



# CREATING GENDER BALANCE AT SKY



## WOMEN IN LEADERSHIP

Our 'Women in Leadership' programme has helped increase the number of women in senior roles from 31% in 2016 to 39%. We're aiming for a 50:50 balance by 2020 and have some great initiatives in place to help achieve this;

We insist on **gender balanced shortlists** for all senior appointments



We run tailored **sponsorship and development programmes** for our high potential women, helping them go further, faster



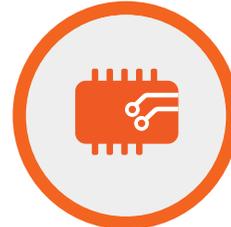
We're actively building our reputation as an **employer of choice for women** to attract world class female talent



Our Women@Sky network runs **internal networking events** with senior female role models



We provide world class facilities and resources to **enable all our people to work flexibly**



## WOMEN IN TECHNOLOGY

In 2016 we launched 'Women in Technology' to increase female representation in our technology departments to 30% by 2020. We're doing a lot to reach this target:

Get into Tech is a **free evening and weekend course that teaches women how to code**. Over 100 women have benefited from the course so far



Sky Tech Scholars is designed to **encourage more women to enter the tech field**. We offer three women a £25,000 grant, with continued support and mentoring



The **software academy**, our technology graduate programme, aims for gender balance. **47% of the last intake of graduates were women**



Learning from the success of Women in Leadership we also run **sponsorship and development programmes** for women in technology



## WOMEN IN HOME SERVICE

Just 2% of our home service engineer workforce is female. Our brand new 'Women in Home Service' scheme aims to increase female representation to 20% by 2020;

Up to 360 women will start on our **Trainee Engineer Programme** this year



It's a 6 month **paid training placement** and all women who complete it will be eligible to apply for a permanent position with us



Each participant will receive a **City & Guilds qualification** and essential training on confidence and resilience in the workplace.



Participants will also receive **on the job training** and a **dedicated mentor**