

Gender Equality



Women in Business - Best Practice Heatmap

A 'toolkit' of initiatives to promote gender equality and non-discrimination against women in the workplace, drawing on recent research from within the financial industry and wider

Alpha

Beginner

Intermediate

Advanced

Mentoring



- Celebrate female role models
- Mentorship programmes for woman (i.e #mentorher)
- In-house GE champions/ advocates



- Internal female mentoring



- External female mentoring programmes

HR Policies & Employee Training



- Unconscious bias training for employees



- Bystander training to enable employees to advocate for one another
- Have well communicated policies on gender equality and harrasment in the workplace



- Independent incident investigations in harassment and other HR violations
- Best practice language standards communicated and formally documented

Recruitment



- Unconscious bias training for interviewers
- Review role descriptions to ensure they use diverse language
- Website and recruitment materials have diverse imagery
- Understand your recruitment data



- Instigate recruitment bias training
- Ensure a diverse interview panel
- Publicise your diversity strategy and experience testimonials on the website
- Partner with a female focused recruitment agency



- Agree diversity quotas with recruiters
- Blind CV review
- Publicly share information about the diversity makeup of the company on the website

Progression & Retention



- Assess real-time KPIs - e.g. promotion outcomes are representative of the promotion pool demographics
- Acknowledge and reward different leadership styles and skill sets developed during parental leave
- Communicate Shared Parental Leave



- Managers must commit to putting all potential candidates on opportunity lists
- Optional/affordable childcare benefit packages
- Identify key blockers to women's development
- Introduce a more lenient probation period with new parents



- Independent third-party observer to partake in all promotion committees to call out any unconscious bias and help drive the goal of promoting women
- Flexible work arrangements and a culture of WLB
- Reassess job requirements for the senior leadership team - understand what barriers could be preventing senior women from progressing
- A dedicated function e.g. having a Head of Diversity
- Onsite childcare facilities

Internal Groups & Organisations



- Have a GE committee
- Have a roadmap and a clear internal company plan
- Have communication channels
- Have clear internal goals and communicate them



- Have a regular GE committee meeting schedule
- Have a clear development plan
- Engage with other D&I streams around equality
- Have a firm-wide network of GE champions to support committee initiatives



- Internally benchmark yearly GE committee achievements
- Have a best practice model to promote throughout the industry
- Have a network of supporters external to the firm to support committee initiatives

Events / Networking



- Informal internal discussions



- Informal networking
- Internal Roundtables



- Industry Roundtables
- Highlight 'Manels' and provide alternative speaker/ participant recommendations
- Write and publicise thought leadership on GE

Quantitative



- Develop and use a basic survey to understand company issues
- Gender pay gap reporting
- Meet the industry benchmark for female senior leadership



- Best Practice KPIs
- Under 250 employees - voluntary gender pay gap (reporting published internally)
- Be above the industry benchmark in female senior leadership



- Best practice/ GE reporting and analysis
- Under 250 employees - voluntarily publish gender pay gap reporting externally
- Board level membership stats and targets
- Be significantly above the benchmark in senior leadership

KEY

- Alpha Beginner
- Alpha Intermediate
- Alpha Advanced

Alpha's self-assessment ranking in each section (February 2020)

Overall Alpha self-assessment rating (February 2020)