

Barclays Bank

Flexible Working

Issue to be resolved

In 1958, Hilda Harding became first female Branch Manager within Barclays and the first female Bank Manager in the UK. Barclays has a long legacy of recognising the vital role that diversity and inclusion plays in our business. We continue to focus on achieving a better balance between men and women in our workforce, particularly at senior levels.

Action taken

We have a number of development programmes across the world designed to identify talented women and help them progress through the organisation. For example, our businesses in Africa put in place a Women's Leadership Programme, connecting women and empowering them for future leadership roles. In France, Barclays is a founder member of Financielles, a network for women in financial services, and has a mentoring programme for selected senior women. There is a Women's Talent Forum in Portugal, and a pilot women's development programme in UK Retail and Business Banking, as well as other similar initiatives in other parts of the organisation. We continue to champion the Barclays 'Women of the Year' programme, recognising female employees who have achieved outstanding success, and men who are recognised as champions of gender equality. This initiative began in 2007 in the UK but is now our keynote global programme promoting gender equality. In 2012, the awards attracted more than 1,600 entries from over 40 countries, and showcased the wide range of inspirational women who have had a major impact across Barclays at every level.

We also want to promote gender equality outside Barclays, as well as inside, and this is why we collaborate with partners who share this aspiration. In 2012, we continued to support the annual Women of the Year Lunch and Lecture, and the Female FTSE report from Cranfield University. We also participated in the Women's Forum for the Economy and Society held in Deauville, France, and contributed to a best practice database brought together by the World Economic Forum, entitled 'Closing the Gender Gap'.

The promotion of gender equality also extends to our communities around the world, for example, through training and skills programmes.

Result

On International Women's Day 2012, we hosted a programme of events involving over 20,000 colleagues in more than 50 locations across the world. These included discussion panels with major public figures and our own leadership team, as well as special sessions of our Women's Initiatives Network groups. Topics discussed at these events included Barclays commitment to women in its business and the practical challenges women face in the workplace.

Next Steps

The number of women in senior roles is tracked and reviewed semi-annually. We currently have one women on the Board, and we have stated our intention to increase this to at least 20% by 2013 and 25% by 2015 supporting the Lord Davies report recommendations. In Barclays as a whole, more than half of our employees are women. The proportion of female executives is at 11% and the number of women in management roles is at 35%.

Any other information

Contact

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