



**April 2017**

## TECH TALENT CHARTER STATEMENT

---

This is a commitment by signatories to work together to increase the diversity of the technology workforce in the UK. Signatories to this Charter are committing to pursue a diversity and inclusion agenda in their recruitment and retention of tech talent.

The Charter is founded on the belief that tech (Digital) talent is critical to the future of the UK economy, and that attracting and retaining talented people who fully reflect the society that the world of tech (Digital) serves provides the UK with a competitive edge.

The Charter signatories undertake to:

- support recruitment and retention practices that are designed to increase the diversity of their workforce;
- define their own timetable for change and implement the strategy that is right for their organisation (acknowledging that all signatories will have different starting points)
- measure the diversity profile of their UK employees and to share this data for (anonymous) collective publication.

Signatories of this charter pledge to promote diversity by:

1. having a senior-level, named representative with responsibility for the Charter commitments;
2. adopting inclusive recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews
3. ensuring they have employment policies and practices that support the development and retention of an inclusive and diverse workforce;
4. working collectively with other signatories to develop, share and implement protocols and best practice for the practical implementation of the aims of this Charter;
5. contributing their employment diversity data into a common central anonymised database, for sharing amongst signatories bi-annually, and for publishing publicly in an annual report.