Women in Finance Charter

Our gender diversity targets

In full support of this initiative, HM Treasury has signed the Women in Finance Charter itself, and has set a target to increase the representation of women in HM Treasury’s Senior Civil Service to 50% by 2020.

Beth Russell, HM Treasury’s Director General of Tax and Welfare, is the member of the senior management team responsible for gender diversity and inclusion and strongly supports HM Treasury as a Charter signatory.

Our progress update

The Treasury has a four-year Diversity and Inclusion Action Plan (2016-20) setting out agreed initiatives which aim to recruit, develop and retain a diverse workforce in a working environment that is seen as an inclusive and supportive place to work. This work includes taking forward effective actions to improve the representation of women, particularly in the Senior Civil Service (SCS), such as strengthening our talent management and mentoring programmes. Beth Russell is the Board level champion for women in the Treasury and, alongside the other senior diversity champions, plays an important role in pushing forward the changes we would like to see happen on gender equality.

Treasury is on track to reach its Women in Finance Charter target of 50% representation of women in the Senior Civil Service (SCS) by 2020. The most recent diversity monitoring data from September 2018 shows that women made up 48.2% of senior management, up from 41.7% in 2017.

The Treasury published its annual gender pay gap report in December 2018, which is available at full report. In core Treasury the median gender pay gap has reduced from 14.6% to 8.8% and the average gender bonus gap reduced from 20.7% to -6.4%. The report also contains details on the planned actions to improve the Treasury’s gender pay gap, including measures to improve women’s progression into senior management.

The Treasury’s work to improve gender equality is supported by a well-established employee Women’s Network. The Network aims to strengthen links between women in the Treasury and to both examine – and tackle – broader issues specific to women in our workplace. It provides a forum for women to be inspired by the experiences of other successful women, to benefit from a supportive community in
which their concerns can be shared and to identify constructive responses to some of the issues that are raised. Over the last year the Network has run a programme of awareness raising events including events aimed at supporting Treasury women’s career progression. The Women’s Network led the Treasury’s celebration for *International Women’s Day* in March 2019.


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