

March 2020

TECH TALENT CHARTER STATEMENT

The Tech Talent Charter is a commitment by Signatory organisations to work together to increase the inclusion and diversity of the tech workforce in the UK.

Our goal is that the UK tech sector becomes truly inclusive and a reflection of the society which it represents. We work at scale, addressing the tech ecosystem to drive change. We focus on the how, not just the ‘why’ of inclusion and we bring communities together and support the underrepresented.

The Charter:

1. Provides **cross organisation and cross sector opportunities** (including between peers and competitors) for companies to publicise, learn and develop practical resources [[Twitter](#), [LinkedIn](#) and [YouTube](#)];
2. Collects and curates **sector-leading insights**, supporting Signatories improve their strategy across the entire talent pipeline [[Open Playbook & Hack Days](#)];
3. **Demonstrates the commitment of Signatories to drive inclusion**, enhancing their brand as an employer of choice;
4. **Maps and facilitates collaboration** across the ecosystem* at a UK national and regional level [[Inclusion & Diversity Directory](#)]; and
5. **Measures** inclusion and diversity in tech by collecting and producing annual benchmarking data, helping Signatories understand their position across a range of indicators [[Diversity in Tech Report](#)]

By being a Signatory, your organisation commits to promote inclusion and diversity in tech by:

<p>PEOPLE: Having a Senior Signatory with responsibility for the Charter commitments</p>	<p>PLAN (EMPLOYERS OF TECH): Developing a plan to improve inclusion; including adopting inclusive recruitment and promotion processes and practices to support the growth and retention of a diverse workforce (see Open Playbook of Best Practice to help with this)</p> <p>PLAN (CONSULTANTS, RECRUITERS & OTHER PARTNERS): Developing a plan to work with employers/clients and underrepresented groups to improve their inclusion and diversity in tech; supporting them to adopt inclusive recruitment and promotion processes and practices</p>
<p>PRACTICE: Collaborating with other Signatory organisations and the TTC to share what has worked and what has not worked to improve inclusion and diversity in tech roles</p>	<p>DATA: Every September, contributing employment diversity data (anonymised and aggregated) for publication in our annual Diversity in Tech report. Please read further info about this mandatory reporting requirement.</p>

*Ecosystem: govt. bodies, employers, recruiters, consultants, businesses in this space, other Charters and B2T organisations