



# HM Treasury



## Women in Finance Charter

### Our gender diversity targets

In full support of this initiative, HM Treasury signed the Women in Finance Charter itself, and 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

HM Treasury has met its target of 50% of representation of women in the Senior Civil Service (SCS) and is on track to maintain this for 2020. When we signed up to the Charter in 2016 43% of our SCS were female.

The Treasury is reviewing its four-year Diversity and Inclusion Action Plan (2016-20) that sets 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 and maintain the representation of women, particularly in the Senior Civil Service (SCS). 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.

The Treasury publishes its annual gender pay gap report, which can be found at:

<https://www.gov.uk/government/publications/hm-treasury-gender-pay-gap-report-2018-to-2019>

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.

Further information about the Treasury's diversity and inclusion agenda is at

<https://www.gov.uk/government/organisations/hm-treasury/about/equality-and-diversity>.