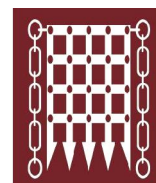


Westminster Business Forum Keynote Seminar:

Culture and conduct in financial services - accountability, standards and diversity

Timing: Morning, Tuesday, 24th April 2018

Venue: Sixty One Whitehall, London SW1A 2ET



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Draft agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**
Rt Hon the Lord Butler of Brockwell, Member, EU Financial Affairs Sub-Committee
- 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 had on standards and accountability in financial services, and what evidence is there that some banks have 'juniorised' roles to avoid accountability? What more can policymakers, regulators and industry do to continue to effectively embed the regime - including for firms operating across different regulatory regimes and time zones? Following the FCA's consultation on the extension of the SM&CR to all sectors of the financial services industry, and as the city regulator develops its policy statement on the regime, what further measures could be considered to strengthen the accountability of firms and to reduce the cost of implementation? How best can the industry continue to promote and improve standards to support the stability of the sector and improve public trust; should steps be taken to strengthen fiduciary duties in more areas of finance to enhance consumer outcomes?
Robert Jenkins, Adjunct Professor of Finance, London Business School and former Member, Financial Policy Committee, Bank of England
Mick McAteer, Co-Founder and Co-Director, The Financial Inclusion Centre
Craig Beevers, Senior Technical Advisor, FICC Markets Standards Board
Pauline Hawkes-Bunyan, Director of Risk, Compliance & Tax, The Investment Association
Helen Bogan, Head of Professional Standards, Chartered Banker Institute
Questions and comments from the floor
- 10.30 - 11.00 **Regulatory priorities for culture and conduct**
David Blunt, Head of Division, Conduct Supervision, Financial Conduct Authority
Questions and comments from the floor
- 11.00 - 11.05 **Chair's closing remarks**
Rt Hon the Lord Butler of Brockwell, Member, EU Financial Affairs Sub-Committee
- 11.05 - 11.35 Coffee
- 11.35 - 11.40 **Chair's opening remarks**
Senior Parliamentarian
- 11.40 - 12.05 **Harnessing the talents of women and achieving a gender-balanced workforce - next steps and priorities**
Sian Fisher, Chief Executive, Chartered Insurance Institute
Questions and comments from the floor
- 12.05 - 12.55 **Culture in financial services - working practices, diversity and remuneration**
Following the launch of Government's Women in Finance Charter last year, what are the future challenges to removing barriers to women in entering and progressing in financial services? What practical steps can firms consider when seeking to reform their office culture in the interests of promoting diversity and increasing the number of women in executive and mid-tier roles - 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 areas of the market that have been identified as lagging in diversity, such as the fund management and investment banking sectors; how can perceptions around cultural issues - including working hours, social value and career breaks, mental health and disability - be addressed, in the interests of attracting a more diverse workforce? What future measures might be considered to drive improvements in other areas of diversity? 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?
Alison Miles, Lecturer, Corporate Governance and Ethics, University of Plymouth
Mark Burgess, Deputy Global Chief Investment Officer, Columbia Threadneedle
Libby Denchfield, Managing Director, Standard Chartered Bank
Senior representative, union
Questions and comments from the floor
- 12.55 - 13.00 **Chair's and Westminster Business Forum closing remarks**
Senior Parliamentarian
Thomas Overend, Associate Producer, Westminster Business Forum