

GED Conference - 30th November

Using inclusion to drive diversity



Simon Fillery – Head of Inclusion



BANK OF ENGLAND

Diversity is...

Identity

Cognitive

Inclusion is...

Empowered, engaged and enabled



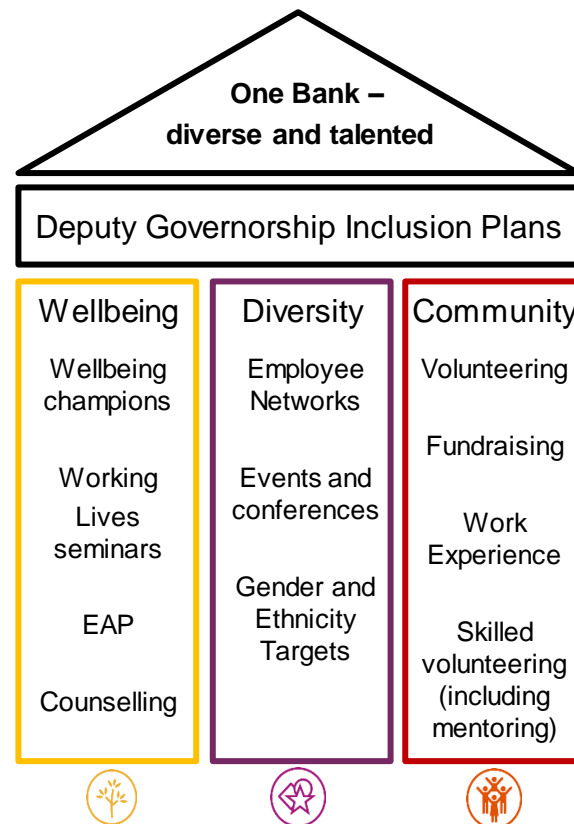
INCLUSION
community . diversity . wellbeing



To continue building an inclusive culture at the Bank where everyone can be their whole selves and produce their best work

Success measures

- Build greater diversity across the Bank in order to reflect the society we serve (demographic data & targets)
- Support a proactive approach to wellbeing enabling people to bring their best selves to work (viewpoint survey & volunteering)
- Using our influence and experience to create a positive impact in society and inspiring colleagues to get involved with the community
- Being recognised as a place where everyone can build a career (external benchmarking/award recognition)
- Continuing development of diversity of thought (developing wider agenda metrics)

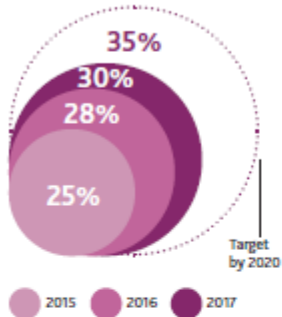


Transparency in our data

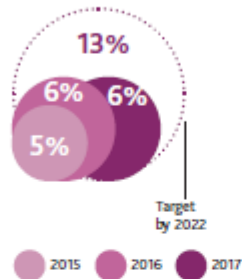


Diversity and Inclusion metrics

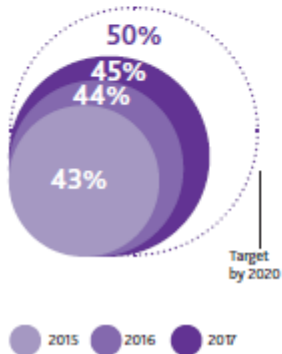
Female representation Senior management



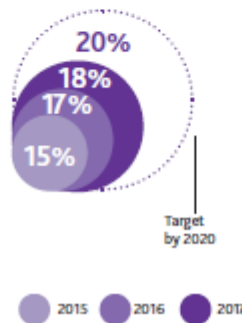
BAME representation Senior management



Female representation Below senior management



BAME representation Below senior management



Female representation among the Executive and Committees at 28 February 2017



* On 31 July 2017, Court membership was corrected from 2 out of 11 to 3 out of 12.



Creating a Social Mobility Talent Pipeline

