



## Annual Report 2021

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 % 60%

**Combined Management** Achieved  
Target % 44% Current % 46%

**Admin Team Leaders / Sales Captains** Achieved  
Target % 50% Current % 50%

Data Analysis		2017	2018	2019	2020	2021
1a*	Number of staff in total workforce	45	52	58	58	68
1b	Number of female staff in total workforce	17	21	23	22	26
1c	Female staff as percentage of total workforce	37%	40%	40%	38%	38%
1d*	Number of staff in senior management population	10	12	12	12	13
1e*	Senior management as percentage of total workforce	22%	23%	21%	21%	19%
1f*	Number of female senior managers	3	6	7	7	6
1g*	Female senior managers as percentage of total senior management	30%	50%	58%	58%	46%
1h	Number of female senior managers from ethnic minority background					0
1i	Female senior managers from ethnic minority background as percentage of total senior management					0%
2	Female representation on board as percentage	25%	25%	29%	29%	25%
3	Female representation on executive committee as percentage	25%	25%	25%	25%	25%
4*	Please provide the date to which the data in this submission relates	Jul 2017	Jul 2018	Jul 2019	Jul 2020	Jul 2021

Clare Jupp  
Director of People Development  
**Accountable Executive**