Diversity Mark

Members Best Practice Roundtable

Hosted by Danske Bank in the Catalyst Fintech Hub

22nd August 2019

Roundtable Discussions

GENDER BALANCE THROUGH RECRUITMENT	Challenges identified
	Drop in female applicants even with programmes
	Hard to get roles filled in finance sector
	Hard to make roles appealing to female particularly jobs that are perceived as man's work
	Role models - trying to get them to tell their stories
	Degree mentality
	Lack of flexibility in working practices
	Profile of business to attract applicants
	24/7 not family friendly hours (policing/engineering roles)
	Creating an attractive image of engineering for women
	Less female representation at senior roles
	Lack of confidence applying for roles
	Job criteria in advertisements/perception of job roles
	Lack of role models in certain industries (i.e. engineering)
	Pipeline of industry specific issues
	Perception that female not being promoted based on merit
	Perceived lack of flexibility in senior roles
	Unconscious bias/perceived barriers to progression

GENDER BALANCE THROUGH RECRUITMENT	Best Practice ideas
	Schools mentoring program
	Real stories from real role models
	Apprenticeships
	Student paid placement
	Scholarships
	Code of Conduct
	Anonymous shortlisting (removal of names / schools)
	Challenge nature of role /skillset of qualifications when posting
	Communicate flexible hours
	Communicate agile working allowances
	Gender inclusive language
	50:50 representation on shortlisting/interview panel
	Offer training on the job (example rather than drivers requiring PSV licence, advertise for customer care and train for licence)
	Tick list for managers (have they considered x,y,z in respect of job role)
	Early identification of potential and development of skills
	Recruitment days to entice female applications (example Give it a Go day)
	Visible role models
	Attending external events
	Educating children to the world of work to demystify bias for certain job roles
	Challenging ourselves in relation to how we attract talent-not doing what we've always done
	Promoting and encouraging visibility of flexibility in senior roles
	Focus on retraining recruitment teams and hiring managers on being conscious of unconscious bias
	Challenge criteria for what is essential
	Encourage better visibility of how much flexibility can be achieved in a role
	Removal of barriers to progression