

COMPANY OF THE YEAR AWARD QUESTIONS



Please note, there are no wrong or right answers to these questions and we appreciate that every company is on a journey.
Please complete these details to the best of your ability.

- What is the percentage of women on your company's executive board?
- How many of these women are non executive directors?
- Do you have an internal women's network or similar employee relations group?
 - If yes, please provide basic details such as activities, reach, structure et
- Do you have specific development programmes for your women?
 - If yes, please provide high level detail such as frequency at what level they are aimed?
- Has your company signed up to any gender initiatives, e.g. HeForShe, The Finance Charter, 30% Club cross mentoring.
 - If so please detail
- Does your company offer flexible working/Job shares?
 - Please detail
- Is your maternity policy standard or above standard?
 - If above standard, please detail
- Is shared parental leave actively encouraged within your organisation?
 - If so, how?
- Do you have a female returners programme or do you plan to at some stage?
 - If yes, please detail
- Has your company won any awards for your gender-based initiatives?
 - if yes, please detail
- Please detail any initiatives that are currently in place within your organisation that support/develop your female pipeline. Please tell us in no more than 500 words and include the impact that these initiatives have had on your female pipeline (e.g., promotions, retention, attraction, successful mentoring partnerships etc). We are interested in hearing about initiatives from an apprentice/graduate level through to middle management initiatives.
- Why do you believe your company deserves to win the Rising Star Company of the Year award for 2017

Finalised answers can be submitted here - <http://risingstars.wearethecity.com/supporting-information-wearethecitys-rising-star-company-year-award/>