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)

- Direct application: 23%
- Replying to a job advertisement: 25%
- Private employment agency or business: 18%
- Hearing from someone who worked there: 15%
- Careers office: 2%
- Jobcentre, jobmarket etc.: 1%
- Some other way: 16%

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?

- General equality and diversity: 57%
- Unconscious bias: 30%
- Other: 3%
- None: 36%

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%).
Do you self-identify with any of the areas we are researching? (Please tick all that apply)

- Aged 50 or over: 56%
- Female: 49%
- Having an invisible disability: 20%
- LGBTQ+: 9%
- Non-Caucasian background: 7%
- Having a visible disability: 3%
- None of the above: 13%
- Prefer not to say: 2%

In your experience how can we improve inclusivity in IT?

- Encouraging women and diversity
- Gender inclusivity
- Keep people involved
- Develop different skills and education
- Improve recruitment processes
- Expand female roles
- Improve barriers to female leadership
- Help people with disabilities
- Include positive diversity
- Improve awareness within industries
- Provide opportunities for older people
- Call people to think about current issues
- Contribute within technical areas
- Change current levels of recruitment
- Recognise the value within organisational models

Do you feel trapped in your current job?

- Yes: 22%
- No: 68%
- Prefer not to say: 9%

Base: all self-identifying with one or more of aged 50+, female, visible or invisible disability, LGBTQ+, or non-caucasian background (n=265)

Among those who self-identified with one of the areas we are researching, 22% indicated that they feel trapped in their current job. 68% claim they are not trapped whereas 9% preferred not to say.
At what point in the recruitment process do you disclose your disability? (Tick one box only)

- Not at all: 39%
- After you have started the job: 26%
- During the interview: 15%
- In your CV/covering letter: 11%
- When prompted by recruiter's website: 9%
- After you receive an offer letter: 6%
- Prefer not to say: 3%

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).