



Criteria for judging the BiB Awards

Trailblazers Exco and Direct Reports - FT100 & FT250

- How close is the organisation to a 50/50 gender split?
- What is their gender split versus the average for their sector? Evidence of any impact on the wider sector/industry/society
- Evidence of clear targets/KPIs e.g. promotion/progression especially to Exco level and above and pay/reward linked to progress on closing any gender gap
- Evidence of other initiatives to close any gender gap (e.g. opportunities for furthering career, flexible/family-friendly working policies/practices, etc.)
- Evidence of systemic measurement/monitoring systems so that progress can be tracked/rewarded.

Best Overall Board and Exco

- The same criteria as above but inclusive of board

Best Strategy

- How deeply have they understood the root causes of lack of gender balance and addressed them in the organisation?
- How fully implemented and monitored are the measures they have taken?
- Evidence of how the strategy is impacting the organisation incl. culture.

Most Impact

- Change over the last year on # and % at Exco and Direct Reports
- Impact on the bottom line attributable to the above.