



The FSCB signs up to the Women in Finance Charter.

The FSCB's senior management team is its Executive Committee (ExCo). As of 30 September 2020, ExCo had six members; three of these are women.

When we signed up to the Charter in September 2018, ExCo had eight members, four of whom were women. We aim to maintain gender balance on ExCo, and to ensure that the balance of women (or men) on ExCo does not fall below three out of eight members (or c. 40% if the size of ExCo changes).

We have activities to promote gender and other aspects of diversity, but (given the size of the organisation, at c. 33 people) no other specific targets. FSCB remuneration does not include a variable pay element, so we cannot link pay directly to gender diversity targets. Gender diversity is, however, one of the factors taken into account when reviewing the management and leadership performance of members of the senior executive team