



Bristol Women in Business Charter

The Bristol Women in Business Charter is an effective long-term lever to support the move to greater gender equality within businesses in Bristol and the surrounding areas.

Following the Charter's launch by the Women in Business Task Group (part of the Bristol Women's Commission) in March 2019, the Charter's management and development was run on a purely voluntary basis. Then with effect from 1 April 2020, and based on the positive responses received from Charter signatories, we have operated in the form of a Community Interest Company (the Bristol Women in Business CIC, company no. 12516760). This is a not-for-profit, community-serving business.

How the CIC supports the aims of the Charter

The governance that the CIC structure creates holds those that manage the Charter to account to deliver on its aims. The Community Interest Statement that we made as part of the application for the formation of the Company makes clear that:

The company's activities will provide benefits to the women that work in Bristol and the surrounding areas, the businesses that employ them and the wider Bristol community.

A small team operates the Charter in service of the community and is answerable to the Charter's stakeholders.

The directors of the CIC are Sandra Gordon, Kristal McNamara and Sarah Rice, Sandra is a member of the West of England Women's Commission. Sonia Cohen is our Operations Manager and Lucy Kirmond is our Marketing Manager.

How the structure benefits Charter signatories

We are focussed on making sure that the Charter operations are working smoothly and improving our key services. That means we're aiming to communicate more with signatory companies, improve the delivery of events, and provide more support for our points of contact within signatory companies to spread the word and use the Charter to effect change internally.

Those signatories who attend our events have begun to build a useful community of like-minded change agents, open to sharing what has worked for them and the challenges they face. We plan to develop and enable that community, potentially utilising technology to aid communication.

We work openly (and that includes being open about the company's finances) and aim to provide what

the business community in Bristol needs. We welcome the feedback and support of all signatory companies and other key stakeholders to guide the work of the Charter to help ensure it fully meets its aims in the long-term.

Reporting progress on gender equality and new annual fees

All new and renewing Charter signatories are required to pay a fee to collectively fund the work of the Charter. The level of fee a company pays varies according to the number of Bristol based FTE a business has. We want to encourage all businesses that employ at least three people to sign up to the Charter and to make more progress on gender equality, so we have created a scale of fees that we hope will not deter smaller companies from signing the Charter.

The annual fee from **September 2025** is as follows:

Membership	No. of Full Time Equivalents (FTE)	Annual fee payable on renewal (from 1 Sept 25)
Inspire	3-100	£150
Empower	101-500	£450
Amplify	501-1000	£750
Influence	1001 and over	£1250

When you apply or report your progress, we will ask you for information about the number of people you employ. This relates only to those employees based in Bristol and the surrounding area (if yours is a national or multinational company) and is the number of full time equivalents (FTE) rather than the headcount, so as not to penalize those companies employing more part-time workers.

We collate the data that you provide to us and use it to help monitor the progress of the move to greater gender equality in Bristol, and to produce our annual report. You can read our impact report https://drive.google.com/file/d/1AHLIRnHA_D9hdes2hOh7In9osw36eCcD/view?usp=sharing.

FAQs

What happens to any profit the company makes?

All profit generated is reinvested in the aims of the Charter and we seek the views of the signatories about how to spend it. We aim to keep fees at a level which will not generate an excessive surplus.

Do the directors take a salary?

The directors are paid a nominal sum that acknowledges the time and energy they contribute to the work of the Charter. We will also pay for specialist support to help the Charter achieve its aims most

effectively. Details of expenditure will be shared with signatories annually.

Who owns the company?

The company is limited by guarantee and its assets are locked into the business to ensure that they are applied for its social purpose. It cannot be sold, dividends cannot be taken and if, for any reason the company is wound up, its assets will transfer to Bristol Women's Voice (Registered Charity No. 1170110). That's written into the Articles of Association for the CIC.

Why isn't the company called the Bristol Women in Business Charter CIC?

Using the word 'Charter' in a registered company name is restricted to those companies that have a Royal Charter, which we don't. So we had to go for something more generic.

Is there a plan to grow the company and spread the work of the Charter?

Yes, we want to reach more businesses in Bristol and the surrounding area, to help make Bristol one of the most gender equal cities in the UK. There are no immediate plans to extend the reach of the Charter beyond that geographic area, however we are members of the West of England Women's Commission and keen to encourage other cities to emulate the model we have created or join us to expand our work [Get in touch](#) if you are outside of Bristol but want to get involved in our work.

What if after a year, we decide we don't want to continue being Charter signatories?

When we contact you to ask you to report your progress, you have the option to opt out and not renew. If you choose to do that, your company will no longer be named as a signatory of the Charter and will not be able to attend the invite-only events.

How can we find out more?

If you have any further questions about the Charter and how it operates, please email info@bristolwomeninbusinesscharter.org for more information in the first instance. If you'd like to contact one of the directors, you can do so at kristal@bristolwomeninbusinesscharter.org (Kristal McNamara, sandra@bristolwomeninbusinesscharter.org (Sandra Gordon) or sarah.rice@bristolwomeninbusinesscharter.org (Sarah Rice). Our [website](#) contains lots of useful information and is updated regularly.