



Annual Report 2019

Brightstar Financial is delighted to confirm that we remain on track to achieve our original targets as part of our commitment to the Women In Finance Charter.

Executive Committee Achieved
 Target % 22%
 Current % 25%

Senior Management Achieved
 Target % 40%
 Current % 75%

Combined Management Achieved
 Target % 44%
 Current % 63%

Learning Champions Achieved
 Target % 50%
 Current % 66%

Data Analysis		2017	2018	2019
1a*	Number of staff in total workforce	45	52	58
1b	Number of female staff in total workforce	17	21	23
1c	Female staff as percentage of total workforce	37%	40%	40%
1d*	Number of staff in senior management population	10	12	12
1e*	Senior management as percentage of total workforce	22%	23%	21%
1f*	Number of female senior managers	3	6	7
1g*	Female senior managers as percentage of total senior management	30%	50%	58%
2	Female representation on board as percentage <i>where applicable</i>	25%	25%	29%
3	Female representation on executive committee as percentage <i>where applicable</i>	25%	25%	25%
4*	Please provide the date to which the data in this submission relates	July 2017	July 2018	July 2019

Clare Jupp
 Director of People Development
Accountable Executive