SAFE SPACE

FAQs

www.inclusioninfinance.com/safespace

Frequently Asked Questions

What is 'Safe Space'?

The CBI scandal highlights the importance of listening to the experiences of those who have experienced poor behaviours and taking steps to mitigate the risk of any such behaviours.

The Diversity Project's sole purpose is to improve diversity and inclusion in the investment and savings industry. We can offer a safe space for everyone to come forward to share their experiences in confidence, so we can gauge the extent of any issues and move forward.

A second phase of the initiative will focus on guidance for individuals and firms so we can create positive cultures.

Individuals are invited to provide their stories about poor conduct, either through direct experience or witnessed, in a confidential way (email or online form)

All experiences will be kept anonymous.

Contact details are only sought to allow for any signposting to help and resources if required. The identity of participants will be protected. Any incidents reported will be anonymised before being collated and categorised under key themes.

The Safe Space will be permanently available for the reporting of any future problems.

Don't firms already have reporting mechanisms? How does Safe Space fit in with these?

We are conscious that some people may be wary of reporting poor conduct within their own firms. The Diversity Project exists solely to improve diversity and inclusion within the investment and savings industry and operates separately from any of our member firms, so can offer a safe space for incidents to be reported. This is not designed to replace firms' own reporting mechanisms but to supplement them.

Frequently Asked Questions

What type of behaviours are you asking to be reported?

Any form of bullying, discrimination or harassment, including racism, homophobia, disability discrimination, discrimination on the basis of socio-economic background as well as any sexual harassment (this is not an exhaustive list). We are asking everyone to report anything they have experienced or witnessed within the past five years. Those behaviours may be related to colleagues or be related to others e.g. clients or third parties who you work/ have worked with. What are you hoping to achieve?

We are not going to name and shame companies or individuals.

Instead, our aim is to obtain first hand stories to gauge the extent of any problems and to use that information to work with all our member firms to improve culture and behaviours across the industry. This will be the focus of the second phase of the initiative, once we have heard the experiences and can gauge the extent of any problems and themes arising from the reports.

We will seek to help individuals who want assistance overcoming the impact of any behaviours they have experienced or witnessed, by signposting to specialist resources. Please note the Diversity Project does not have the expertise to offer counselling itself.

What will you do if illegal behaviour is reported?

We are obliged to pass details of any potentially criminal activity to police; we will of course first alert the individual who has made the report.

What happens next?

Any findings will be reported (by themes and severity) to the Diversity Project's Advisory Council. We shall agree next steps with the Advisory Council after reviewing the initial findings. There will be no further commentary for now.

Our ultimate goal is to provide tools to assist firms and individuals on how to identify, address and/or mitigate these types of behaviours, including guidance on workplace culture, so the investment and savings industry can move forward confidently and attract and develop diverse talent.