



HM Treasury



Women in Finance Charter

Annual update submission form – companies with 50 or less staff†

Section A) Signatory information		INSERT ANSWERS BELOW
1*	Name of signatory company	London Capital Credit Union
2*	Please select the sector which best describes the entity to which the Charter applies: <i>(NB Please copy and paste in the righthand column)</i> <i>Investment managers</i> <i>Building society/ Credit union</i> <i>Financial advisor</i> <i>Fintech</i> <i>Global banks/ investment banks</i> <i>Insurance</i> <i>Life and pensions</i> <i>Market infrastructure</i> <i>Payment system</i> <i>Professional services</i> <i>UK banks</i> <i>Government/regulator</i> <i>Trade body/association</i> <i>Professional network</i> <i>Recruiter</i> <i>Other (please specify)</i>	Credit Union
3*	Is Charter signatory FCA-regulated or does it conduct regulated activities? <i>Yes/No</i>	Yes
4	Age of the entity to which the Charter commitment applies <i>eg. Signatory Bank was established in 1983, so is 35</i>	23 years
5	Location of UK headquarters <i>Town/ city</i>	Islington, London
6	Type of entity to which Charter commitment applies	Registered as a credit union under I&PS Act

	<i>Plc/LLP/Ltd/Subsidiary/Regional division/Other (please specify)</i>	
7	Nationality of group/parent (<i>If applicable</i>)	NA. Member owned, all UK

Section B) Details of individuals who completed this submission		INSERT ANSWERS BELOW
1a*	Name of individual responsible for completing submission	Martin Groombridge
1b*	Job title	CEO
1c*	Email address	ceo@credit-union.coop
1d*	Phone number	07734 499196
2a*	Name of additional contact for queries related to submission	Ms Liza Seeto
2b*	Job title	Member Services Operations Manager
2c*	Email address	Deputymanager2@credit-union.coop
2d*	Phone number	0207 561 1786

Section C) Accountable executive		INSERT ANSWERS BELOW
1a*	Name	Martin Groombridge
1b*	Job title	CEO
1c*	Email address	ce@credit-union.coop
2*	Please confirm this submission form has been seen and approved by the AE Yes/No	Yes.

Section D) Senior management definition		INSERT ANSWERS BELOW
1*	What is the firm's definition of senior management?	CEO and three operations managers.

Section E) Senior management data		INSERT ANSWERS BELOW	
		2021 (as per previous submission)	2022 (as per this annual update)
1a*	Number of staff in total workforce <i>If the response to 1a* for 2020 is more than 50, please do not fill out this form and contact wifc@newfinancial.org to request the relevant submissions form for companies with more than 50 staff.</i>	18	20
701b*	Number of staff in senior management population	3	4
1c*	Number of female senior managers	2	3
1d*	Female senior managers as percentage of total senior management	66%	75%
2*	Please provide the date to which the data in this submission relates DD/MM/YY	30 th Sept 2021	30 th Sept 2022

Section F) Headline senior management target(s)		INSERT ANSWERS BELOW
1*	What is the firm's headline senior management target(s)? <i>This should be as per your previous submission to HMT</i>	50%
2*	What is the target deadline? <i>DD/MM/YY Please be explicit, as we will treat a response of for example "2021" to mean the end of 2020.</i>	30 th Sept 2023 Already exceeding target.
<p><i>If your deadline has passed, please answer question 3.</i> <i>If your deadline is in the future, please answer question 4.</i> <i>If you have multiple headline targets, please answer 3 and/or 4 for each target as relevant.</i></p>		
3a*	Have you have met your target(s) during this reporting period?	Yes

	Yes/No	
3b*	If no, please explain why	
4a*	Have you met your target early? Yes/No	Always been ahead of target.
4b*	Are you on track to meet your target (<i>based on your own rationale for interim progress</i>)? Yes/No	Yes
4c*	If the answer to 6b* is no, please explain why	NA

Section G) Senior executive pay linked to gender diversity targets		INSERT ANSWERS BELOW
1a*	Do you have a link between gender diversity targets and pay? Yes/ No	No
1b*	If no, please explain why	Board disapproves of target related pay in financial services as matter of principle. Prime cause of mis-selling.

Section H) Webpage dedicated to WIF Charter		INSERT ANSWERS BELOW
1a*	Company URL where target(s) is published	https://credit-union.coop/wp-content/uploads/2022/05/Women-in-Finance-May-2022-v2.pdf
1b*	Company URL where the annual update is/will be published if different from 1a*	