

Membership Pledge

Liverpool Girl Geeks



In the North West only 12% of tech jobs are held by women yet the tech sector struggles to find enough talent to fill all of the roles needed to grow. Liverpool Girl Geeks exists to correct the gender imbalance within the technology sector; with a mission to create a more diverse and balanced workforce. They achieve this by providing opportunities for women and girls through education, training, mentoring and networking.

As official members of Liverpool Girl Geeks, we commit to understanding, highlighting and tackling gender inequality in the tech and digital industries. We will act as advocates for equality and diversity and agree to take action in the following ways:

Recruitment

We commit to implementing transparent and fair recruitment procedures that encourage inclusivity and diversity by:

- Advertising jobs as flexible, and where possible, making job shares available;
- Posting vacancies on Liverpool Girl Geeks website;
- Having a diverse recruitment panel;
- Interviewing at least one female candidate for every role advertised, where possible.

Fairness

We commit to ensure that all employees will receive equal pay for work of equal value.

We commit to ensure that all employees will be afforded equal opportunities, regardless of their sex, race, gender, marital status, pregnancy, sexual orientation or disability.

Representation

We commit to tackling gender inequality at all levels by developing and providing opportunities to all staff including:

- Flexible working;
- Shared parental leave;
- Mentoring or development schemes aimed at growing women in leadership.

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We commit to having more women on our board and/or senior leadership team, working towards a 50/50 split at senior level.

We commit to publishing diversity data annually and to using this data for internal monitoring, reporting and forward planning.

Community

We commit to supporting initiatives to build a strong talent pipeline with younger generations.

We commit to offering staff volunteering and development opportunities to provide mentors and role models for girls and women within the Liverpool Girl Geek community.

When organising internal and external events and trainings, we commit to 50/50 gender representation on speaker panels and in teams of facilitators where possible.

Whole Company Approach

We will ensure that our entire staff team understands our Girl Geek membership and is working to foster an environment that values diversity and inclusion.

We will nominate one member of staff to act as a point of contact and ambassador for Girl Geeks within the company.

Signed by:

Role:

On behalf of:

#DiversityMatters

liverpoolgirlgeeks.co.uk

Liverpool Girl Geeks, 12 Jordan Street, Liverpool, L1 0BP

