



## Women in leadership

When everyone's welcome, anything is possible



# Our story

Our long history has been made possible thanks to many generations of talented people who have nurtured and shaped our business.

Women have long played a key role in our success, from our female telephonists in the early 1900s to Hilda Harding, whose appointment as the UK's first female bank manager in 1958 showed Barclays recognised talent rather than gender. Today, we are able to shine the spotlight fully on the many great women who are leading and contributing to our business – across our global communities.

I'm proud of the efforts we have made recently to improve gender equality and diversity within Barclays and beyond. A great example of this is the launch of our Women in Leadership Exchange Traded Notes in 2015, providing investors with a way to back companies that are committed to gender diversity. Another demonstration of the depth of our commitment is our support for the United Nations' HeForShe campaign. This will enable us to use our global presence to enhance awareness of the importance of gender equality. But there is still much more we can do.

I want us to maintain our position as a leader in diversity. At the same time, we must never become complacent. Women are as essential to our business as they are to the global economy. They represent a growth market more than twice as big as China and India combined and we have seen a significant rise in female entrepreneurs, wealth owners and household breadwinners. Barclays will only succeed if we relentlessly focus on building and maintaining a diverse and inclusive environment and I look forward to working with all of you to provide the necessary support and leadership to make this a reality.



**Jes Staley**  
Group Chief Executive,  
Barclays PLC

# Creating change at Barclays

We are proud that Barclays is recognised as a leader in diversity. Today, there is a wide range of initiatives designed to increase the number of women in senior leadership roles and to develop our female talent base. Through these programmes we will achieve a much better balance between men and women in our industry.

Below are some examples of the work we are doing on this front.

## Women in Leadership Forum

The Forum is our commitment to the development of senior women at Managing Director and Director level. Held in four global locations on a biannual basis it brings together leaders to network, share experiences and derive inspiration to drive their careers forward. Recognising this experience is important for all women at Barclays, in 2016 we are using technology to create virtual environments to share the learning to a much broader audience.

## everywoman

everywoman is an organisation that champions the advancement of women in business. They provide personal development resources, inspiration and advice. Type 'everywoman' into your browser (internal) or visit [www.everywoman.com](http://www.everywoman.com) (external) for more information.

## HeForShe

HeForShe is a United Nations global campaign to engage one billion men in the advancement of women's rights. Barclays is calling on male colleagues to become active participants in the HeForShe campaign and our own Women's Initiative Network. Type 'HeForShePortal' into your browser (internal) or visit [www.heforshe.org](http://www.heforshe.org) (external) for more information.

## Women on Boards

This UK initiative aims to improve gender diversity on FTSE 250 companies board of directors through talent management, training and development.

## Mentoring

There are multiple ways to be involved in formalised programmes associated with talent management. These include global mentoring circles led by WIN (Women's Initiative Network). Type 'mentoring' into your browser (internal) to learn more.

## Women@Barclays

Women@Barclays is a brand new online portal aimed to support our female colleagues and help them explore what they want from their career and how to get it in a way that works for them. For managers, it is designed to raise awareness and bust the myths that exist around women at work as well as share resources and tips for better gender intelligence. Type 'womenatbarclays' into your browser (internal) to learn more.

## Women's Initiative Network (WIN)

WIN helps Barclays' colleagues achieve their goals and promotes a positive work environment. It also promotes career development and network building within the company through their Global Circle Mentoring and Careers Week, as well as other initiatives. Type 'diversity' into your browser (internal) and click 'Diversity Networks' then 'WIN' to learn more.

# Celebrating our achievements

At Barclays we strive to create a diverse and inclusive environment (it's absolutely vital to our success). We're openly judged on our actions and are delighted when our achievements are recognised. We also delight in recognising colleagues who support our diversity ambitions via our annual Barclays Diversity Business Awards.

## In the last 12 months our achievements include:

- We are one of the 10 UN HeForShe Corporate Impact Champions to have achieved overall gender parity with 51% of our workforce being female
- Improving the percentage of women in senior leadership roles year-on-year (now at 23%)
- Barclays named as a member of the newly created Bloomberg Financial Services Gender-Equality Index due to our best-in-class policies and practices
- Winning the Women in Wealth Management Award
- Winning the Women in Banking and Finance Team Performance Award
- Being ranked in 'The Times Top 50 Work Places for Women' for the eighth consecutive year
- Sponsoring International Women's Day and Women of the Year Awards
- We achieved Gold in the Business in the Community Diversity and Wellbeing Benchmark for Gender and Race
- Barclays became a member of The Working Parent Support Coalition, committing itself to implementing a range of parental workplace support practices
- We ranked top 10 in the UK Working Families Annual Benchmark
- Barclays was named as one of the 100 Best Companies for Working Mothers in 2015 by *Working Mother* magazine. We have received this recognition every year since 2013



# Breaking down barriers, at home and abroad

Barclays has publicly committed to addressing the issue of gender diversity in leadership. We are working with organisations around the world to extend this mission globally.

## Our partners are:



**British Bankers Association**, the UK's leading association to support policies and initiatives that balance both the interests of banks and the public



**Catalyst**, an organisation focused on the advancement of women in business for over 50 years. Type 'catalyst' into your browser (internal) or visit [www.catalyst.org](http://www.catalyst.org) (external) for more information



**Centre for Talent Innovation**, an organisation that conducts research and advocates for equal opportunity for all in the workplace



**City Wealth Powerwomen Awards**, Barclays sponsors these prestigious awards recognising women working in wealth management and private banking across Europe



**everywoman**, a global organisation that champions the advancement of women



**UN HeForShe**, a campaign that encourages men around the world to speak out against the inequalities faced by women and girls



**Opportunity Now**, a diversity campaign working to leverage diverse workplaces where women can progress and develop on equal terms



**UN Women UK**, a corporate network established to form partnerships between senior business leaders and advocate for gender equality



**WeAreTheCity Rising Star Awards**, Barclays supports these awards recognising new and upcoming talent in the private, public and not-for-profit sectors in the UK and India



**Women's Bond Club**, a network that brings together seasoned professionals to assist women in advancing within their chosen fields



**Women in Banking and Finance**, a not-for-profit organisation committed to empowering members in the banking and finance industry



**Women of the Year**, a foundation that's been recognising, celebrating and inspiring women of all backgrounds for more than 60 years



**100 Women in Hedge Funds**, an association of more than 13,000 professional women who make a difference in the industry and community with educational programming, professional leverage initiatives and philanthropy

# Investing in diversity

Our Diversity and Inclusion strategy ensures we are ready to welcome all societies, cultures and communities. We rely on harnessing the power of diversity to drive innovation, improve the performance of our business and create a sustainable future.

## Will you lead the change?

We've developed relationships with important international organisations, and progress in gender diversity is definitely being made. But there's still much to do and we need your support. All the resources in this pamphlet are at your fingertips. What change can you create so that gender equality becomes a reality for tomorrow's talent?

Type 'diversity' into your browser to learn more ([internal](#)) or go to [www.barclays.com/diversity](http://www.barclays.com/diversity) ([external](#))



[barclays.com/diversity](https://www.barclays.com/diversity)

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