



LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

Date: Wednesday, 3 April 2019

Tech Talent Charter

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Executive Summary

This report outlines the work of National Digital Skills Partnership (DSP) partner Tech Talent Charter.

Recommendation

The Committee is asked to recommend the Lancashire Enterprise Partnership Board to sign the Tech Talent Charter, showing both the LEP and Lancashire's Digital Skills Partnership's commitment to increasing diversity in the Tech Sector workforce and to encourage engagement of local businesses.

1.0 Background

- 1.1 Tech Talent Charter is supported by the Government in the UK Digital Strategy. The Department for Digital, Culture, Media and Sport support the Tech Talent Charter, as one of a number of measures aimed at addressing the gender diversity gap.
- 1.2 The Government announced in February 2018 that all Government departments would be signing up to the Charter. In January 2019, Margot James issued a call to all employers to join the Charter.
- 1.3 The Department for Digital, Culture, Media and Sport are keen for the Local Digital Skills Partnership to engage.
- 1.4 If the Committee chose to support this diversity charter, Lancashire would be the first Local Digital Skills Partnership to do so and potentially could be the 300th signature.



2.0 Main Body

2.1 The Tech Talent Charter is a commitment by organisations to a set of undertakings that aim to deliver greater gender diversity in the Tech Workforce of the UK. Signatories of the charter make several pledges in relation to their approach to recruitment and retention and to work together to move the dial on diversity including:

- a) People - Have a senior-level, named representative with responsibility for the charter commitments.
- b) Plan - Adopt inclusive attraction and recruitment processes, working towards a goal that, wherever possible, women are included on the short list for interviews and diverse talent is actively encouraged to apply for roles.
- c) Ensure they have employment policies and practices that support the development and retention of an inclusive and diverse workforce.
- d) Practice - Work collectively with other signatories to develop, share and implement protocols and best practice for the practical implementation of the aims of this charter.
- e) Data - Contribute their employment diversity data into a common central anonymised database for publishing publicly in an annual report.

2.2 Signatories include employers, recruiters and organisations working to support diversity in the sector (including Higher Education); they include all companies which have digital at their heart and the charter thus spans organisations of all sizes, from across industry sectors, including the private, public and third sector. The Tech Talent Charter has grown from 17 to over 290 signatories in 2 years.

2.3 Tech Talent Charter site benefits to signatories includes:

- a. chance to be a leading force in driving diversity in the sector for the UK.
- b. Access to sector leading insights, programmes, initiatives, best of breed practices to improve diversity and inclusion across the entire talent pipeline.
- c. Access to sector-wide benchmarking data to understand your company's position across a range of indicators in relation to diversity.
- d. Opportunities to attend or to take leadership positions at events when some of the sectors most challenging HR problems are discussed and solutions shared.
- e. Opportunities for thought leadership to assist with brand perception and to aid recruitment.



- 2.4 The Tech Talent Charter aims to grow its membership, to connect the dots of existing activity in relation to diversity, to gather and share best practice across the sector and to measure progress through its annual benchmarking report.
- 2.5 The Charter is looking to work in closer partnership with LEPs and LDSPs to map existing provision, to gather and share best practice and to support the growth of joined up work on improving diversity at a local and regional level.
- 2.6 If the Lancashire LEP/Digital Skills Partnership sign the charter, The Tech Talent Charter would like to host a regional event in the Lancashire area. They see these events as an ideal catalyst for their aim to work closer with LEPs/Digital Skills Partnerships to promote the charter to businesses in local areas. Signatory would therefore be focused on promoting diversity in the Tech Sector in Lancashire.

List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A