

# TSB Gender Inclusion

Update December 2022



Our ambition is that TSB has truly diverse teams that reflect the UK population. That's why we published a set of goals to increase the diversity of our teams.

These goals, set in January in 2021, include maintaining at least 40% of women in senior roles, as well as increasing the representation of Black, Asian and minority ethnic leaders.

In 2022 we have seen female representation in senior roles continue to increase, with 42% of senior roles now held by women. This is an increase of +1ppts over 12 months\* and +4ppts over two years. And we are proud to have been recognised as a Times Top 50 Employer for Women in 2022. Additionally, we have seen the representation of Black, Asian and minority ethnic leaders increase +1ppts to 10%\*.

TSB's diversity goals are part of [our Do What Matters 2025 plan](#), made up of strategic goals for people and planet.

We are working to achieve truly diverse teams by:

- 1. Attracting diverse talent** – we market our roles to create diverse talent pools and strive for gender balance through the recruitment pipeline.

How we're doing this:

- We work with our recruitment partners to create diverse talent pools and continue to challenge for gender balanced shortlists for all senior hires. In 2022, half of hires into senior leadership roles have been women.
- We have partnered with organisations and schools to connect young people with careers in financial services, including Women of the Future and the 10,000 Black Interns programme.

- 2. Developing diverse talent** – we are building and supporting talent pipelines across TSB.

How we're doing this:

- We have partnered with Moving Ahead to launch a new mentoring framework incorporating structured mentoring programmes, including Mission Gender Equality, a cross-company mentoring programme for women, Business in the Community Minority Ethnic Mentoring circles, and individual and group mentoring for colleagues across TSB.
- We run a reverse mentoring programme to connect colleagues from underrepresented groups with senior leaders across TSB.
- We support women across TSB to build career confidence and strengthen their networks through our Aspiring Women's Programme, delivered by TSB's gender balance network.
- We support Black and Black mixed-heritage colleagues to progress their career at TSB through our Ignite programme.

\*12 months to 30 September 2022

**3. Creating an inclusive culture** – through our behaviours, ways of working and policies we are creating a TSB for everyone.

How we're doing this:

- We are one of the first big employers to provide equal parental leave to all colleagues. The new policy provides equal provisions for all colleagues, regardless of their route to becoming a new parent and incorporates all types of parental leave.
- In 2022 TSB was awarded Carer Confident Ambassador, just one of four companies to receive the title. A range of support is available to support colleagues with caring responsibilities when they need it most from flexible approaches to work, different paid and unpaid leave options, including up to 70 hours paid leave per year.
- We are a Disability Confident Leader, through the Government-backed Disability Confidence scheme. We are proud to have an inclusive culture that supports a strong representation of disabled people. In 2022, we took part in Purple Light Up, celebrating the global contribution of people with disabilities to the workforce.
- We have created comprehensive support and guidance for any colleagues who may choose to transition gender whilst at work, in partnership with our LGBTQ+ Network. We were also awarded Gold status by Stonewall and placed in their Top 100 employers for LGBTQ+ colleagues for the first time in 2022.
- Our colleagues are central to developing a truly inclusive workplace, and we support active Ability, Ethnicity, Gender Inclusion, and LGBTQ+ employee groups, all of which are sponsored and supported by members of the Executive Committee. Our new Social Mobility network is launching in early 2023.