

INCLUSION & DIVERSITY ANNUAL REPORT 18 - 19

WESLEYAN
we are all about you

Welcome to our second Inclusion and Diversity (I&D) annual report. Just over 18 months ago, we made a commitment to building a truly representative and inclusive workforce. This will allow us to improve our decision making and deliver better outcomes for our customers, members and employees.

Overall we made some strong progress in 2018/19, which we'll highlight over the following pages. However we recognise that we have much more to do to meet our challenging targets.

The Year in Focus

We have four employee network groups supporting the delivery of our I&D objectives. They have been involved in delivering vibrant, stimulating events that are helping us to shift the dial not only within Wesleyan but within the wider Birmingham I&D community where they are active.

We have also been focusing on the employees of tomorrow with a continued programme of activities in local schools, working with young people who might not traditionally see financial services as a career option for them.

We made progress against some of our targets with a small increase in the number of women working in senior management roles. We were disappointed that our gender pay increased over the period but we have recently made a number

of changes to our Executive team which should have a positive impact when we report again next year.

We are also working with external partners to help us benchmark our performance. We took part in the Stonewall Equality Index and were encouraged by receiving a bronze award from ENEI (the Employers Network for Equality & Inclusion) as we saw a 7% increase in our results from 17/18.

Looking to the future

We have undertaken a great deal of activity over the year designed to better enable our colleagues to be themselves at work. Flying the Pride flag outside Head Office for the first time was a key moment of recognition that we are becoming a different organisation, in particular for our LGBT colleagues.

However there is still much to do. In the year ahead we will work with other companies to understand best practice and how we can ensure our commitment and enthusiasm translates into deliverable and measurable success. Whilst we're delighted with progress our success should be judged by our outcomes and a quantifiable shift in the diversity of Wesleyan.

I am proud to be the Executive sponsor for I&D and grateful to our staff networks whose members keep us focused on the right outcomes. My thanks to them, to my fellow Executives and our Board of Directors for their support. Also, to all of our staff who have embraced our I&D activity so wholeheartedly.

Roger Dix, Chief Risk Officer



2018/2019 I&D HIGHLIGHTS

We made some real progress in 2018/2019 to take us towards being a more inclusive and diverse organisation. This includes:

- An increase in the number of women in senior roles – four out of eight senior vacancies have been filled by women since July 2018 and we have appointed two women to our Board.
- As part of the 30% Club Mentoring Programme, 10 women have benefitted from external mentoring and 10 colleagues have worked as mentors to aspiring senior women.
- In addition to flying the Pride flag outside our Head Office for the first time, a team of employees represented Wesleyan at Birmingham Pride for the second year running.
- To ensure we track progress against our goals, we conducted a second census among staff meaning we have over 90% of employees having submitted their diversity data.
- 100 of our managers have completed a new online course on Mental Health in the Workplace so they can support their staff.
- Our staff networks have run a flourishing programme of events and activities that have helped put I&D at the core of our culture.



- To understand our progress, it is important that we have a solid foundation in place on which we can build. This involves collecting data both internally and externally through which we can benchmark our progress.
- We carried out a second census to better understand the make-up of our workforce. We were pleased to see an 11% increase in completion rates from last year. You can see the results on page 6.
- We are now able to see how the data has moved, not only over a year, but more importantly with a larger number of respondents. We have also compared our Head Office population to the wider Birmingham community. As can be seen from our data we have some way to go to achieve reasonable parity on our ethnic mix compared to that of our home city.

	Wesleyan 2018 Census	Wesleyan (2019 Census)	Wesleyan Birmingham Employees (2019 Census)	Birmingham (Birmingham City Council 2011 Census)
White	84%	79%	73%	59%
Asian / Asian British	11%	15%	20%	27%
Black / African / Caribbean / Black British	3%	3%	4%	9%
Mixed/Multiple Ethnicities	2%	3%	3%	3%

- We were pleased to note a 2% increase in the number of women in senior roles since July 2018, bringing the total number to 26%. We are aiming to have at least 33% of senior management roles filled by women by 2023.



How attractive, inclusive and diverse do we appear to all?

Action points:

We will do more to understand how we can appeal to a broader number of people as an employer of choice including increasing our presence in local schools and business community



How fair are our selection processes?

Action points:

We will increase our use of anonymised CVs and track the data of our applicants. We will seek to broaden the network from which we recruit and work with recruitment agencies to ensure processes are improved where possible



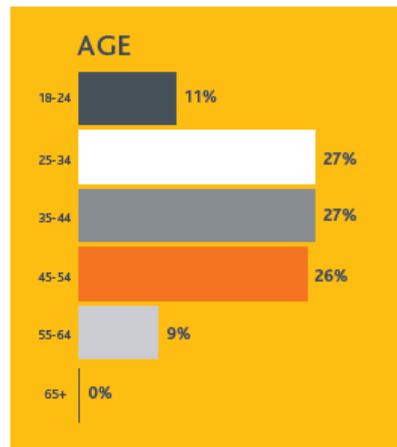
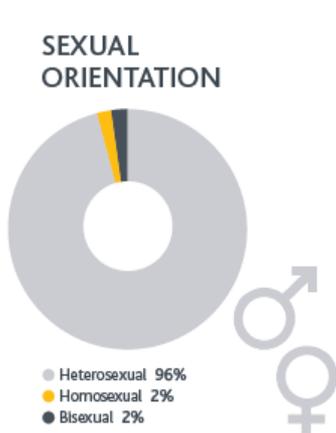
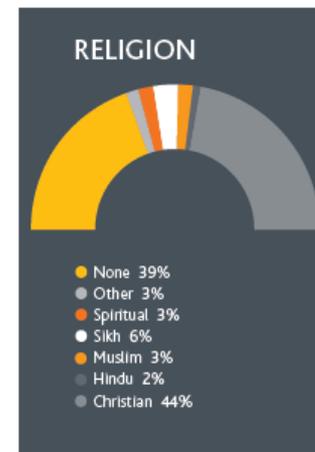
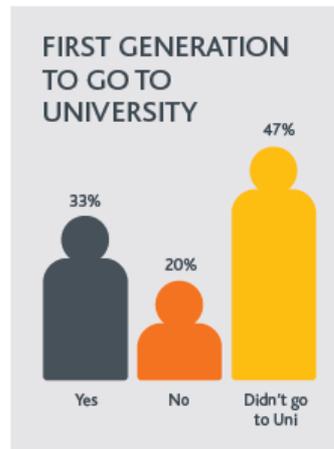
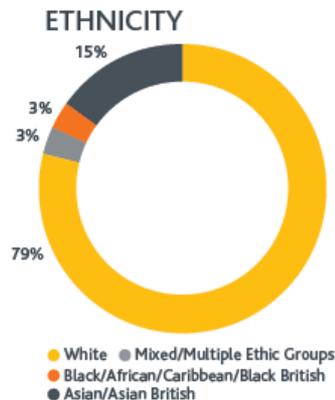
Can you be yourself at work?

Action Points:

Our Network groups are working well and making excellent progress in understanding and dealing with Mental Health and celebrating the diversity of our staff and we will continue to do so and to drive support for the groups

Source: Based on internal data

INCLUSION & DIVERSITY CENSUS: A SNAPSHOT OF OUR EMPLOYEE BASE





Women in Finance Charter

Target: 33% of women in Non-Executive, Executive and Senior Manager positions

Current Position 25.8%



ENEI TIDE Survey

Target: To achieve the gold standard of the evaluation

Current Position: Bronze



Stonewall Equality Index

Target: To rank in the top 100

Current Position: 370



Target: to continue to reduce the pay gap at Wesleyan



Target: To collect data that will enable us to report this measure for the first time

We are committed to addressing our gender pay gap. An important first step is understanding the reason why the gap exists. In our case, it is mainly due to our staff composition. We have a higher proportion of men in senior positions as shown in the chart below. In addition, our Financial Consultants (FCs) make up almost a quarter of our workforce. They have above average earning potential and 75% of them are men. Importantly, our data shows that where men and women are performing similar roles, there is no pay gap.

Grade	Female	Male
Non-Executive	25%	75%
Executive	30%	70%
Senior Manager	28%	72%
Professional	41%	59%
Admin	64%	36%

As of April 2018:

- Wesleyan's average mean pay for women is 33% lower than that of men (2017: 30%)
- Women's bonus pay is 53% lower than men
- Our bonus pay gap is larger than the Gender Pay Gap as we have more men in senior positions and more women work part time (18% versus 2% of men) which impacts their level of bonus.
- Importantly, the basis for awarding a bonus is identical but the gender pay gap contributes to the bonus pay gap.

What has changed since our last report?

There have been a number of changes in the make-up of our Executive and Senior Managers teams which should have a positive impact on our gender pay gap. While it is not yet reflected in our numbers, since our last report 66% of executive promotions have been to women. We have also seen an increase in the number of women in our 'upper middle quartile' supporting our drive to have at least 33% of senior management positions and above filled by women by 2023.

EMPLOYEE NETWORK GROUP PROGRESS

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OPEN MINDS GROUP (OMG!)

OMG! support LGBT+ staff and their allies. Over the year the network has made great progress.

- We put in our first submission to the Stonewall Workplace Equality Index. We were ranked 370 out of 445 which gives us a benchmark to work against. We aim to be in the top 100 by 2023.
- We reviewed our HR Policies to ensure they were LGBT employee friendly and, as a result, have created and implemented a Transitioning at Work Policy.
- We represented Wesleyan at Birmingham Pride for the second time and for the first time we flew the Pride flag at our Head Office for the full UK Pride season (May to August).
- We have increased our network membership by 42% and we now work with The Alliance Network, a group of LGBT Employer groups in the Midlands to help raise awareness across the professional services sector.



The BeMe (Black, Ethnic, Minority and Everyone) network aims to promote diversity. To follow are some of the highlights of the year.

- We created and launched a cross company mentoring programme, working with six regional businesses. 20 people participated in the first year.
- We hosted a hugely successful panel discussion which was streamed UK wide with high profile external speakers in the BAME space to help employees overcome real or perceived barriers to progressing their careers.
- We have run a number of polls on career development and held a series of lunchtime sessions to help direct people to appropriate training to support their needs, including promoting our internal mentoring scheme .
- We remain committed to raising awareness of religious events throughout the year and promoting Black History Month in October.
- We invited DKMS Blood into Head Office, supporting their drive to delete blood cancer. 54 employees signed up to become lifesaving blood stem cell donors.



Gen aims to make Wesleyan a great place to work for all genders. Highlights from the year include:

- We launched our first ‘Women in Technology’ campaign, shining a spotlight on our talented female employees working in areas currently unrepresented by women – including cyber security and programming.
- We signed the ‘Working Forward initiative’ to support new parents in the workplace and recommended future changes to our people policies.
- We delivered Wesleyan’s first International Men’s Day event with an external speaker who specialises in Mental Health.
- We celebrated International Women’s Day 2019 with a number of activities including a high profile speaker on Everyday Inclusion and creating a Wesleyan’s Dads and Daughters video.
- We contributed to the WISE campaign’s ‘People Like Me’ role model initiative in 2019.



a campaign to promote
women in science, technology
and engineering

NEW; have been involved in a number of events over the year to promote mental and physical wellbeing. Here are some of the highlights:

- To support the mental health of our people we created The Sanctuary, a quiet space for staff to use in times of need.
- We marked Mental Health Awareness Week by contributing to the 'This is Me' campaign with a series of videos from staff sharing their personal experiences of mental health. We also ran an event on Resilient Thinking with an invited speaker.
- We created online groups dedicated to gender specific health issues for men and women and hosted a seminar to raise awareness on managing menopause at work.
- We have actively supported several national awareness events including Breast Cancer Awareness month, Talk Money Week, Good Deed December, World Blood Donor day and World Suicide Prevention.
- We raised more than £1,350 for the Movember Foundation as more than 40 colleagues committed to walk or run 60km as part of Move for Movember.





Taking part in Stonewall's 2019 Workplace Equality Index demonstrates our commitment to our LGBT employees and the wider LGBT community. In our first submission we ranked 370th (of 445), and 26th (of 33) within the financial services sector.

We're now working closely with Stonewall to action plan with their support and recommendations, to help you drive forward LGBT inclusion.



In line with our commitment to improving gender balance we joined the 30% Club, and have seen ten mentees and ten mentors successfully complete the programme.

Working with Women Ahead we also hosted the first 30% Club Masterclass in the Midlands, influencing greater gender diversity and development in and around Birmingham.

In addition to the mentoring programme we've launched 'Speakers for Schools' to offer work experience placements to local schools and provide speakers from our Exec team to inspire students about working in financial services and encouraging diversity.

We've also been recognised at the 30% Club Awards with our employee Louise Lee winning 'Dedicated Programme Partner of the Year' and the organisation was highly commended as 'Dynamic Mentoring Organisation of the Year'.



We recently moved into year 2 of our 5 year membership commitment to WISE, the campaign for gender balance in the UK science, technology and engineering sectors. This membership sees us helping to improve the recruitment, development and retention of women and forms an important part of our diversity and inclusion programme. With our support over the past year, WISE have:

- Launched [My Skills My Life](#), an online resource to help members engage with girls aged 11-19 years to choose STEM subjects
- Conducted new research and celebrated an increase of over [900,000 women in STEM](#)
- Delivered a range of [WISE events](#), including the annual awards, conference and webinars
- A growing [membership network](#): on average, more than one organisation has joined WISE each week

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