



INTERBANK

IMPACT REPORT 2025

TRANSFORMING CHALLENGES INTO OPPORTUNITIES

The **InterBank LGBT+ forum** brings together LGBT+ networks, allies, and leaders across the UK financial and professional services sector. Our mission is to foster collaboration, share best practices, and drive meaningful progress on LGBT+ inclusion in the workplace.

OUR PURPOSE

- Create safe, inclusive workplaces for LGBT+ professionals.
- Share insight and best practice across firms.
- Influence workplace culture and policy.
- Strengthen visibility and representation across the industry.

KEY INSIGHTS

- Inclusion is experienced through everyday behaviours as much as formal policy.
- Tailored inclusion approaches are required for different firms.
- Psychological safety underpins visibility and engagement.
- Collaboration across organisations accelerates progress and reduces duplication.

2025 HIGHLIGHTS AND IMPACT

Throughout 2025, InterBank delivered regular cross-bank engagement through strategy meetings, networking events, and community discussions. These sessions enabled member organisations to openly exchange ideas on inclusive leadership, operational challenges, and safety at work.

Member banks reported stronger collaboration, increased senior sponsorship, and growing confidence among LGBT+ employees. Shared approaches helped accelerate policy development in areas such as inclusive benefits, support, and inclusive language practices.

KEY EVENTS

- InterBank's inaugural Student Fair at EBRD, with keynote speaker Dame Julia Hoggett.
- Student panel with EUROOUT president Max Taylor.
- Women of InterBank's first speed networking session.
- Monthly networking drinks, including guest speakers for Bisexual Awareness Week / Transgender Day of Remembrance.