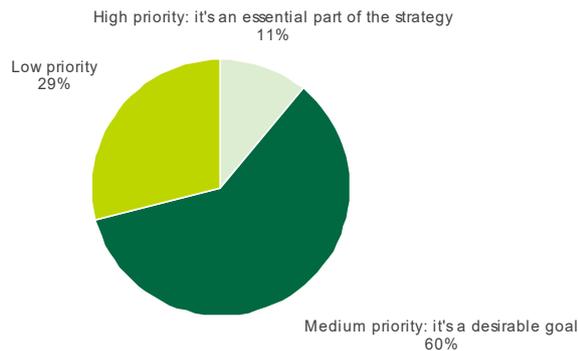




## Key findings

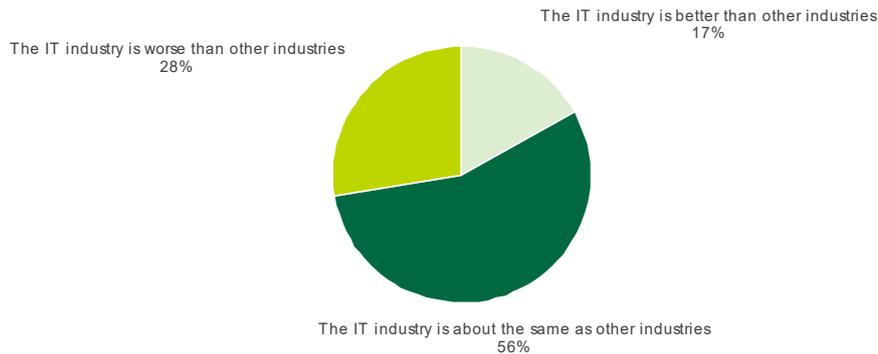
- Only 11% of participants think that IT organisations make it a high priority to have a diverse team. 60% rate it as a medium priority, and 29% feel it is a low priority.
- 28% of respondents feel that gender is the biggest diversity barrier to progressing a career in IT. Next came age on 20% and visible disability with 9%.
- When applying for a job, 30% of respondents with disabilities do not disclose their disability at all during the recruitment process.

## What priority do you think IT organisations in general give to having a diverse team?



Only 11% of participants think that IT organisations make it a high priority to have a diverse team. 60% rate it as a medium priority, and 29% feel it is a low priority.

### How do you think the IT industry's approach to diversity issues compares with other industries?

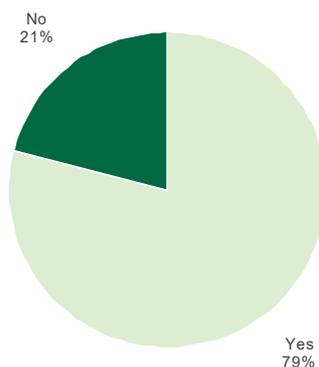


Just over half of respondents (56%) think that the IT industry is about the same as other industries regarding its approach to diversity issues. 17% believe the IT industry to be better and 28% feel it is worse.

When analysed by gender, there's a sharp divide when it comes to looking at how diversity is approached for the IT industry when compared to other industries – with 38% of women believing it's worse than other industries, compared to only 16% of men.

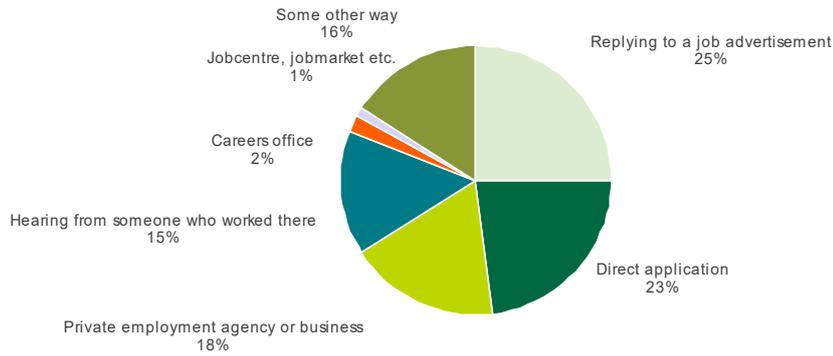
Respondent aged 55 or over (25%) are more likely than younger respondents (12%) to think that the IT industry is better than other industries in terms of their approach to diversity issues.

### In your view, would the quality and usability of software / services / apps improve if they were created by diverse teams?



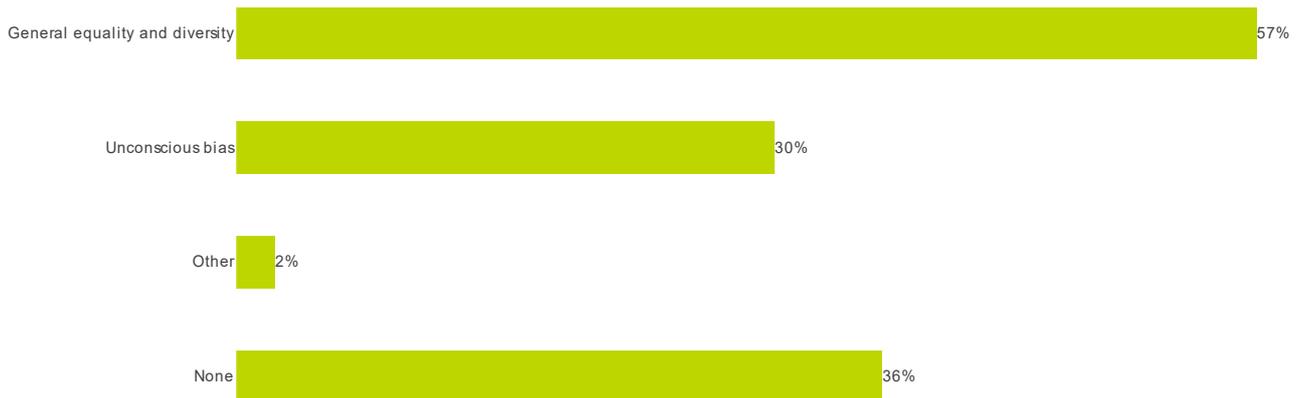
79% of respondents hold the view that the quality and usability of software / services / apps would improve if created by diverse teams.

**How did you obtain your current (or most recent) job? (Please tick one box only)**



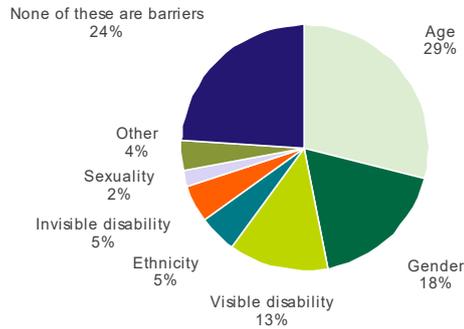
Nearly half of participants obtained their current job either by replying to a job advertisement (25%) or by direct application (23%).

**With your current employer, what kind of diversity training have you received, if any?**



64% of participants have received some form of diversity training from their current employer.

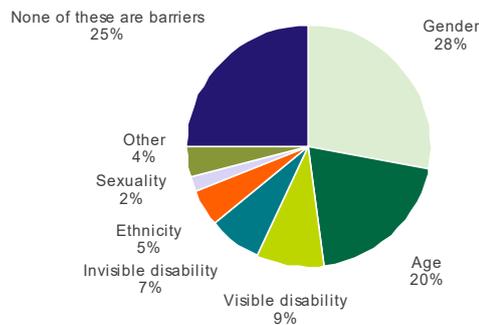
**In your view, which of these, if any, is the biggest diversity barrier to getting a first job in IT? (Please tick one box only)**



Age (29%), gender (18%) and visible disability (13%) are believed to be the top three diversity barriers to getting a first job in IT.

30% of female respondents cited gender as the biggest diversity barrier to getting a first job in IT, compared to only 4% of male respondents. Gender was the top answer for female respondents. Among male respondents the top answer was age (32%). Age was the second most mentioned answer given by female respondents at 26%.

**In your view, which of these, if any, is the biggest diversity barrier to progressing a career in IT (i.e. promotion)? (Please tick one box only)**



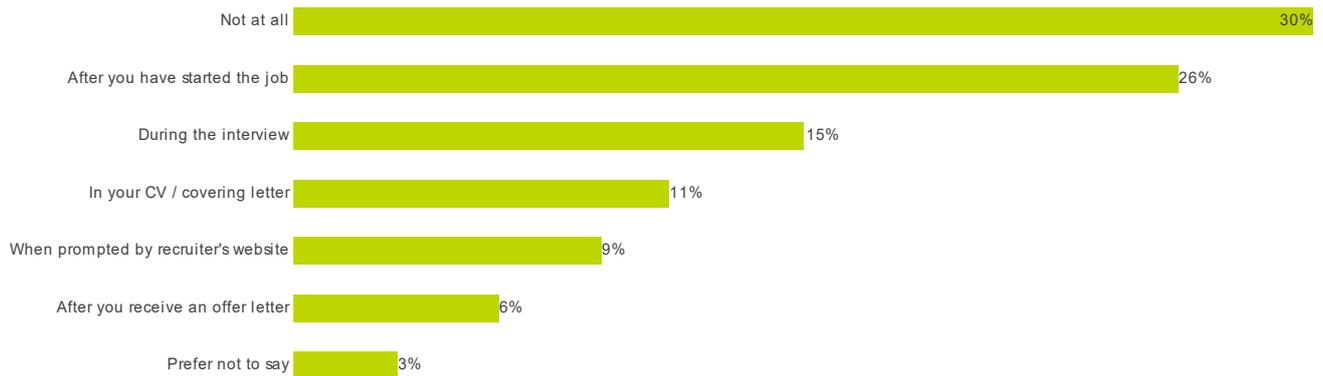
When it comes to progressing a career in IT, the same three factors are believed to be the biggest diversity barriers but in a different order. This time gender was top with 28%, followed by age (20%) and visible disability (9%).

45% of female respondents feel that gender is the biggest diversity barrier to progressing a career in IT. Only 9% of men think this. Among male respondents the top answer is age (22%).

Participants under the age of 45 are more likely to cite gender as the biggest diversity barrier to progressing a career in IT (37%). Respondents aged 55 or over are more likely to state age as the biggest barrier (29%).



## At what point in the recruitment process do you disclose your disability? (Tick one box only)



Base: all having a visible or invisible disability (n=66)

Among those with a disability (visible or invisible), 30% do not disclose their disability at all during the recruitment process. 26% disclose it after they have started the job and only 15% mention it during the interview.

### Technical notes

The survey was conducted online by BCS. A total of 313 respondents completed this questionnaire during the period 22 November to 10 December 2018. A response rate of 5.7%. An email invitation to complete the survey was sent to 5,461 BCS members based in the UK of working age (excluding student members).