

Tech Talent Charter statement



The Tech Talent Charter (TTC) is a government-supported, industry-led membership group that brings together 700+ Signatory organisations and equips them with the networks and resources to drive their diversity and inclusion efforts.

Our goal is for the UK tech ecosystem to be a diverse and inclusive community where people from all backgrounds are welcomed and valued for their contributions. We provide concrete measurement and insights into diversity in the tech ecosystem and actionable ways forward by gathering, curating, and distributing innovative practices, techniques, and ideas.

The TTC:

1. Provides **cross-organisation and cross-sector opportunities** (including between peers and competitors) for companies to publicise, learn and develop practical resources [[Twitter](#), [LinkedIn](#) and [YouTube](#)]

2. Collects and curates **sector-leading insights**, supporting Signatories to improve their strategy across the entire talent pipeline [[Open Playbook & Hack Days](#)]
3. **Demonstrates the commitment of Signatories to drive inclusion**, enhancing their brand as an employer of choice
4. **Maps and facilitates collaboration** across the ecosystem at a UK national and regional level [[Diversity and Inclusion Directory](#)]
5. **Measures** diversity and inclusion in tech by collecting and producing annual benchmarking data, helping Signatories understand their position across a range of indicators [[Diversity in Tech Report](#)]

By being a TTC member, your organisation commits to promote diversity and inclusion in tech by undertaking four key pledges:

- **People:** Have a Senior Signatory with responsibility for your pledge and commitments.
- **Plan (tech employers):** Develop a plan to improve inclusion, including adopting inclusive recruitment and promotion processes and practices to support the growth and retention of a diverse workforce (see TTC's [Open Playbook of Best Practice](#) to help with this).
- **Plan (consultants, recruiters and other partners):** Develop a plan to work with employers/clients and underrepresented groups to improve their diversity and inclusion in tech, supporting them to adopt inclusive recruitment and promotion processes and practices.
- **Practise:** Collaborate with other Signatory organisations and the TTC to share what has worked and what has not worked to improve inclusion and diversity in tech roles.
- **Data:** Every autumn, contribute employment diversity data (which is anonymised and aggregated) for publication in our annual [Diversity in Tech](#) report. Please read further [info](#) about this mandatory reporting requirement.