

24TH ANNUAL AWARDS FOR ACHIEVEMENT



OVERVIEW OF AWARDS

INDIVIDUAL CATEGORIES	1
Award for Achievement	1
Inclusive Leader	2
Future Leader	2
Tech Leader	3
Mentor of the Year	3
Volunteer of Year [new category]	3
CORPORATE CATEGORIES	4
Best D&I Innovation – Gender Equality	4
Positive Social & Sustainable Impact	5
Most Successful Returners’ Strategy	5
SME categories	6
NEXT STEPS	6
FREQUENTLY ASKED QUESTIONS	7

INDIVIDUAL CATEGORIES

AWARD FOR ACHIEVEMENT [EXISTING AWARD]

An individual in a senior industry role who achieves success that can benefit the industry as a whole. The winner will have displayed qualities of determination, dynamism and daring in their working life to be a role model for the sector. They will have also sought to bring their experience to bear beyond their own organisation (e.g. by serving on other organisations’ boards) to further diversity and inclusion (D&I) in the financial services sector and support women more broadly. This is an individual making a significant impact, driving change, and is able to demonstrate that change through measurement/documentated successes. They should be a role model who can be held up beyond our sector.

Please provide a short biography/overview of the candidate's achievements and contribution to their organisation (max. 200 words). This will be used for publicity purposes and may be edited by the Women in Banking & Finance (WIBF) team. In addition, please respond to the following questions:

1. Why does this person stand out from others as an exceptional leader in the financial services sector, as well as for their organisation?
2. What is the scope (breadth and depth) of this person’s individual achievements with regard to the promotion and retention of women for their organisation (and previous ones) and their impact on the broader financial services sector?
3. How has this person demonstrated a commitment to progressing women’s careers throughout their career?
4. Provide details of one benchmark case from the past three years, illustrating how the individual’s support has made a significant difference to women in the workplace in financial services. Please give details of supporting third party consultants or organisations where relevant.

5. Showcase this person's commitment to and support for D&I across the wider profession.
6. Submit supporting testimony from their firm, relevant suppliers, colleagues, or peers, including names and contact email addresses.

We will soon allow for awards to be submitted online. In the meantime, please use the word version of the nomination form for each award which are [available on the WIBF website](#).

INCLUSIVE LEADER [REPLACES CHAMPION FOR WOMEN AWARD]

In partnership with The Inclusion Initiative, LSE

This award celebrates a proud advocate for change. This is a leader making change happen by ensuring that women get equal access to voice, visibility and opportunities. Through personal commitment, application and dedication, they continuously promote and inspire women in the workplace to help them achieve their full potential. Their standard of inclusion and approach to D&I should become the norm, rather than the exception, setting best practices and methods for future inclusive leaders.

Please provide a short biography/overview of the candidate's achievements and contribution to their organisation (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. Why does this person stand out from other senior managers/executives in their company with regard to their leadership approach and their commitment to D&I, specifically referencing their support for women in the workplace?
2. How has this person demonstrated a commitment to progressing women's careers in their current role(s) to date, including the scope of their individual actions, e.g. through the use of continued professional development and education, specific training, policies and guidance to support D&I practices by other managers and staff?
3. How does the D&I actions of this leader support D&I across the company and make a positive difference to everyone in your organisation?
4. Submit supporting testimony from their clients, colleagues, or peers, including names and contact email addresses.
5. How have the outcomes of their work been measured? E.g. is D&I embedded in your recruitment and procurement processes, as well as in performance development reviews; has your organisation's inclusion and diversity progress been evaluated through the use of relevant and achievable interventions and targets?
6. How does this leader engage their team(s) with regard to D&I, its importance and relevance through communication and other activities, specifically with under-represented groups, and what consultation methods does your organisation use?

FUTURE LEADER [EXISTING AWARD]

Celebrates someone aged 35 or younger (on 31st May 2022) who has had an exceptional impact within an organisation with regard to D&I, either as a role model or by leading progress. This person is shaping their company's culture, not only in terms of business success, but also in the example being set for colleagues. This individual outperforms peers across their firm and demonstrates ambition and has seen career success, while helping others.

Please provide a short biography/overview of the candidate's achievements and contribution to their organisation (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. Why does this person stand out from other future leaders in their organisation, including their work supporting D&I, specifically with regard to supporting women or acting as a role model in the workplace?
2. State reasons why the individual is seen as a future leader.
3. State examples of how their capabilities or efforts have been promoted within the organisation to encourage others.
4. How has this person demonstrated a commitment to progressing women's careers?

5. Submit supporting testimony from their clients, colleagues, or peers, including names and contact email addresses.
6. Showcase this person's commitment to continued professional development and education.

TECH LEADER [REPLACES TECH STAR AWARD]

Celebrates an outstanding contribution within digital or tech disciplines in financial services. This award recognises someone who is leading the tech agenda, either via thought leadership, technical expertise or as an innovator. This individual will have demonstrated their passion and innovation in either a project or in leveraging technology to advance the work of their organisation and improve gender equality either for their organisation, or for the financial services sector as a whole.

Please provide a short biography/overview of the candidate's achievements and contribution to their organisation (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. Why does this person stand out from other technology leaders in their workplace/the sector with regard to their deployment of technology, and how they have supported (other) women in the workplace?
2. How has this person demonstrated a commitment to progressing women's careers?
3. Submit supporting testimony from their clients, colleagues, or peers, including names and contact email addresses.
4. Showcase this person's commitment to continued professional development and education.
5. Provide details of how this person's contribution might benefit the financial services sector beyond their own organisation.

MENTOR OF THE YEAR [NEW CATEGORY]

Celebrates an individual who has consistently demonstrated the importance of mentoring, having given up time to support one or more mentees over the course of the last year, at a minimum. The submission should highlight how they have supported their mentee(s) in achieving their objectives and in what ways each mentee was able to progress/develop following their mentoring sessions. The submission should include endorsements from their mentee(s). The nominated mentor can be new to mentoring or a seasoned hand.

Please provide a short biography/overview of the candidate's achievements, their role at their organisation, as well as information on any additional support they provide to encourage D&I, above and beyond their specific job responsibilities, e.g. is a member of a gender network etc. (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. What makes this nominated individual stand out from other mentors within your organisation?
2. Does the nominated individual mentor internally within your organisation, as well as for WIBF?
3. How has the nominated person demonstrated a commitment to mentoring consistently over the year(s)?
4. How has the nominated person supported their mentee in achieving their objectives, for example, whether the frequency of meetings were met; whether objectives were established from the outset, and whether a specific developmental goal was tackled?
5. Submit mentee's endorsements received, including names and contact email addresses.
6. Submit any additional testimony from the nominated person's colleagues and stakeholders, including names and contact email addresses.

VOLUNTEER OF YEAR [NEW CATEGORY]

A WIBF volunteer who has served during the previous year and is seen as having provided an outstanding contribution to WIBF beyond their initial remit as a volunteer. The winner for this award will be selected by WIBF individual members through a voting process, based on how this person has

stood out as a volunteer versus others, and whether their contribution has supported success for a WIBF project, pillar or region, or has generally championed the broader aims of WIBF.

This person does not have to have been put forward as a volunteer of the month by the management board. The list of candidates will be drawn up through individual nominations by WIBF members. Those nominating an individual should provide a short biography/overview of the candidate's achievements and their contribution to WIBF (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team.

CORPORATE CATEGORIES

BEST D&I INNOVATION – GENDER EQUALITY [NEW CATEGORY]

Good ideas can change the world. The challenge of delivering gender equality requires organisations to think differently about their work with colleagues, communities and wider society. This award recognises an organisation that is leading the way in supporting gender equality in new and innovative ways. Whether celebrating a project or team that has delivered a successful innovation project driving gender diversity and inclusion, the focus may be on a business division, on a specialist function (such as HR, operations), on a community network, or on a time-limited project.

Submissions must articulate how a model for success was developed that sought to fundamentally progress diversity and inclusion for the broader company. The submission also needs to provide evidence (and data) of the state of affairs before and after, hurdles that needed to be overcome and outcomes (including quick wins) that could be used to develop/replicate industry practice elsewhere.

Please provide a short overview of the company's achievements and the rationale for their organisation winning this category (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. What is the innovation being submitted and why was it selected?
2. How has this innovation/project/team stood out versus others D&I initiatives the firm has implemented/based on the experience of the team submitting the entry? Please provide details of the other initiatives for comparison purposes
3. Is there a clear link between the D&I innovation and the wider business strategy, demonstrating how it is embedded (or becoming so) within the organisation's culture and employment framework? Examples may include training, policies and guidance to equip all employees, including managers and leaders, to support D&I, as well as information about how D&I is embedded in your recruitment and procurement processes, performance development review and wider decision-making processes.
4. What aspects of the approach needed to adapt during implementation to demonstrate the practical (versus the theoretical) nature of the approach? What hurdles had to be overcome?
5. How has the innovation been measured in terms of the data collected (in addition to broader D&I measures) and what were the specific key performance indicators of the initiative in the spotlight? How is this information used to set relevant and achievable interventions and targets for D&I progress, as well as engage your employees?
6. How has this innovation impacted or will impact firm-wide activities and policies – i.e. recruitment, retention, development, etc. – and will the innovation be continued/extended with different/new measures of success set (if any)? How has the work supported engagement with other under-represented groups?

Should anyone have any questions or require clarification on the overview and the questions for each of the awards categories, please email karen.bennett@wibf.org.uk and operations@wibf.org.uk.

POSITIVE SOCIAL & SUSTAINABLE IMPACT [NEW CATEGORY]

Pressure from investors and customers has moved sustainability higher up boardroom agendas, and companies have become more conscientious and strategic in how they address environmental, social and governance (ESG) matters. However, there is one key area many organisations overlook as they concentrate on ESG: the link between diversity and inclusion (D&I) and sustainability. But this represents a clear opportunity due to the availability of data, e.g. on gender equality. We believe that a focus on D&I can lead to more sustainable business practices and contribute to a better world.

D&I is a critical component of ESG and no longer just a nice-to-have. With a clear and strategic approach – built around an inspiring narrative, leadership engagement and data – companies can accurately reflect their progress, align reporting with investors' expectations, and more confidently and transparently communicate what they stand for as organisations.

Please provide an overview of your company's values and what programmes you have in place (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, we want to understand what efforts you have made to build a narrative around your organisation's D&I efforts that link specifically to the corporate purpose, align the leadership team and inspire the workforce. Details should focus on:

- Culture
- Governance
- Community and social impact
- Talent Management
- D&I

In addition, please respond to the following questions:

1. What approach is being submitted and why was it selected?
2. To what extent has this approach been adopted by the organisation (e.g. in one division, one business line, in specific regions/territories)?
3. What evidence can be provided to substantiate the success of the initiative, e.g. details of inclusion policies and initiatives, the changing structure of their board management, gender pay gap data?
4. How have you communicated the approach (e.g. through work with the HM Treasury Women in Finance Charter, details of the alignment to the UN's sustainable development goals etc.) and published details of the progress achieved and expected?
5. How has the approach influenced recruitment, retention and recognition programmes?
6. What impact has the initiative had on external stakeholders, e.g. outreach to female client groups, customer (as shown through satisfaction scores and net promoter scores), or through communities via CSR initiatives?

MOST SUCCESSFUL RETURNERS' STRATEGY [NEW CATEGORY]

In partnership with The Return Hub

As a sector where women are significantly underrepresented in the workforce at senior levels, it is worrying that only 14% of HM Treasury's Women in Finance Charter signatories specifically include returners as part of their recruitment strategy. Submissions must highlight the drivers to implementing the strategy, how it is sponsored and communicated (both within the organisation and externally), how it has developed and progressed since inception and how it is part of a longer-term strategic approach to diversity. This award will celebrate the effective recruitment strategies of the winning company that look to encompass a range of women returners who have had a career break for any reason.

Please provide a short overview of the company's achievements and the rationale for their organisation winning this category (max. 200 words). This will be used for publicity purposes and may be edited by the WIBF team. In addition, please respond to the following questions:

1. What is the returner strategy being entered for consideration and detail whether it targets a specific entry level (e.g. re-entry at any level or mid-level or senior level) and what is its strategy outline (e.g. a programmatic approach, event-specific approach or a business as usual strategy or a combination of these)? Please describe what roles are considered appropriate for returners and how this decision was reached.

2. What are the appropriate learning and development interventions in place to support the strategy and the duration they cover (e.g. mentoring, sponsorship, a buddy system, specific training, etc.)?
3. How does the learning and development approach support structured professional development and education versus the practical aspects of work life for those re-joining the workforce after multiple years of absence, as well as providing an introduction to other aspects of the company culture? Is there a mechanism for gathering feedback from candidates at a later date (with details)?
4. Is there a clear link between the approach employed and the wider business strategy, demonstrating how it is embedded (or becoming so) within the organisation's broader talent acquisition strategy?
5. What hurdles needed to be overcome and what outcomes were sought (e.g. the percentage of returners who were recruited into a permanent role, the duration of employment, as well as details of tenure, including anywhere where a diverse skill set and transferable skills have had business impact? For strategies in place for a time, are there any examples of career progression within the organisation?
6. Please submit endorsements from returners to highlight the personal experience, as well as the organisational set up, including names and contact email addresses.

SME CATEGORIES [ALL NEW CATEGORIES]

The details of the SME awards are the same as for the awards for (large) corporates, although corporates entering this award category must demonstrate that they have an annual turnover of less than £250m. Given this supports a brand new WIBF membership category, announced earlier this year, 2022 will see the formal introduction of just one award – the D&I Innovation Award – Gender Equality – and we will encourage all SMEs working within the financial services sector and ecosystem to enter.

As a celebration of this new membership category it will not be necessary for the SMEs to be WIBF members to qualify. Additional award categories will be rolled out in 2023 to mirror the full 'large' corporate programme.

NEXT STEPS

A pack including communications support materials will be circulated on Monday 23rd May to all corporate partners, including details of the logistics, to allow you to communicate what's changed in 2022 for the WIBF Awards for Achievement to your key stakeholders, as well as provide a set of FAQs.

Nominations can be submitted online with the forms due to be published shortly on the WIBF website and would ideally be 1,500-2,000 words in length.

The deadline for submissions is the end of play on Friday 1st July 2022, with the intention to publish the shortlist of the best nominations by Friday 15th July 2022 on www.wibf.org.uk, whereupon our social media campaign will be launched.

FREQUENTLY ASKED QUESTIONS

Who can nominate individuals and company-led projects for the awards?

Anyone can propose WIBF individual and institutional members to be put forward for our awards. And although an individual member cannot nominate themselves for an individual award - you have to ask someone on your behalf - WIBF's institutional partners can nominate themselves and their employees. The exception is in the SME category where non-WIBF members can put forward a name for an award, or be nominated as we want to celebrate the new WIBF SME membership option.

We highly recommend that the proposer first engages the support of the individual or their organisation, as they will need to supply some detailed information to support their nomination.

You can become a member of WIBF [here](#).

Who can be nominated for the individual awards?

Professionals currently working within the financial services industry or in direct connection to it may be nominated. Unlike previous years, nominees need to be individual or corporate members of WIBF and can be any gender, regardless of the individual award category.

The nominee's main place of work must be in the UK. Shortlisted nominees are expected to attend a shortlist dinner (in person), the awards celebrations and to participate in the promotion of the awards.

Why has WIBF launched new award categories, as well as updated existing ones?

We are very proud of the history of our awards, which have changed continually since the first awards in 1998. However, we were also conscious that WIBF's remit has expanded in recent years, and that many of those activities were not being recognised.

As a result, we have launched two new individual awards and updated the Champion for Women category to become the Inclusive Leader Award. The Tech Star Award was renamed to bring it into line with the Future Leader Award and Inclusive Leader Award.

In addition, we have looked again at the reasons for the Team for Diversity Award and, instead, have amended this to focus on Best Diversity & Inclusion (D&I) Innovation with regard to gender equality instead. And there are two more corporate awards to pitch for.

The Positive Social & Sustainable Impact Award reflects the need for the finance sector to embrace sustainability, including diversity and inclusion. The award will help us reveal best practices related to D&I initiatives, leading to more sustainable business operations and contribute to a better world.

The Most Successful Returners' Strategy highlights the need for companies to retain female talent within the sector through structured programmes that encourage women who have left the sector to return and succeed in their careers.

Last but not least, we wanted to celebrate SMEs, which can now apply to be WIBF members based on their size/scale, given their important contribution to the sector, and since these organisations may gain the most from the sharing of best practices given their limited resources versus those of their larger peers.

What does the partnership approach involve and can any organisation partner? Do they replace sponsors?

The partnership approach helps us to involve subject matter experts in the judging process, bringing to bear significant experience with regard to the award they are supporting. These individuals will also support the broader awards process, as well as introduce and promote our awards to new audiences.

Currently partnerships have only been agreed with the Inclusion Initiative at the LSE for the Inclusive Leader Award and The Return Hub for the Most Successful Returners' Strategy. We reserve the right to select more partners for the remaining awards, but these are at the discretion of the WIBF management team and 2022 may not see any additional partnerships.

These partnerships are distinct from sponsorship, which includes branding opportunities and allows an organisation to signal its support for the progression of diversity and inclusion in the financial services sector.

Why have the sponsorship costs remain unchanged despite the additional exposure?

Although we reserve the right to change the sponsorship costs for the 2023 awards, our approach has been to make new sponsorship opportunities available, instead of increasing pricing and without reducing the benefits of the traditional headline and award category sponsorship.

These new sponsorship opportunities include the option to cover the costs of the online events platform, as well as support the extension of in-person events beyond London, which now include Birmingham and Edinburgh.

If you are interested in any sponsorship opportunities, please contact Nicky King by email at Nicky.King@wibf.org.uk. Our 2020/21 sponsors have the first right of refusal to re-sponsor the previous award or initiative previously supported (or the equivalent within the updated framework) ahead of any new sponsors signing up able to take advantage of WIBF's updated ambitions.

Why have you moved the event from June to September?

The pandemic saw many events pushed back, with some scheduled to take place in 2021 still yet to take place. In addition, some organisations are still, only now, unwinding pandemic-led restrictions on corporate travel etc. We wanted to be confident that physical celebrations for the awards would go ahead.

As a result, and also to allow the awards to showcase some of the results coming through from the Year 2 Accelerating Change Together research programme, 29 September was selected as the new preferred date.

Why have you changed the format from an in-person luncheon to an online celebration and an evening event in London?

While the luncheon had become a mainstay in many calendars, we were conscious that those attending may only now be spending three days in the office (while working from home for the other two) and might therefore struggle to join an event that took up to five hours, plus travel.

The virtual awards celebration allows participation from WIBF's members and branch network across the country, and allows us to scale attendance as our membership continues to grow without the constraints that a physical location imposes when there is a sit-down meal. It also recognises that two thirds of the UK's financial services workforce is not employed in London.

An evening party can allow those who have missed the networking opportunity (that online events do not provide) in a fun format, and people can join for as long as they want. Events in Birmingham and Edinburgh will also seek to engage WIBF stakeholders in new events that build on the best of the awards still further.

When should organisations apply for the SME award category?

The SME provisions are the same as those set out for the SME WIBF membership, i.e. that organisations should be able to demonstrate that they have an annual turnover lower than £250m per year.

While 2022 sees the award category limited to the SME Best D&I Innovation – Gender Equality Award, we will expand the categories in 2023 to mirror the full list of corporate awards.

In 2022, we will also open up the awards so that firms which are not WIBF SME members can apply, i.e. any SME operating in the UK financial services sector can apply.

Can we provide confidential information?

Yes. Given we would like as much detail as possible, we appreciate that there may be data you are happy to share with the judges, as with other awards, but that you are not comfortable being made public. Aside from the initial paragraph on each form, all content developed based on the submissions will be sent to the company or individual for approval prior to publication.

As before, should anyone have any questions or require clarification on the overview and the questions for each of the awards categories, please email karen.bennett@wibf.org.uk and operations@wibf.org.uk.