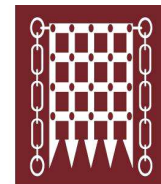


**Westminster Business Forum Keynote Seminar:
Culture and conduct in financial services - accountability, standards and diversity**

Timing: Morning, Tuesday, 24th April 2018

Venue: Central London



**WESTMINSTER
BUSINESS
FORUM**

Draft agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 - 9.35 **Developing culture, competence and public trust - progress and priorities going forward**
Dame Colette Bowe, Chairman, Banking Standards Board
Questions and comments from the floor
- 9.35 - 10.30 **Accountability, standards and the extension of the Senior Managers and Certification Regime (SM&CR)**
What impact has the existing Senior Manager and Certification Regime and the Senior Insurance Managers Regime - which apply to deposit-taking banks, large investment firms and insurers - had on standards and accountability in financial services, and what more can policymakers, regulators and industry do to continue to effectively embed the regime? To what extent has the senior management pillar of the regime been embraced by firms, and where instances of overlapping or unclear allocation of responsibilities still exist, what steps can be taken to address this? Following the FCA's consultation on the extension of the SM&CR to all sectors of the financial services industry, what should be the priorities for ensuring a proportionate and effective framework? What challenges does the proposed classification of firms into three different regimes (enhanced, core and limited scope) pose for the 2018 implementation deadline, and what measures might be considered to reduce regulatory costs? What further measures, if any, could be taken forward to improve accountability, standards and public trust in financial services - for example, should steps be taken to strengthen fiduciary duties in more areas of finance?
Robert Jenkins, Adjunct Professor of Finance, London Business School and former Member, Financial Policy Committee, Bank of England
Pauline Hawkes-Bunyan, Director of Risk, Compliance & Tax, The Investment Association
Mick McAteer, Co-Founder and Co-Director, The Financial Inclusion Centre
Speaker confirmed from the **Chartered Banking Institute**
Questions and comments from the floor
- 10.30 - 11.00 **Regulatory priorities for culture and conduct**
Jonathan Davidson, Director of Supervision - Retail and Authorisations, Financial Conduct Authority
Questions and comments from the floor
- 11.00 - 11.05 **Chair's closing remarks**
Senior Parliamentarian
- 11.05 - 11.35 Coffee
- 11.35 - 11.40 **Chair's opening remarks**
Baroness Kingsmill, Member, Lords Economic Affairs Committee and Chairman of the Board, Monzo Bank
- 11.40 - 12.05 **Harnessing the talents of women and achieving a gender-balanced workforce - next steps and priorities**
Senior speaker to be announced
Questions and comments from the floor
- 12.05 - 12.55 **Culture in financial services - working practices, diversity and the gender pay gap**
Following the launch of Government's Women in Finance Charter last year, what progress has been made in driving diversity and inclusion in financial services, and in what areas do improvements still need to be made? What practical steps can firms consider when seeking to reform their office culture in the interests of promoting diversity, particularly in areas such as succession planning, hiring practices and unconscious bias training? What examples are there of best practice in this respect, and how might they be disseminated across the industry? What can be done by specific sectors that have been identified as lagging in diversity to improve their performance, such as fund management; how can common perceptions of such sectors around working hours, social value and career breaks be addressed, in the interests of attracting a more diverse workforce? Ahead of the introduction of new rules for large listed companies to publish the pay ratio between workers and executives, and to ensure that employees' interests are better represented at board level, how can stakeholders in the financial services sector further develop the transparency of executive remuneration and ensure that boards best represent the long-term interest of companies?
Mark Burgess, Chief Investment Officer, Columbia Threadneedle
Senior representative, bank
Senior representative, consultancy
Senior representative, workforce
Questions and comments from the floor
- 12.55 - 13.00 **Chair's and Westminster Business Forum closing remarks**
Baroness Kingsmill, Member, Lords Economic Affairs Committee and Chairman of the Board, Monzo Bank
Marc Gammon, Associate Editor, Westminster Business Forum