The Tech Talent Charter (TTC) is a commitment by organisations to a set of undertakings that aim to deliver greater gender diversity in the tech workforce of the UK, one that better reflects the make-up of the population. This covers organisations in the technology sector itself, organisations across all other sectors, who have employees in tech roles, and recruitment agencies who are supplying candidates for tech roles. Signatories of the charter make a number of pledges in relation to their approach to recruitment and retention. Although it is very much an employer-led initiative, in March 2017 the TTC was supported in the government's policy paper on the UK Digital Strategy. It sits alongside a "Women in Finance" employers' charter run by the Treasury, with over 120 financial services sector companies signed up.

The Charter signatories undertake to:

● support recruitment and retention practices that are designed to increase the gender diversity of their workforce;

● define their own timetable for change and implement the strategy that is right for their organisation (acknowledging that all signatories will have different starting points);

● measure the gender diversity profile of their UK employees and to share this data for (anonymous) collective publication.

For the full charter and further details, including FAQs, please see www.techtalentcharter.co.uk. An information deck to support the dialogue - and potential commitment - within your organisation is also available.

The Tech Talent Charter team is now focusing on building a further groundswell of employer signatories to be part of a launch event with DCMS ministers in November 2017.