



Saxton Bampfylde

**CELEBRATING INTERNATIONAL
WOMEN'S DAY 2019**



66%
of our firm is
female

Over 3000
conversations
with female non-
executives last
year

7 interviews with
leading women for
our publication
CANVAS

In 2018 we placed
228 women
into leadership roles

51% of our
searches conclude
with at least one
woman appointed

Saxton Bampfylde is privileged to work with leading organisations across the commercial, public and not-for-profit sectors, partnering with and appointing inspirational female leaders from all walks of life.

We care deeply about diversity: as part of our celebration of **International Women's Day 2019** on Friday 8th March, and this year's campaign for a balanced world, we wanted to take a moment to reflect on the work that we do with our clients and environment that we create for our partners.



Some of our female leadership appointents from the past year

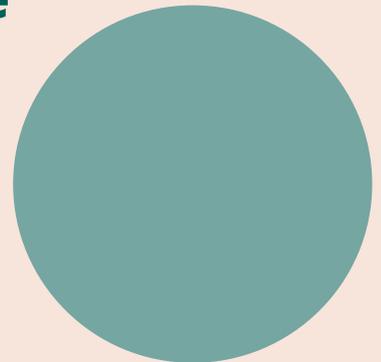
Through our work, we're proud to have been involved in the appointment of many women to senior executive and non-executive roles in international commerce and industry and in the government, higher education and voluntary sectors.

TOP L-R: Rachel Fletcher – Ofwat, CEO; Kate Henderson – National Housing Federation, CEO; Betsy Bassis – NHS Blood and Transplant, CEO; Sophie Morgan – Ofcom, Content Board Member; Margaret Caseley-Hayford – NED, Co-op Group, Chair; Lorraine Baldry – Sellafield Ltd, Chair; Uzma Hasan – Channel 4, NED

BOTTOM L-R: Selina Ullah – SRA, NED; Fru Hazlitt – Channel 4, NED; Professor Madeleine Atkins – Lucy Cavendish College (Cambridge), President; Althea Efunshile – Channel 4, NED; Angelina Fusco – Ofcom, Content Board Member; Professor Fiona Watt – MRC, Executive Chair; Professor Lynn Gladden – EPSRC, Executive Chair

While we have seen a marked increase in women appointed to senior leadership roles in recent years, there is still a long way to go.

We remain committed to playing our part in moving towards a future in which stories of ambitious, talented and innovative women taking on leadership roles will no longer be the exception but the norm.



Ladies of Quality and Distinction

Our 2018 event celebrating female leadership

In Autumn last year, we were delighted to be principal sponsors of the 'Ladies of Quality and Distinction' exhibition at The Foundling Museum, London. The exhibition uncovered and celebrated the untold stories of the women throughout history who were the unacknowledged driving force behind schemes including the establishment of the original Foundling Hospital.

On 17 December, we were privileged to bring together over 100 female leaders from across a range of sectors at a drinks reception in the Museum.





A leading figure in UK film production, **Uzma Hasan** is passionate about creating a platform for a multitude of voices. We talk to her about her decision to found an independent production company and the role of the arts in developing global discourses.

WHAT WAS THE MOMENT YOU REALIZED YOU WANTED TO BE A FILM PRODUCER?

It was a combination of things. I was a producer on a TV show and I was always interested in the creative side of it. I was also interested in the business side of it. I was always interested in the creative side of it. I was also interested in the business side of it.

IT IS VITAL THAT WE HAVE A PLURALITY OF TELLERS THAT ARE REPRESENTATIVE OF WHO WE ARE ACROSS ALL SECTORS OF SOCIETY.

DO YOU CONSIDER ARTS TO BE IMPACTFUL IN YOUR ORGANIZATION? IF SO, WHAT IS THE BEST PRACTICE YOU'VE SEEN IN THIS REGARD?

Yes, I do. I think it's important to have a mix of people. I think it's important to have a mix of people. I think it's important to have a mix of people.

YOU SET UP LITTLE HOUSE PRODUCTIONS IN 2014. WHAT WAS YOUR DECISION TO FOUND AN INDEPENDENT COMPANY?

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BRINGING NEW TALENT FORWARD IS A KEY CHALLENGE FOR THE INDUSTRY - LESLIE STEINBERG HAS BEEN PROUD TO BE A MENTOR TO MANY OF THE INDUSTRY'S NEXT GENERATION. HOW DO YOU THINK THE INDUSTRY CAN BETTER SUPPORT AND MENTOR NEW TALENT?

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AS AN INDEPENDENT PRODUCER, HOW DO YOU THINK THE INDUSTRY CAN BETTER SUPPORT AND MENTOR NEW TALENT?

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THE FILM INDUSTRY HAS BEEN ONE OF THE MOST DIVERSE IN THE COUNTRY. HOW DO YOU THINK THE INDUSTRY CAN BETTER SUPPORT AND MENTOR NEW TALENT?

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We talk to **Cathryn Ross** just as she departs **Ofsted**, after almost four years as CEO, to head for the private sector and a different regulatory market at BT. Cathryn reflects on the successes she has achieved and the challenges she has faced at Ofsted, and outlines her belief that there is a bright future for the regulatory market in the UK.

AS THE CEO OF Ofsted for almost four years, you have been described as a transformational leader. What would you say are the key skills you've changed?

"Leaders in the regulation sector need to keep the convictions and focus on the goal of making the world a better place."

What would you describe as your biggest achievements during your time at Ofsted?

Cultural transformation is a significant achievement. Ofsted needs to be able to do things that it hasn't done before. I think it's important to have a mix of people. I think it's important to have a mix of people. I think it's important to have a mix of people.



Manda Spielman reflects in her first year in her role as Chief Inspector at Ofsted, what she has learned and the challenges she has brought to the organisation. In one of the last high profile regulatory positions in the UK, Manda discusses how her troubleshooting tendencies have benefited her in this role and why she believes a broader range of backgrounds will enhance leadership within this sector in the future.

It is almost a year into your taking on your role at Ofsted. What are your key reflections from this period, and your role within it, developed?

One of the most fundamental elements of my role has been to establish a more sophisticated and strategic approach to inspection. I think it's important to have a mix of people. I think it's important to have a mix of people. I think it's important to have a mix of people.

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"At the end of the day if we are not a force for improvement then our existence isn't justified."

You are not a career regulator, having previously come from an investment and management consultancy background. Do you think that your former career has allowed you to bring particular things to the role?

My previous career has been a real asset. I think it's important to have a mix of people. I think it's important to have a mix of people. I think it's important to have a mix of people.

Sharing the voice of female leadership

Through our sector insight publication **CANVAS**, we have been platforming the stories and opinions from leading women across the sectors in which we work. In the past year we have been delighted to interview:

- [Uzma Hasan](#), Founder of Little House Productions
- [Larissa Joy](#), Chair and [Caro Howell](#), Director, Founding Museum
- [Catalina Schveninger](#), Global Head of Learning at Vodafone [Paola Barbarino](#), CEO of Alzheimer's Disease International
- [Clare Gough](#), Director of Pitzhanger
- [Cathryn Ross](#), Directory of Regulatory Affairs, BT
- [Samantha Barrass](#), CEO of the Gibraltar Financial Services Commission

THE REGULATOR EXCLUSIVE: SESSION WITH AMANDA SPIELMAN

We were founded in 1986, with a careful and considered mission to creating a unique working environment and culture: this remains reflected in our mission statement to this day. Over 66% of our partners are female, and in the last year we have hired 21 fantastic female partners. As a result we have no shortage of inspirational women at all levels of our firm.

Wishing everyone a very happy International Women's Day!

Saxton Bampfylde

The logo for Saxton Bampfylde features the company name in a dark green, serif font. A decorative, dark green wavy line curves underneath the text, starting from the left side of the 'S' and ending under the 'e'.