

Women in Finance Charter & Promoting Diversity in Senior Management Teams

In summer 2015, the Government commissioned a review that found that in 2015 women made up only 14% of Executive Committees in the Financial Services sector. HM Treasury subsequently launched the Women in Finance Charter and London Capital Credit Union was one of the founding signatories.

One of the commitments was to publish targets and progress annually on our website. It is proposed that the Board broaden the commitment to measure and report on diversity issues amongst our senior management team (SMT). We have agreed to publish actual data and targets annually for gender and BAME representation.

Currently our senior management team (SMT) consists of 11 directors and 3 managers. Of the 14 SMT members 6 are female. Whilst this compares favourably with the industrial sector but it does not yet reflect our membership where 65% of members are women.

Gender	London Population 51% (2021)
SMT Actual %	43% (6 of 14)
SMT Target %	Within 10% of London figure

BAME Ethnicity	London Population 45% (2021)
SMT Actual %	43% (5 of 14)
SMT Target %	Within 10% of London figure

Figures correct at May 2022