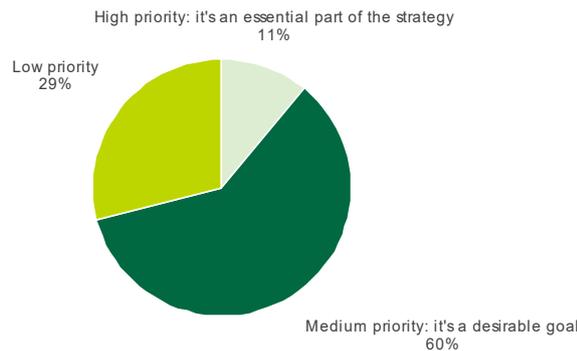




Key findings

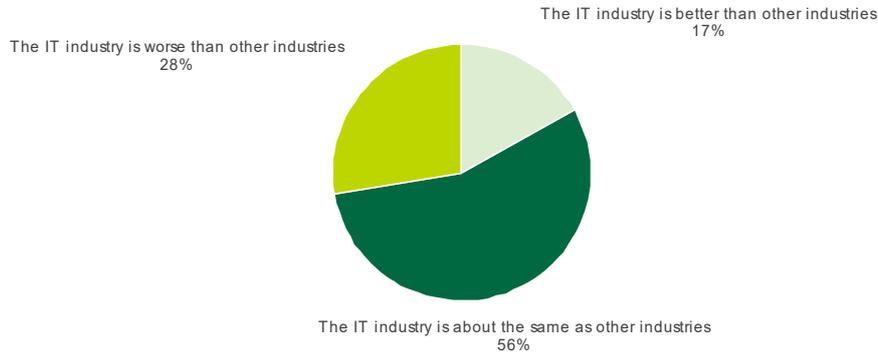
- Only 11% of participants think that IT organisations make it a high priority to have a diverse team. 60% rate it as a medium priority, and 29% feel it is a low priority.
- 28% of respondents feel that gender is the biggest diversity barrier to progressing a career in IT. Next came age on 20% and visible 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?

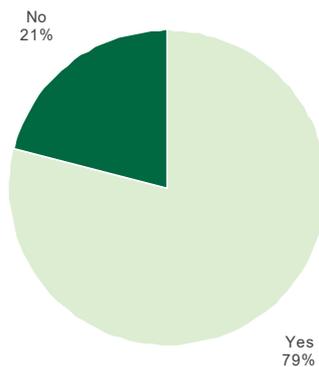


Just over half of respondents (56%) think that the IT industry is about the same as other industries regarding its approach to diversity issues. 17% believe the IT industry to be better and 28% feel it is worse.

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.

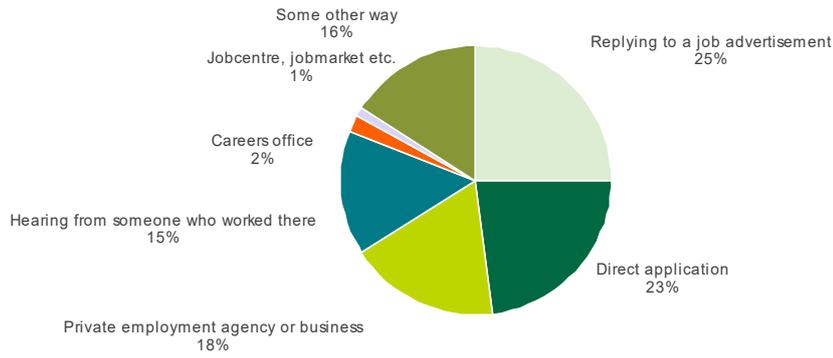
Respondent aged 55 or over (25%) are more likely than younger respondents (12%) to think that the IT industry is better than other industries in terms of their approach to diversity issues.

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



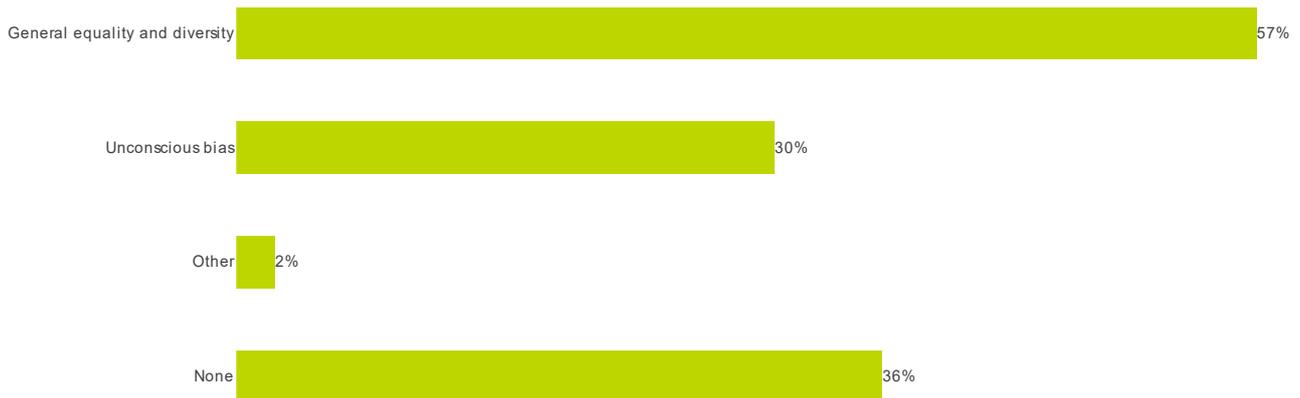
79% of respondents hold the view that the quality and usability of software / services / apps would improve if created by diverse teams.

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



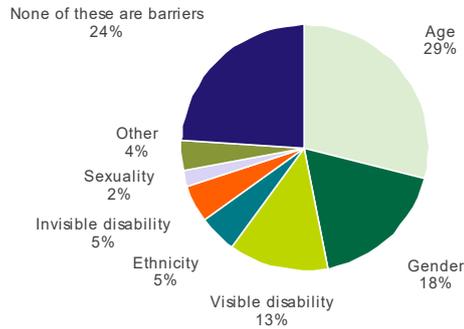
Nearly half of participants obtained their current job either by replying to a job advertisement (25%) or by direct application (23%).

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.

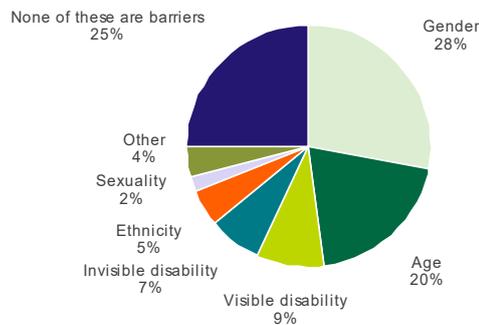
In your view, which of these, if any, is the biggest diversity barrier to getting a first job in IT? (Please tick one box only)



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)

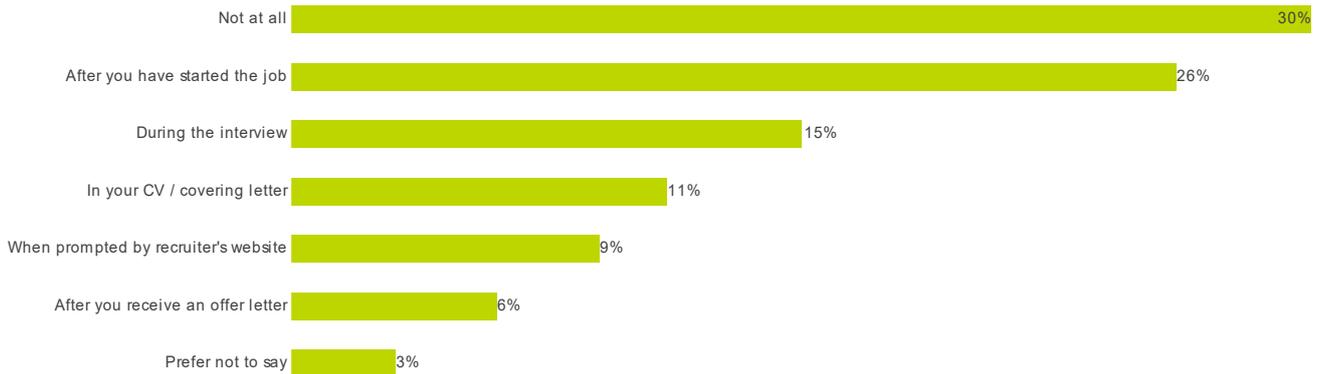


When it comes to progressing a career in IT, the same three factors are believed to be the biggest diversity barriers but in a different order. This time gender was top with 28%, followed by age (20%) and visible disability (9%).

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).