

30% BY 2023: OUR COMMITMENT TO WOMEN IN LEADERSHIP



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HEAD OF PEOPLE, NEWTON**

NEWTON

We remain committed to achieving a more equal, diverse and inclusive workplace. There is no space for a bolted-on approach, that's why we're working to make the changes needed to build a culture where difference is valued and everyone feels they belong.

In August 2019 we outlined our targets for senior female representation and increased our ambition to 30% by 2023 (from our previous target of 15%). We are now just over halfway to our target and making good progress, both through external hires and internal promotions. Since then female representation in senior leadership positions has increased to 16% (from 10%) amongst our senior leaders.

We're getting better at creating a level playing field and our graduate hiring is a significant driver for change across the organisation. This last graduate application round saw us extend 41% of our offers to female candidates (up from 27% last year), but this is just the start.

An inclusive workplace means making the opportunity to apply accessible, then giving everyone a fair chance through our process and the ability to thrive within Newton. We know we've still got a long way to go and we're committed to making the changes needed to achieve it.

As well as exploring further our strategies to develop our approach over the coming months, we have the following initiatives in place:

- We are partnering with women's groups at various universities and using our senior women to give advice for what a consultancy career at Newton is like
- Our EDI Steering Group leadership group oversees initiatives like NClude, an internal team responsible for maintaining a focus on EDI within Newton
- At all levels we are all educating ourselves on key EDI topics, through lunch and learn workshops and ongoing conversations across the organisation
- We are also piloting a reverse mentoring programme to help provide our leadership team with different perspectives from across Newton.

As we come to the latter quarter of a surprising, uprooting and strange year our commitment to doing better remains stronger than ever.