

Building an inclusive culture

We value differences in our people and use these to make us a stronger and more effective regulator.

Every day we make judgements and decisions that impact almost everyone in the UK. It's vital that our people reflect the society that we serve and that we include diverse attitudes and opinions in our daily work.

Andrew Bailey, Chief Executive, Financial Conduct Authority

Recognition of diversity

We placed number



in Stonewall Top 100 employers

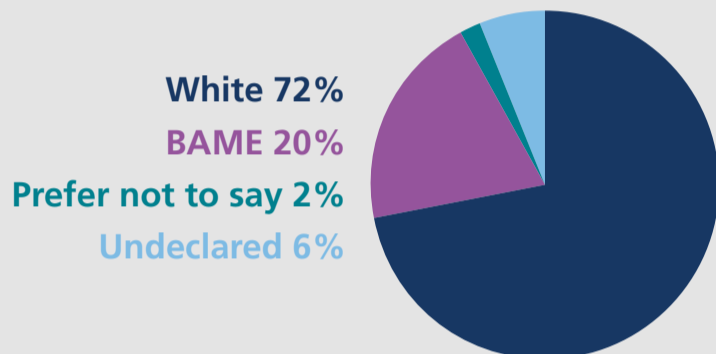
– a jump of 42 places from 2015

Of those that were finance companies, we **placed number three**

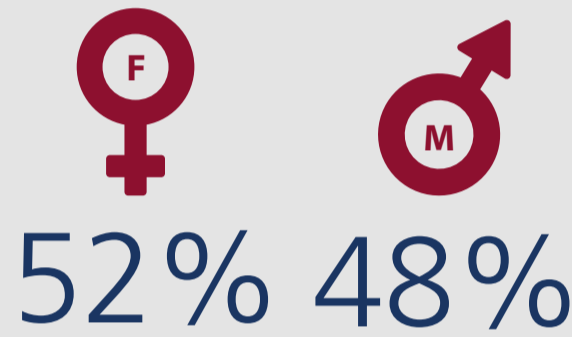
120 of our people participated in London Pride 2016



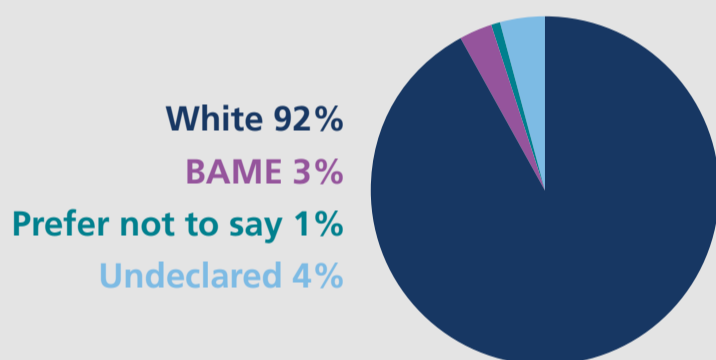
Ethnicity of our people



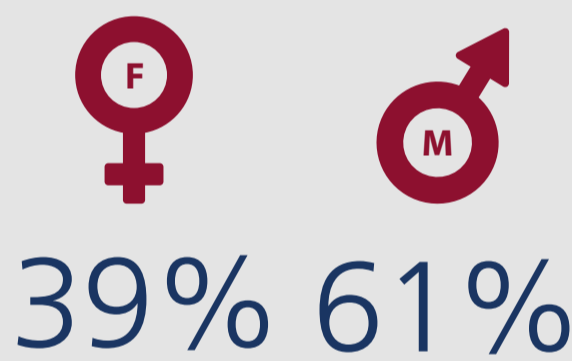
Gender of our people



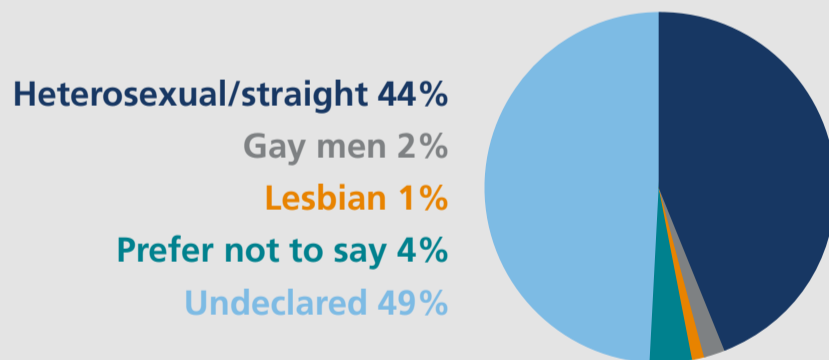
Ethnicity of Senior Leadership Team (SLT)



Gender of SLT



Sexual orientation of our people



Staff Network Group membership numbers (31 March 2016)

- Carer's Network group 60
- Embrace (Disability) 104
- Friends of InsideOut 264
- InsideOut (LGBT) 117
- International Staff Network group 100
- Multi Faith 55
- Spectrum (BAME) 235
- Women's Network 590

Targets

Women in Finance and BAME targets for 2020 and 2025

Our aspiration is for our Senior Leadership Team (SLT) to be representative of the female and Black, Asian and Minority Ethnic (BAME) UK populations.

On 30 September 2016, we submitted our Women in Finance Charter targets to the Treasury.

