In July 2017, TheCityUK signed up to the Women in Finance Charter as part of its commitment to support fairness, equality, inclusion and diversity across the industry and within our own organisation.

The Charter is an initiative of HM Treasury to work together with firms and organisations across financial services to build a more gender balanced and fair industry. As the industry body that represents the UK-based financial and related professional services ecosystem, TheCityUK is proud to be a signatory to the Charter and is supportive of the Government’s goal to achieve gender balance – not just at senior management, but at all levels across an organisation.

Ultimately, a balanced workforce is good for business – it is good for customers, for profitability and workplace culture, and is increasingly attractive for investors.

In signing up to the Charter, we have made the following pledges to promote gender diversity:

- Our Chief Executive, Miles Celic, will have ultimate responsibility and accountability for gender diversity and inclusion in our organisation. He will co-lead the implementation of our work with our Corporate Communication Director, Jen Green.
- To maintain at least a 40/60 gender split across senior management positions. This includes our Leadership team (currently four people, including the Chief Executive) and our Senior Management Group (currently six people). As a small business, employing less than 40 people, these percentages are subject to swing with the replacement of one member of staff. We are proud to say that we are currently exceeding this target with a 50/50 split.
- To publish progress annually against these pledges on our website and in our Annual Report from 2018.
- That targets relating to diversity, fairness, equality and inclusion, diversity – and, within that, gender diversity – will be incorporated into organisational objectives and an element of the pay and reward of the senior executive team will be linked to delivery against these.

As part of our commitment to the Women in Finance Charter, we are focused on embedding existing or implementing new work practices that support gender diversity and ensure fairness, equality, inclusion and diversity across our business. We also continue to support the good initiatives of our members in this space.

Aside from the specific pledges outlined by the Charter, we already implement, or intend to introduce the following actions in relation to gender diversity:

- for events being organised by TheCityUK, every effort is made to ensure representation from appropriately senior male and female practitioners on panels or at roundtables
- for events at which TheCityUK is appearing – in particular on panels – requests are made to the event organisers to secure appropriate representation from both male and female representatives
- as part of the recruitment process, gender-balanced candidate shortlists are requested from recruitment agencies for all roles across the organisation
- delivered diversity and employment law training for all line managers
- recently reviewed and enhanced maternity / paternity pay
• offer the childcare vouchers scheme to eligible employees
• enhancing family friendly policies generally
• reviewing wider benefits package.

Further to the above actions, we seek appropriate opportunities to facilitate best practice debate around a variety of industry issues and will seek to include gender diversity among these. We will also continue to support the good initiatives of our member firms in this space.

For further information visit about the charter and how to sign up, visit the Women in Finance Charter website.