



Summary - Gender Diversity in Financial

Services : What Works !



Dear Member

This week we were fortunate to be joined by **Leonie Nicks** and **Georgie Bremner**, Senior Advisors from the **Behavioural Insights Team**. The team has been working in collaboration with the Government Equalities Office on a 3 year research project gathering evidence as to what truly makes a difference in improving gender diversity in Financial Services

Leonie and Georgie were able to share how what they've learned so far positively impacts on gender diversity in our sector and beyond and gave us some interesting insights into their research. It was also clear from their findings that there is a 'part time penalty' still very much in existence and more needs to be done to nudge along employers to offer flexible working options. The research shows that jobs that offer more flexible working options attract 30% more applications.

During the session a poll was conducted with the audience regarding 'quotas' and 'targets' vis a vis the Gender Diversity agenda with some interesting results – you can see these on the attached screenshot. Leonie and Georgies' slides are also attached.

As part of **City HR's Women in Leadership Programme**, part 2 of the session was an fascinating interview with two inspiring women:

- **Jean Stephens**, CEO of the global auditing, tax and consulting firm **RSM**, and
- **Ranjani Kearsley**, Global Head of HR at **Eight Roads**, part of the Fidelity Group.

The interviews were facilitated by **Helen Farr**, Employment Law Partner at **Taylor Wessing**. Helen is also a founding member of City HR Women in Leadership Advisory Board.

Both Jean and Ranjani shared with us insights into what has helped them make progress in their careers to date with some very interesting and frank advice and some useful take-aways in terms of what has worked for them. Included in this overview was to own your own career; seek a mentor; act in the best interests of the organisation and build good relationships. Both speakers emphasised that you need the freedom to make mistakes and to grow from these, to exercise empathy and to remain authentic.

The Q&A at the end of the session produced some interesting questions – the final one being ‘how men could do better to encourage women to be successful’. Jean’s advice here was to reach out a hand to pull them up and not be patronising. Ranjani shared her view that we need to be tackling gender diversity at a grass roots level including at school age by teaching equality which will help the next generation.

If you didn’t manage to catch this HR Chat and would like to hear the recordings please email sambailey@cityhr.co.uk

If you're not already registered for our free HR Community Calls every Tuesday please contact Sam and she will put you on the list to receive the link each week.

Kind regards

Andrea

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