Rock Solid Knowledge

This report details the goals we set when joining the Motherboard Charter. It details the progress we have made towards each of these goals, and highlights specific results we would like to share

Improve gender balance within technology and data teams throughout the UK.,
Hired a female developer to join the team
We've fundraised and advocated for Girls Who Code at NDC conference.
We've updated our parental leave policy, breastfeeding policy and flexible working policy.

Champion part-time and flexible working across all levels of seniority, enabling the advancement of women's careers in technology and data-led roles.,
Release blog posts from women about their experiences working in tech and detailing the improvements they would like to see in the tech industry – to give mothers a voice.
Introduced a blanket policy about remote working and extended this to two of the women working at RSK – one of which being a new mum wanting to be closer to her support network.

Educate organisations on how they can support mothers throughout their careers.
Attended conferences and round table events with Motherboard to educate ourselves on what more we can be doing as a company to support mothers in senior roles (and across the board throughout the organisation.)
Began designing and writing content to be shared across our website about Motherboard.
We've fundraised and advocated for Girls Who Code at NDC conference. – we'll be repeating the same structure for other conferences we attend.

We have yet to enact a salary sacrifice scheme to allow mothers access to childcare vouchers – this is set to begin in October.

Have you faced any challenges trying to achieve these goals that would be valuable sharing with us?

Whilst creating a flexible working strategy for the office (including reduced hours over the summer on a Friday) We've had to consider how we will continue to fullfill our support commitments to our customers. These are business hours Monday-Friday. Currently the management team work Friday afternoons whilst the rest of the team take it off – this works in the short term whilst we establish if this could be a permanent addition to RSK's benefits. However, if we implement it permanently another solution will need to be established. – This has now been expanded to early finish on a Friday all round, effectively reducing everyone's hours to 35 p/w. It has been critical to providing a flexible work life for our employees.

Are there any other areas of your business, other than the ones covered in the goals of the Charter you selected, in which your company has made progress towards gender equality. If so, please provide details here

This year we decided to return to our roots as a company and focus our recruitment efforts on entry level candidates. This has in combination with our inclusion efforts made us a more accessible first employee from women, mums and anyone from underrepresented groups. We want to be a jumping off point for people where they can learn and create building blocks for their later careers and hopefully bring more women into senior, management and board positions within the tech industry.

We also created a lactation/wellbeing room to support mum's returning from maternity leave. This space also acts as a calm zone for anyone who needs it throughout the in office days.

How has the charter helped you and your business over the last year?

Amber has been sop encouraging with any initiatives or ideas we have. She's been a point of call whenever we've wanted to sanity check or enquire about anything Motherboard related. She's created such an inclusive and comfortable space through the Motherboard event series as well as withing the conversations we've had surrounding Rock Solid Knowledge's next steps. We're so looking forward to continuing this journey with Motherboard.

Please share with us which goal(s) you plan to focus on in the next 12 months

Primarily our focus will remain on **'Educating organisations on ow they can support mothers throughout their careers'**

We will complete our update to our website which will include pages surrounding the Motherboard Charter, impact reports, areas we are working on, initiatives and articles.

We are also looking at working alongside Motherboard/Girls Who Code to support and/or facilitate coding bootcamps.