

BHC Gender Pledge 2024

This International Women's Day the British High Commission Singapore renews its commitment to:

- Champion gender equality within the workplace including through inclusive recruitment and retention practices;
- Ensure diverse gender representation at all public events organised by the BHC and refuse participation in single-sex panel discussions;
- Publish communications with gender balanced visuals and which avoid unnecessary gendered terminology and stereotyping;
- Support events that promote gender equality and awareness.

Workplace Culture and Hiring Practices

- The British High Commission (BHC) is mindful of gender balance within divisions/departments, sections, and job grades.
- Where a serious imbalance exists, the BHC will ensure that in recruitment, applicants from underrepresented genders are encouraged to apply.
- We are committed to ensuring our recruitment panels are diverse
- In job specifications, we will avoid gendered language.
- We have an active values committee with a Diversity & Inclusion Pledge in place that fosters and promotes the best practices of accepting, respecting, and valuing differences, including gender identities, amongst our staff.
- We will raise awareness and take firm action to prevent and address sexual abuse and safeguarding. Employees are encouraged to report sexual harassment and are provided with a confidential mechanism to do so.
- We are committed to ensuring no staff member experiences bullying, harassment or discrimination in the workplace.
- We support staff who require flexible work arrangements where business need will allow.
- We actively support the re-integration of staff returning to work following a career break (e.g. parents who have taken time out to raise their children or colleagues with caring responsibilities). We will continue to explore additional ways to support staff returning to work and to create opportunities for those re-entering the labour market following a career break.
- We are a family-friendly workplace and have a wellbeing/breastfeeding room.
- We enable parents to take a career break for up to one year following the birth of their child on top of their paid parental leave
- We will seek training opportunities to equip staff with the tools needed to build knowledge and integrate gender equality and gender identity considerations into their work.

Our work

- An Equalities Impact Assessment outlining our gender equality and inclusion objectives will accompany our country business plan.

- A Gender Equality and Social Inclusion Analysis will be completed for all Overseas Development Assistance Projects.
- We will ensure all projects funded by the BHC reflect our values on gender.

Events management

- We will ensure diverse gender representation at all public events organised by the BHC.
- We will challenge event organisers to achieve balanced gender representation and decline to participate on speaker panels where good faith efforts have not been made to that end.
- We will ensure gender diversity in the allocation of speaking time and roles at public events organised by the BHC.

Partnerships and business collaborations

- We will regularly engage institutions, partners, and businesses to promote gender equality in their workplaces.
- We will support events that promote gender equality.
- We will organise at least two events per year focused solely on gender equality awareness and support many more.

Communications

- We will highlight the UK's commitment to gender equality in communication materials.
- We will ensure visuals and photos in communication materials have appropriate gender balance.
- We will avoid unnecessary gendered terminology and stereotyping in our communications.
- We will communicate gender equality milestones on social media platforms.

Gender equality champions

- A Gender Champion will be responsible for providing guidance on enhancing gender equality at the Mission and tracking progress on the implementation of the gender pledge.
- The British High Commission Management Board will regularly review our Gender Pledge Commitments in consultation with our Gender Champion, Core Values Committee and BHC staff.