

UK Government Women's Health Strategy: Call for Evidence – Response from Barclays Win gender network

We are responding to theme four of the call to evidence specifically, relating to maximising women's health in the workplace.

Background – Barclays' commitment to diversity and inclusion

We believe that diversity in our workforce makes Barclays a stronger business. To build and maintain that diversity, we need a culture that makes everyone feel included and supported, and provides equality of opportunity.

Having colleagues with a mix of backgrounds and life experiences makes us better at supporting our customers, clients and communities. It promotes diversity of thought, encourages innovation and makes us more reflective of the individuals and businesses we serve. Building and maintaining that diversity requires a culture that makes all our colleagues feel included and respected for bringing their whole selves to work.

Our Colleague Diversity Networks provide colleagues with valuable support and advice, create development opportunities, and raise awareness of issues and challenges. Our networks also influence our people policies, help us to challenge the status quo, and give us insight into how we need to adapt to give colleagues the support they need to succeed.

Win, our gender network, is the largest of our networks with over 12,000 members. This submission is based on the experience of, and feedback from, that membership.

Barclays' commitment to gender parity

Increasing gender diversity is integral to our long-term goal for Barclays. We recognise that being able to attract, develop and retain top female talent is crucial, and that companies with gender diverse senior management teams perform better.

- 46% of colleagues in Barclays are female.
- As a founding signatory of the HM Treasury Women in Finance Charter, and a signatory of the Hampton Alexander Review, we proactively set gender targets for women in leadership. Our ambition is to achieve 28% female Managing Directors and Directors globally by the end of 2021.
- We know that supporting employees to balance their life at work and at home helps make progression through our organisation more equal. Over the last 12 months, we have learnt an enormous amount about the benefits and challenges of working more flexibly.

Support for wellbeing

- Through our BeWell programme, we continue to provide expert advice and guidance on the practical steps colleagues can take to look after their physical and mental health. In 2020, our Mental Health Awareness e-learning became mandatory and since its inception, over 115,000 colleagues, permanent and non-permanent, have completed the training.
- Our CEO made wellbeing a 'top priority' throughout the business. We regularly check in with managers to ensure they are supporting colleagues' wellbeing.
- Our employee opinion survey demonstrated significant progress in how colleagues perceive Barclays' efforts to enhance their wellbeing, with positive responses up nine percentage

points at 83% (2019: 74%). We have continued to promote our core wellbeing offerings, including the global Be Well portal and Employee Assistance Programmes.

- Our planned implementation of AXA Doctor at Hand went ahead in April 2020, and all UK colleagues irrespective of grade now have access to this remote GP service. More than 16,000 colleagues in the UK have registered, and more than 15,000 appointments have been held.

Support for women's health through our network

- Within Win, our gender network, we have a group focused on women's health, with specific focus areas on menopause, fertility and gynaecological health conditions. Informed by our members, this group recognises long-term health challenges can significantly affect women in the workplace, and we seek actively to improve care for women's health at work.
- This includes regular peer support sessions set up specifically for colleagues experiencing menopause and peri-menopause symptoms, and another for those with gynaecological health conditions.
- Over the last 12 months, internal events have marked National Fertility Week and Endometriosis Awareness Month alongside discussions where women's health has been discussed in relation to other topics such as the menopause, gender identity and autism. These have raised awareness of the challenges which can face colleagues internally.
- As a network, we are taking active steps within the business to support women with specific health challenges in the workplace and to secure appropriate adjustments and cultural change within the business.
- **We are supportive of a societal change towards more discussion of the women's specific challenges including interventions that are related to all aspects of female-specific health.**