



Questions from Progress Report form

We've transposed the questions from the report form here, so you can prepare your responses. You will be able to cut and paste your answers onto the Google form if you find it easier to type them up in advance, but you will need to submit your responses on the form

Your email address

Your name (as the person completing the form)

Name of the business

How has being a Charter signatory helped you and your business over the past year?

How many people (FTE - full time equivalent) does your business currently employ in Bristol and the surrounding area?

What is the current gender composition of your workforce?

Reporting your progress

For each of the goals you selected to focus on during the last year (see our covering email), please describe the progress you have made. Where possible, include data that shows the impact of the changes you have made.

What challenges have you faced when trying to make progress?

Are there any other areas of business, other than those covered in the goals of the Charter you selected, in which your company has made progress towards gender equality? If so, please provide details here.

Making progress in the year to come

Which goal(s) of the Charter do you plan to focus on in the next 12 month period?

- Promote and make available flexible and part-time working, especially in senior level roles that attract higher levels of pay and conditions
- Increase the number of women at senior levels and on the board
- Make at least one member of the senior executive team responsible for reporting on gender equality and inclusion

- Encourage and support female employees in lower paid and lower skilled occupations to progress through the business, through training and other on-going support
- Work towards closing the gender pay gap
- Implement recruitment, appraisal, personal development and promotion processes that are non-discriminatory towards women and are free from unconscious bias
- Support women where they are under-represented, through mentoring and women's networks

Why are the goals you have selected important to your business ?

For each of the goals you have selected, provide details of the progress you are planning to make over the next 12 months. Please include the results you intend to achieve. You will be required to report your progress against these target results at the end of that period.

How can we help?

The community of Charter signatories is a supportive one. Let us know how we can help.

What could we (the Charter team and community) do to make it easier for you to make more progress in the coming year?

Your feedback is very important in improving your experience of being a signatory of the Charter, is there anything you would like us to know?

Please get in touch with us at info@bristolwomeninbusinesscharter.org if you have any questions or we can help you report your progress.