

* Do you agree to take part in this survey sent é °é °

who is the senior contact who has approved this entry:

Senior contact name:

Senior contact job title:

Senior contact telephone:

Senior contact email:

Confirm senior contact email:

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~~Personnel~~ senior contact telephone:

Please provide a 50 words descriptor of why achieving gender equality in the workplace is important to your organisation. Please avoid using your organisation's name. This could be used in promotional work with The Times should you appear in the Top 50.

Please upload a high resolution copy of your logo (Max 16MB)

if you are unable to utilise this method of upload, email your logo to TimesTop50@bitc.org.uk These answers have logic applied



No file chosen

Advertise roles directly to diverse applicants (i.e. through job-boards, specialist sites)

Use targeted referrals to reach underrepresented groups

Attend careers fairs or partner with networking groups

None of the above

Provide clear expectations and timelines to candidates

Proactively offer reasonable adjustments e.g. childcare payments, support for attending interviews.

None of the above

Require hiring managers undertake training on inclusive recruitment and /or unconscious bias

Use structured interviews with defined job criteria checklists

Ensure diverse interview panels

None of the above



Yes

No

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In this question, specify any activities being undertaken to ensure fair and equal recruitment processes throughout your organisation, including any targets you have in place and how success against these is measured and monitored. This is relevant to all levels from

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Yes

No

Yes

No

Not sure

Yes

No



Yes

No

Yes

No



Yes

No

Caring is the norm and not the exception, with 44% of the workforce currently combining paid work with caring responsibilities. Individuals with caring responsibilities can find it harder to attain, retain and progress into good work, with women (who continue to carry out the majority of informal caring) and individuals from Black, Asian, Mixed Race and other ethnically diverse groups disproportionately affected. Recent research has shown 1 in 10 mothers of young children have been forced to quit their jobs due to difficulties balancing work and childcare. Explain how your policies and culture support working carers so that they are able to flourish and progress at work. In answering this question, we would like to understand:

- The support you have in place to help employees combine work and home life.
- Actions you have taken to ensure that working carers do not face stereotypes or bias at work.
- Any efforts you are making to ensure people of all genders are able to care.
- How line-managers are equipped to support parents and carers.
- The impact your approach is having, ideally backed up with qualitative and quantitative evidence.



- Engaging with customers /clients
- Engaging with our supply chain
- Engaging with Education (Primary and/or secondary)
- Engaging with Further education (Apprenticeships, Higher Level qualifications)
- Investment in female entrepreneurs
- Community work
- Other (please specify)

- Our gender balance work is internally focused

Yes

No

We are currently updating this

Yes

No

Harassment in the workplace is defined as unwelcome behaviour of a sexual nature that offends, humiliates, or demeans an employee's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment. Perpetrators of such harassment can include supervisors, co-workers, and clients. Sexual harassment is a prevalent issue, with the statistics indicating that employers will, at some point, employ someone who experiences such harassment. It is important to understand that harassment can affect individuals of any gender. Research also indicates that certain groups may be more vulnerable to harassment. For example, statistics show that at least 40% of women have experienced harassment in the workplace, with women facing additional risks if they are pregnant, have a history of sexual abuse, or have a physical disability.

Organizational culture, which refers to the shared values and beliefs, can either facilitate or deter the occurrence of harassment. We also know where harassment does occur, and why some individuals are hesitant to share their experiences for fear of retaliation or the perception that nothing will change, and

Yes

No

An inclusive workplace culture that ensures all employees feel respected, valued and that their voice is heard is crucial to achieve gender equity and equal opportunities for all to succeed. It is the cornerstone of employee engagement, wellbeing, retention and job satisfaction and encourages diverse perspectives that drive innovation and improve problem-solving, leading to better business outcomes. It underpins the success of your strategy, and the impact of any initiatives or policies you have in place. In answering this question, we would like to understand:

- What activity you have in place to promote and maintain an inclusive workplace culture
- How employees are engaged on this issue, and if any additional support or training is offered to them.
- How senior leaders and line managers are engaged on this issue, and any support they receive to lead inclusively
- How you ensure that your approach is intersectional and addresses other forms of disadvantage beyond gender
- Work with customers or clients or across sector to promote inclusive workplace cultures
- How you listen to employees and what changes you have implemented on the back of feedback they have given you
- How you know that your approach to creating a more inclusive workplace culture is working.

