

Attendees	Observers	Apologies
Cilla Snowball CBE (Chair)		Baroness McGregor-Smith
Roger Whiteside		Sue O'Brien OBE
Lynne Atkin (phone)		Fiona Dawson
Dr Clive Hickman (phone)		Jill Shedden
Denis Woulfe		
Sue Langley OBE		
Wendy Hallett MBE		
Deirdre Michie (phone)		
Dr Fiona Withey (phone)		
Nikki Yates (phone)		
Rick Lee		
Chris Stylianou		
John Whelan		
Emer Timmons		
Dame Fiona Woolf CBE		
Helen Lamprell		
Jacky Wearn (for Jill Shedden)		
Hilary Spencer		
Helene Reardon-Bond OBE		

## 1. Introductions

- 1.1 Cilla Snowball welcomed new members and tendered apologies, ensuring that all new members of the Women's Business Council (WBC) have been introduced to the other WBC members.

## 2. Action Points/Progress

- 2.1 WBC members were pleased with the Government Equalities Office (GEO) factsheets and scripts produced by the WBC Secretariat, and agreed to provide suggestions for the narrative individually.
- 2.2 Fiona Woolf questioned the idea of a STEM wage premium, and access to capital in women's entrepreneurship.
- 2.3 It was agreed that an additional Q & A would be produced based on questions that WBC members are frequently asked.
- 2.4 AMV BBDO agreed to use the factsheet materials to produce a booklet for WBC members.
- 2.5 Roger Whiteside suggested it would be worth being clear about the overlaps between the work of the WBC, the Hampton Alexander review and the 30% club. Cilla Snowball agreed and highlighted that the role of the WBC is to shine a light on best practice to support women's progression in the work place, identifying and removing barriers and surfacing authentic, individual and company role models.

- 2.6 Clive Hickman expressed concern that companies may massage or remedy their gender pay gaps by excluding women from apprenticeships and other lower paid jobs, perversely closing their gender pay gap. GEO to take up.

**3. Government Update: Hilary Spencer**

- 3.1 Hilary Spencer outlined the new Secretary of State for Education and Minister for Women and Equalities, Justine Greening MP's priorities. These were identified as:
- i. Closing the gender pay gap,
  - ii. Women on boards; and
  - iii. LGBTQ equality.
- 3.2 Hilary Spencer also pointed out that Justine Greening MP remains keen to meet with the WBC and is supportive of the agenda. Cilla Snowball is meeting Justine Greening MP next month.
- 3.3 Cilla Snowball expressed hope that Justine Greening MP will take a concerted, whole government approach to the women's economic participation agenda. Cilla Snowball expressed a desire to ensure that Government departments are linked in to the work of the GEO and WBC.
- 3.4 Hilary Spencer responded that Justine Greening MP is eager to ensure that the GEO becomes a driving force for equality across Government.
- 3.5 Roger Whiteside inquired about the public sector Gender Pay Gap issues. He was interested to know if departments publish their gender pay gaps.
- 3.6 Helene Reardon-Bond pointed out that departmental gender pay gaps are published on the ONS website and that individual departments may publish their gender pay gap too.
- 3.7 Helene Reardon-Bond explained how the upcoming regulations will work. Companies with 250+ employees will have until April 2018 to publish their gender pay gaps as calculated by April 2017, and every year following this.
- 3.8 Cilla Snowball asked about protocol regarding offers of help from external organisations and cross party supporters, Helene Reardon-Bond suggested that the WBC Secretariat should be approached to provide handling advice.

**4. Government Progress – WBC Recommendations:** [REDACTED]

- 4.1 [REDACTED] pointed out that the landscape of this agenda has changed, since the creation of the WBC, whose input has driven the agenda forward.
- 4.2 Attention was drawn to the *Your Daughter's Future* campaign, which challenges stereotypes and improves the quality of career's advice for girls and *Your Life* campaign to get more students studying STEM. Attention was also drawn to the reforms of careers advice. Connexions services have now been closed and replaced with the Careers and Enterprise Company.

4.3 The WBC were apprised of steps to engage schools and businesses to provide inspirational careers advice, to plug the 'cold spots' of poor services in the country and the investment to improve women's representation in STEM.

4.4 Nikki Yates said she wanted to meet with the government to discuss further.

**5. Action Groups - Starting Out: Nikki Yates**

5.1 Nikki Yates said the second meeting of the Starting Out Action Group will be this week, and the objective of the group is to improve the representation of women in STEM industries.

5.2 There was a discussion about the significant challenges faced by this Action Group. In particular, concern was expressed that the outcome of the EU referendum was encouraging brain drain.

5.3 Nikki Yates highlighted that the Action Group would comprise two 'sub-streams'.

- i. Starting Out: with a focus on:
  - a. core points in education, specifically when pupils make GCSE and A-Level choices; and
  - b. Improving career advice in schools.
- ii. Getting On: with a focus on:
  - a. Improving women's prospects once in STEM industries.

5.4 Emer Timmons highlighted that BT had a campaign to improve the tech-literacy of children, particularly girls; are aiming to reach 5 million young people in the UK by 2020. Emer Timmons offered to link Nikki Yates to the leader of this initiative.

5.5 [REDACTED] discussed existing strategies to drive cultural change, such as flexi-working, tax-free childcare and shared parental leave. A hope that the public sector can become an exemplar in this area was expressed.

5.6 Helene Reardon-Bond pointed out that WBC's male members in male dominated industries (Rick Lee, Clive Hickman and John Whelan) provided an excellent opportunity to highlight their own successes and how they have been achieved.

**6. Action Groups – Getting On: Sue O'Brien/Fiona Dawson**

6.1 Cilla Snowball highlighted that discussions were underway about the strategic focus for this group. Roger Whiteside expressed a wish to know more about what is being done already, within the Hampton Alexander Review particularly.

6.2 Helene Reardon-Bond said that the Hampton Alexander Review will focus on the executive layers to improve women's representation on boards, and this set it apart from the Lord Davies review.

6.3 Sue and Fiona will update on their progress on agile working, pipeline intelligence and returning mums.

**7. Action Groups – Staying On: Lynne Atkin**

- 7.1 [REDACTED] said that helping workers with caring responsibility is an important government priority.
- 7.2 [REDACTED] highlighted that the Carers Act allows people to be assessed before they return to work and provides further safeguards.
- 7.3 Lynne Atkin said that her Action Group will look to support carers and older apprentices etc. within organisations based on good work undertaken by Barclays.
- 7.4 Lynne Atkin pointed out that Barclays are working in partnership with the 'This is Me' a pioneering City wide mental health campaign, initiated and led by the Lord Mayor's Appeal team under the Lord Mayor's 2016 Power of Diversity programme.
- 7.5 Lynne Atkin explained Barclays is organising activity for the *Business Meets Parliament* event as part of International Women's Day 2017, and welcomed WBC involvement.
- 7.6 Helene Reardon-Bond asked about the evidence from the HitReturn programme. Helen Lamprell said she would send around an email as there were some elements which worked well and others which did not work so well, which provided useful learning.
- 8. Action Groups – Men as Change Agents: Emer Timmons/Denis Woulfe**
- 8.1 Emer Timmons said that the Men as Change Agents (MACA) board reviewed its workstreams to focus on two areas initially.
- i. Sponsorship
  - ii. 50/50
- 8.2 Helene Reardon-Bond said that the Government is looking at traditional notions of masculinity and that Shared Parental Leave is designed to help promote this and would discuss this with the Action Group chairs.
- 8.3 Sponsorship is championed by Chris Stylianou. He highlighted the important role this played in identifying best practice in talent management, and the aim was to roll this out with a group of core companies and to seek funding to support this.
- 8.4 Cilla Snowball said *Management Today* had agreed to run a MACA power list, to be launched in November. They are looking to include a 10-minute speaker at their conference. Emer Timmons suggested the involvement of Sky's CEO for the *Management Today* event.
- 8.5 Emer Timmons discussed 50/50, which would ideally require speaking panels, shortlists and interview panels to be 50% (wo)men.
- 8.6 Denis Woulfe suggested that evidence leans towards the idea that 70:30 is a more effective ratio.
- 8.7 There was some discussion by the Council about whether there was an overlap with other Action Groups. Cilla recommended that this be considered.
- 8.8 Rick Lee and Roger Whiteside suggest that heads of Action Groups to have a teleconference to avoid duplication and highlight overlaps.

**9. Action Groups – Enterprise: Wendy Hallett/Denis Woulfe**

- 9.1 [REDACTED] outlined a number of GEO programmes such as a broadband access initiative along with funding for a female entrepreneurs mentoring scheme.
- 9.2 Denis Woulfe referred to the work to develop an Enterprise Academy in the new ministerial landscape. If not, then alternative funding and support structures can be explored.
- 9.3 Wendy Hallett suggested that Retail Week may belong more effectively to the MACA group. Wendy Hallett and Helene Reardon-Bond to meet with Chris Brook Carter to look at the role that industry media can play in driving cultural change.

**10. Next Steps – Helene Reardon-Bond**

- 10.1 The *Three Years On* event's save the date has gone out. The keynote speaker would be Moya Greene from Royal Mail. Helene Reardon-Bond made the final call for Award nominations.
- 10.2 Helene Reardon-Bond requested vignettes from all Action Groups to add to the report.

**11. AOB**

- 11.1 Cilla Snowball requested that Action Groups work to identify overlaps and sought clarity on objectives and outputs
- 11.2 Photos taken of WBC meeting.

**ANNEX A**

**Action Points**

- ✓ WBC Secretariat to seek input from WBC members to enhance factsheets.
- ✓ WBC Secretariat to send members the BBA enterprise research on women entrepreneurs' access to finance.
- ✓ Fact Sheet template to be shared with AMV BBDO to create a WBC members' booklet.
- ✓ Nikki Yates, [REDACTED] WBC Secretariat to meet regarding careers advice work.
- ✓ WBC secretariat to look at women apprenticeships and the impact on GPG figures, as part of GPG work.
- ✓ Helen Lamprell to send around evidence gathered from the HitReturn programme to WBC members.
- ✓ Secretariat to arrange for Action Group leaders to meet/have teleconference to highlight common goals, add clarity and mark overlaps.
- ✓ Action Group reporting templates to be shared with WBC members.
- ✓ WBC Members to send final nominations for WBC Awards in the next week.
- ✓ Cilla Snowball to forward overview summary of all organisations operating in WBC space, so as to clear up any overlap / duplication.