

Offering more ways into work

In order to serve our customers and clients, we strive to hire a diverse mix of the very best people.

That is why we offer a variety of ways into high quality employment at Barclays, including through our Early Careers Programme. In 2018 alone we hired:



530
apprentices



977
interns



795
graduates

Our innovative Bolder Apprenticeship initiative helps to create career opportunities at all ages...

Age is no barrier for our Bolder Apprentices

When it comes to people's individual potential, age isn't a factor for Barclays. There's no upper age limit on any of our opportunities, whether a candidate for a job is 55 or 85.

Whether someone is returning to work after early retirement or raising a family, looking for a career change, or stepping into finance for the first time, our Bolder Apprenticeship initiative helps people to make the most of their experience.



Meet Lucille, Bolder Apprenticeship graduate and Community Banker, Barclays Ealing Broadway Branch

"I'd definitely recommend anyone who has the opportunity to take up an apprenticeship to go for it, particularly someone of my age, who may be struggling to get back into a career or who is looking for a new challenge. It will be one of the best things they've ever done."

Helping veterans forge new careers



More than 14,000 people leave the UK armed forces each year and they often struggle to transition into the right civilian employment.

The Barclays' Armed Forces Transition, Employment and Resettlement (AFTER) programme enables veterans to transfer into work by helping them understand how their skills are transferable to other industries.

Since its inception in 2010:

- AFTER has supported over **7000 military veterans**
- Barclays has **directly hired over 700** from the programme
- We have **saved over £8m** in recruitment fees

2019 will see the expansion of AFTER to the Americas, making this programme truly transatlantic.

“When service personnel I work with see what I’ve achieved, it makes them more positive about what they can do. If I can do it, anyone can.”

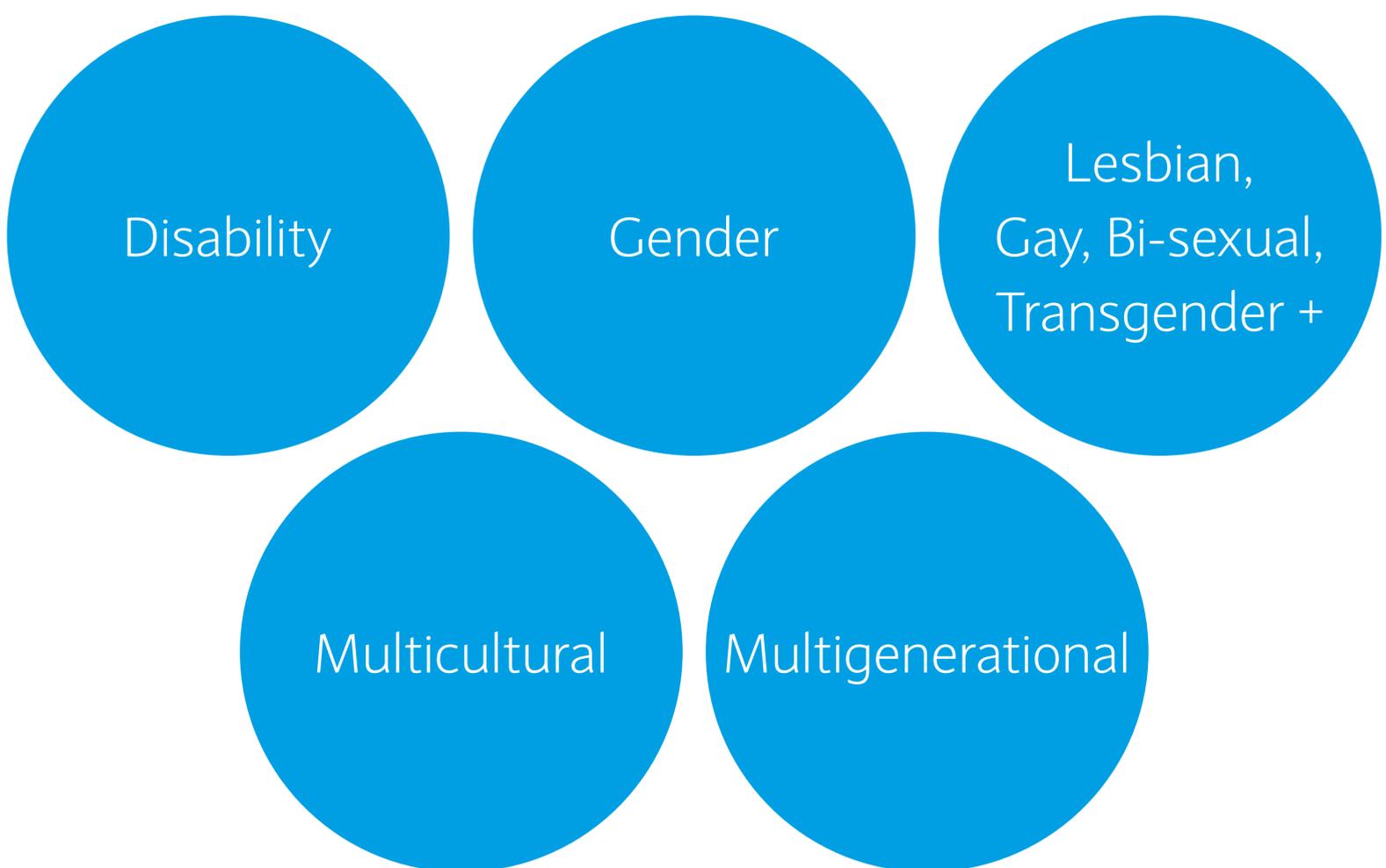
Matt Weston,
AFTER recipient and Project Manager

Everyone is welcome

Barclays strives to create a diverse and inclusive workplace, where everyone feels welcomed, respected, supported and able to bring their whole selves to work.

Not only is this the right thing to do, it also makes good business sense.

This approach underpins our global Diversity & Inclusion strategy, which is made up of five agendas:



Gender

The Times Top 50 Employers 2018 (8th year)



Disability

98% score in the Business Disability Forum Disability Standard Benchmark



LGBT

Stonewall Star Performer



Multigenerational

Working Families Embedded Flexibility Award



We have achieved a lot in this area, but there is more to do.

Dynamic Working

Our Dynamic Working programme has been set up to help Barclays colleagues achieve the right work-life balance. Arrangements can vary from working at home and changing regular hours to taking career breaks. These initiatives support colleagues at all stages of their lives, helping them with parenthood, caring, further studies and hobbies.

'Dynamic Working offers colleagues an opportunity to design their own work patterns. Enabling people to decide when, where and how they work helps increase engagement and productivity.'

Jes Staley,
Group Chief Executive

Pride

Barclays is a supporter of Pride at both a national and regional level, reflecting Barclays' passion for creating a diverse and inclusive workplace.

**LOVE
GOES THE
DISTANCE**

 **BARCLAYS**



Mental health awareness

This Is Me

When Barclays colleagues started sharing their own stories around mental health and wellbeing in 2013, they didn't anticipate the wider impact the 'This Is Me' campaign would have, both within Barclays and in other businesses.

The purpose of the initiative is to challenge the stigma around mental health in the workplace by creating an environment where colleagues can comfortably speak out about their own personal experiences. The response to the campaign has been so overwhelmingly positive that it eventually grew to encompass all disabilities.



We have had great success exporting it to other organisations

In the past three years,
500 organisations
have registered for the campaign,
potentially reaching over
900,000 employees

'This is Me' North West
was launched
in May 2018,
led by Barclays
and PwC, supported by a number
of leading regional employers,
including Sellafield Ltd and
United Utilities

We launched in Scotland
and we have
plans to spread
the programme elsewhere
in the UK in 2019

Barclays Values

Respect

We respect and value those we work with and the contribution they make.

Integrity

We act fairly, ethically and openly in all we do.

Service

We put our customers and clients at the centre of what we do.

Excellence

We use our energy, skills and resources to deliver the best, sustainable results.

Stewardship

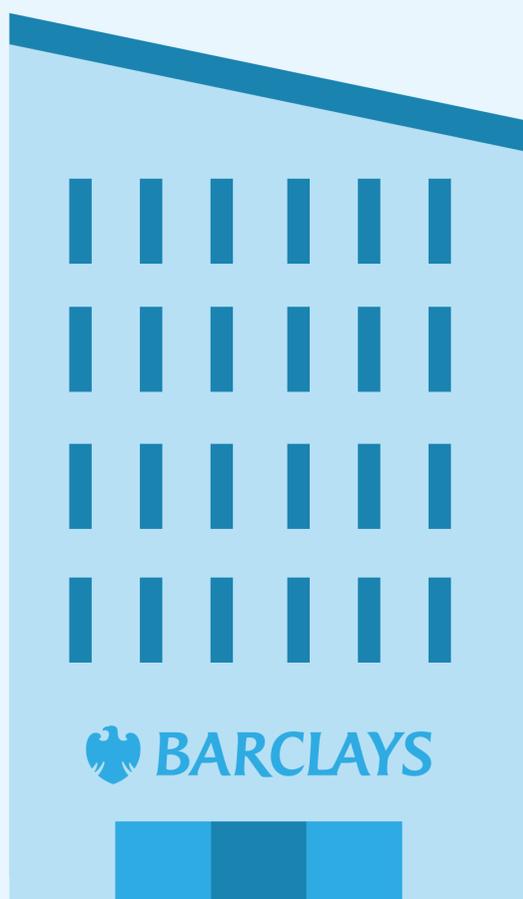
We're passionate about leaving things better than we found them.

Our Values underpin our business and govern how we serve our customers, our clients and the societies in which we operate

Every colleague at Barclays is measured each year, both on 'what' they have achieved and 'how' they have achieved it.

Our employee survey helps us track how well we're embedding our Values into everything we do.

We are proud to say that
9 in 10 colleagues believe that:



We have made
real progress
in embedding and role modelling
our Values.

They can
be themselves
at work.

and

8 in 10
colleagues would recommend
Barclays as a good place to work.

Source: 2018 Barclays
employee opinion survey

Creating world-class working environments

We're proud of the state-of-the-art campuses we're developing. These are amazing places to work, where our colleagues can collaborate and innovate to deliver superior outcomes for colleagues, customers, clients and shareholders.

July 2018: announced the creation of our Glasgow campus in Scotland.



July 2018: celebrated the official opening of our new campus in Whippany, New Jersey.



2019: Pune campus in India to open.

