on the center of the image, containing the text 'Raising a Concern'.

# Raising a Concern

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We launched our new Zero Tolerance statement, including a set of routes to resolution. We recognise a set of words isn't enough, and so we're now rolling out training for all colleagues to learn how to adopt the Zero Tolerance statement in practice.

This is a really important piece of work that will help us towards creating an environment where everyone feel they belong and there is zero tolerance to discriminatory, aggressive, bullying or anti-social behaviours.

A yellow decorative shape, resembling a stylized arrow or a corner piece, is located in the bottom right corner of the slide.




**Driving an  
Inclusive  
Culture**


We've developed a new Internal Communications Strategy.

This strategy will include new communication features and create more interaction and two-way feedback opportunities.


We've also appointed a new Internal Communications Manager to support this work.



We've made changes to some of our offices and turned the CEO office into a collaboration meeting space encouraging cross-organisation collaborative working.




We published the findings of our most recent staff survey. We're committed to act on the feedback and have shared detailed organisation and local action plans of what we're going to do to address the points raised in the survey.



We're also looking at other ways to gather insights from our people, including live 'in the moment' feedback at our staff meetings, and we're speaking with pulse survey providers to identify new formats to encourage more two-way conversations.






# **Casual Workers**


We've published the first version of our new casual team staff handbook which is a useful guide to everything you need to know about working at the Barbican.

This quarter, we've also spent time collecting feedback from colleagues which we'll now incorporate into an updated version of the handbook.

The background image shows a large, multi-story building with a central courtyard. The building has multiple levels with balconies and a curved facade. The courtyard is filled with greenery and plants. A large blue circular graphic is overlaid on the center of the image, containing the text "HR Structure and Roles".

# **HR Structure and Roles**

In September, our new Director of People, Inclusion and Culture, Ali Mirza, joined the Barbican team!


A large, solid red circle is centered on a white background. Inside the circle, there is a paragraph of text in a black, sans-serif font. The text is centered within the circle and reads: "We ran several workshops with colleagues to collect feedback to inform the development of our new EDI strategy, which will be launched in early 2023. Our final workshops will run in December."

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# Workforce Data

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A large blue circle graphic is positioned on the left side of the image, partially overlapping a background scene. The background shows a multi-story building with arched windows and a fountain with water spraying upwards. The text is centered within the blue circle.

We've shared the latest set of data on the diversity of our team. Being able to analyse this data helps us to take better and more inclusive decisions.

Work is continuing on our diversity targets, and we're on track to publish them as part of our new EDI Strategy next year.


A large yellow decorative shape, resembling a stylized sun or a partial circle, is located in the top-left corner of the slide.

We're also working to expand our people and analytics capability, starting with reviewing the current people data we hold and what we need to help us make more informed people decisions.



The background image shows a modern urban courtyard. In the center, there is a large, multi-level water feature with cascading water and several circular basins. The courtyard is paved with light-colored tiles and features several circular tables and chairs, suggesting a cafe or lounge area. In the background, there are several multi-story buildings, including a prominent one with a curved facade and large windows. The overall atmosphere is bright and modern.

# **Recruiting Diverse Talent**


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An additional resource is  
being allocated to the  
Barbican HR team to support  
managers in the recruitment  
process.



**Over the next quarter you'll see...**



- Activity supporting the roll-out of our new Zero Tolerance statement, including training for all staff
  - Embedding use of the new Barbican Casual Workers Handbook
  - Development of both our EDI & Internal Communications Strategies
  - Bringing recruitment from the City Corporation in-house which will enable us to improve our processes and a better candidate experience
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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](mailto:LetsTalk@barbican.org.uk)**

