



AFB TRAINING PROGRAMME: SENIOR MANAGERS DEVELOPMENT PROGRAMME 2025

In partnership with

BCLP.

A LEARNING PROGRAMME DESIGNED FOR AFB MEMBERS

Following sold out programmes since its inception, **AFB has once again partnered with international law firm BCLP** to deliver the Senior Managers Development Programme (SMDP) in 2025. This **bespoke development programme is** designed to highlight **the current key issues facing international banks** and provide **practical advice** on what members need to do to **ensure compliance** and **minimise their exposure**. The programme is aimed at **Senior Manager Function holders** and those preparing to step-up into Senior Manager Function roles. The programme is intended to provide delegates with a greater understanding of the broad range of issues of relevance to senior managers within and outside of their areas of expertise. For this reason, it is recommended that the same person attends all six sessions.

The course will take place over three days, with two sessions on each day and will be held **in-person** at BCLP's offices on dates between April and June 2025. The course will commence with a **new short pre-course questionnaire** to clarify attendee's expectations and key learning aspirations. It will conclude with an optional **new 30-minute one to one call** with a partner from BCLP. Each attendee can specify up to three topics (ranked in priority order) arising from the content of the SMDP that they would like to discuss further and will be matched with the most appropriate BCLP partner. The purpose of the call is to deepen knowledge and relationships following the SMDP but is not intended to provide an alternative to obtaining formal legal advice.

Who should attend?

The SMDP will focus on areas subject to regulatory change in the UK and follows a similar structure to previous programmes. This year's programme contains new content and will focus on the very latest developments in each area.

Sessions are aimed at **Senior Manager Function holders** and those preparing to step-up into Senior Manager Function roles. This programme is intended to provide delegates with an understanding of the broad range of topics relevant to senior managers from international banks within and outside of the attendee's specific areas of expertise.

Following feedback from the 2024 programme, each session has been extended to two hours to ensure there is plenty of time for questions and discussion.

Each of the sessions will provide an overview of:

- Legal and/or regulatory issues
- Recent developments as well as horizon scanning
- Regulatory expectations and requirements for authorised firms and their Senior Managers
- Practical tips to help member banks ensure compliance and minimise risks
- Relevant case studies which further explain the regulators' expectations

The structured sessions will take the form of presentations, facilitated group discussions and Q&A.

BCLP has extensive experience in working with Senior Managers, in particular helping proposed Senior Manager Function holders prepare for regulatory approval interviews, including situations where an application is contested by the regulators. BCLP has worked closely with individuals to produce a tailored training programme, combining interactive learning sessions with mock interviews. This ensures an understanding of the regulatory landscape, the regulator's current priorities and Senior Managers' personal regulatory obligations under the Senior Managers and Certification Regime. This approach has resulted in almost a 100% track record of applicants receiving FCA approval. BCLP will draw on this experience and practical approach to deliver this development programme.

Feedback from previous courses

"Very useful and pitched at the right level"

"Well presented with good content and a competent panel"

"Well presented and enough detail to initiate implementing into the bank"

"Enjoyed the practical application of the session and the usefulness of the advice provided by the presenters in real life work situations."

Course Overview and Schedule of Dates

Date	Module Themes
1 April 2025	Day 1: The regulatory relationship and SMF role
10:00-12:00	Morning session <ul style="list-style-type: none">• The PRA's and FCA's general approach to, expectations of, and supervisory priorities for international banks operating in the UK
Lunch provided 12:00 – 13:00	<ul style="list-style-type: none">• The importance of corporate governance, the key elements of the authorisations document, prudential supervision, individual accountability, and remuneration• Key considerations for, and expectations of, Senior Manager Function holders
	Afternoon session
13:00 – 15:00	<ul style="list-style-type: none">• Overview of the UK regulatory framework for operational resilience and outsourcing for third country banks/branches within group structures• Impact of the UK's new regulatory requirements for critical third parties• Interplay with data governance and broader data considerations, including consideration of the current state of play of AI regulation in the UK
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1 May 2025	Day 2: Managing the workforce
10:00-12:00	Morning session <ul style="list-style-type: none">• What are the current regulatory expectations concerning culture, conduct, and diversity and inclusion?
Lunch provided 12:00 – 13:00	<ul style="list-style-type: none">• Latest guidance and rules around non-financial misconduct and what this means in practice• Ideas for getting ahead of the regulatory agenda
13:00 – 15:00	Afternoon session <ul style="list-style-type: none">• Understanding the legal and regulatory protections for whistleblowers in the UK• The need for close collaboration between HR and Compliance functions in dealing with whistleblowing reports• Direct-to-regulator whistleblowing• What does a whistleblower framework need to contain, and what does 'best in class' look like?
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12 June 2024	Day 3: Financial crime and sanctions
10:00-12:00	Morning session <ul style="list-style-type: none">• Introduction to, and recent developments in, UK sanctions law and practice• UK sanctions enforcement update, including the overlap between the OFSI and FCA enforcement regimes
Lunch provided 12:00 – 13:00	<ul style="list-style-type: none">• Compliance and risk prevention strategies
	Afternoon session
13:00 – 15:00	<ul style="list-style-type: none">• Overview of the UK financial crime legal framework• The FCA's expectations for a financial crime risk framework• Latest trends in relation to financial crime issues, including recent developments in fraud and demonstrating compliance ahead of the new failure to prevent fraud offence coming into force



ABOUT BCLP

BCLP's Financial Services Disputes and Investigations Practice:

BCLP is one of only a few law firms which house their contentious and non-contentious financial regulatory teams together alongside their financial services litigation, corporate crime and white-collar expertise. Clients trust us because we have a deep understanding of the financial services sector, invest in real partnerships, and go the extra mile to defend their interests.



Operating as one single team, the financial services disputes and investigations practice advises the full spectrum of financial institutions, including foreign banks operating in the UK. They support their financial institutions clients and provide pragmatic and commercially astute guidance to ensure they meet their vast global and local financial regulatory requirements. The team regularly assists clients in preparing for changes in regulations, ensuring that they are operating within the relevant legal framework, and that their staff are trained in and confident with the requirements and expectations imposed by regulators. At the other end of the spectrum, the team has extensive experience in dealing with high profile international regulatory enforcement investigations, complex financial services litigation and criminal prosecutions brought by regulators.

The team works closely and constructively with members of other complimentary practice areas, enabling it to 'issue spot' and provide multi-disciplinary advice to clients. The team combines this with an in-depth knowledge of the relevant regulators and how their authorisation, supervision and enforcement divisions operate in practice, together with technical excellence in the relevant law and regulations. Several of the team have gained direct experience from working at the regulators and law enforcement authorities (including the PRA and FCA) as well secondments to a range of financial institutions and investment exchanges.

FURTHER INFORMATION

For further information and to book your place please see here or contact:
secretariat@foreignbanks.org.uk

PRICING

£1,950 plus VAT per bank, allowing one participant per session.
Course limited to 30 places

AFB have a long partnership with BCLP. BCLP have delivered the SMDP since its inception in 2020, and they also host and deliver numerous other AFB events every year. BCLP deliver the SMDP and other events on a complimentary basis. The delegate fees received for the SMDP are invested in the ongoing running and administration of AFB.

