perspicuity

20 23 | Diversity & Inclusion

Microsoft Solutions Partner
Modern Work

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WE SUPPORT THE GLOBAL GOALS
SUPPORT THE GOALS

TECHTALENT CHARTER SIGNATORY

ISO | 9001 14001 27001

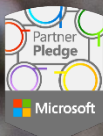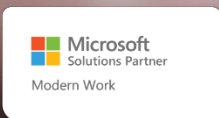**YEAR 2** | # Striving for Continuous Improvement

Welcome to Perspicuity's 2023 Diversity and Inclusion Report!

We are proud to present our second annual report on diversity and inclusion within the business, reflecting on our unwavering commitment to fostering a workplace where everyone feels valued and respected. Over the past year, we have continued to build on our foundation, implementing new initiatives and strengthening existing ones to create a more inclusive and safe environment.

In this report, you'll find insights into our progress, including the steps that we've taken to promote belonging, the achievements we've celebrated, and the challenges that we've faced. We believe that diversity and inclusion are not just goals but ongoing journeys. As such, we are dedicated to making continuous improvement, always striving to learn, grow, and adapt to better serve our communities.

Join us as we celebrate our milestones and outline our vision for the future. Together, we can make Perspicuity a place where everyone thrives, contributing to a richer, more dynamic, and innovative workplace.

Check out our Sustainability Reports and our journey Supporting the Goals on our website!

Sustainability at Perspicuity

It Starts From Within

Built in collaboration with our colleagues, our diversity and inclusion goals have been designed and integrated into our everyday ways of working.

Eyes on the Target

We have big ambitions and, as we grow, so will our diversity and inclusion targets. Additionally, we have introduced annual diversity and inclusion reports that we will publish to outline our progress towards our goals.

Individually Powerful, Collectively Unstoppable

We're working with multiple organisations and our supply chain to promote best practices and encourage others to follow suit so we can collectively make a wider impact.

We're Supporting the Goals!

SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all the United Nations Members since 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At Perspicuity, we selected five goals to which we felt we could make the most impact. In relation to Diversity and Inclusion, this heavily includes Goal 5 - Gender Equality.

Since 2022, we have maintained a 5* rating with Support the Goals, for our efforts in supporting the 17 Sustainable Development Goals.

3. Good Health and Wellbeing
Ensure healthy lives and promote well-being for all, at all ages.

4. Quality Education
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

5. Gender Equality
Achieve gender equality and empower all women and girls.

8. Decent Work and Economic Growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

13. Climate Action
Take urgent action to combat climate change and its impacts.

Our Latest Demographic Survey

The survey conducted in 2024 provided valuable insights into the year-on-year changes in demographics in our workforce. The results of this survey are based on the 24 participants of our 31-person team.

8.7%

Younger Ages

The younger age bracket (16-25) currently exhibits a lower diversity representation than last year, though the natural ageing of colleagues has been a factor in this.

22.7%

Older Ages

There has been a minor decrease in the diversity within the higher age brackets in the company, though the difference is incredibly minute. We remain steadfast in being an organisation that welcomes and nurtures experienced colleagues with diverse and different perspectives.

8.7%

Ethnic Diversity

We've seen a 2x increase in our ethnic diversity, with 8.7% of the surveyed employees stating that they were not from a white / caucasian background.

Neuro, Mental and Physical Impairments at Perspicuity

4%

9%

13%

9%

65%
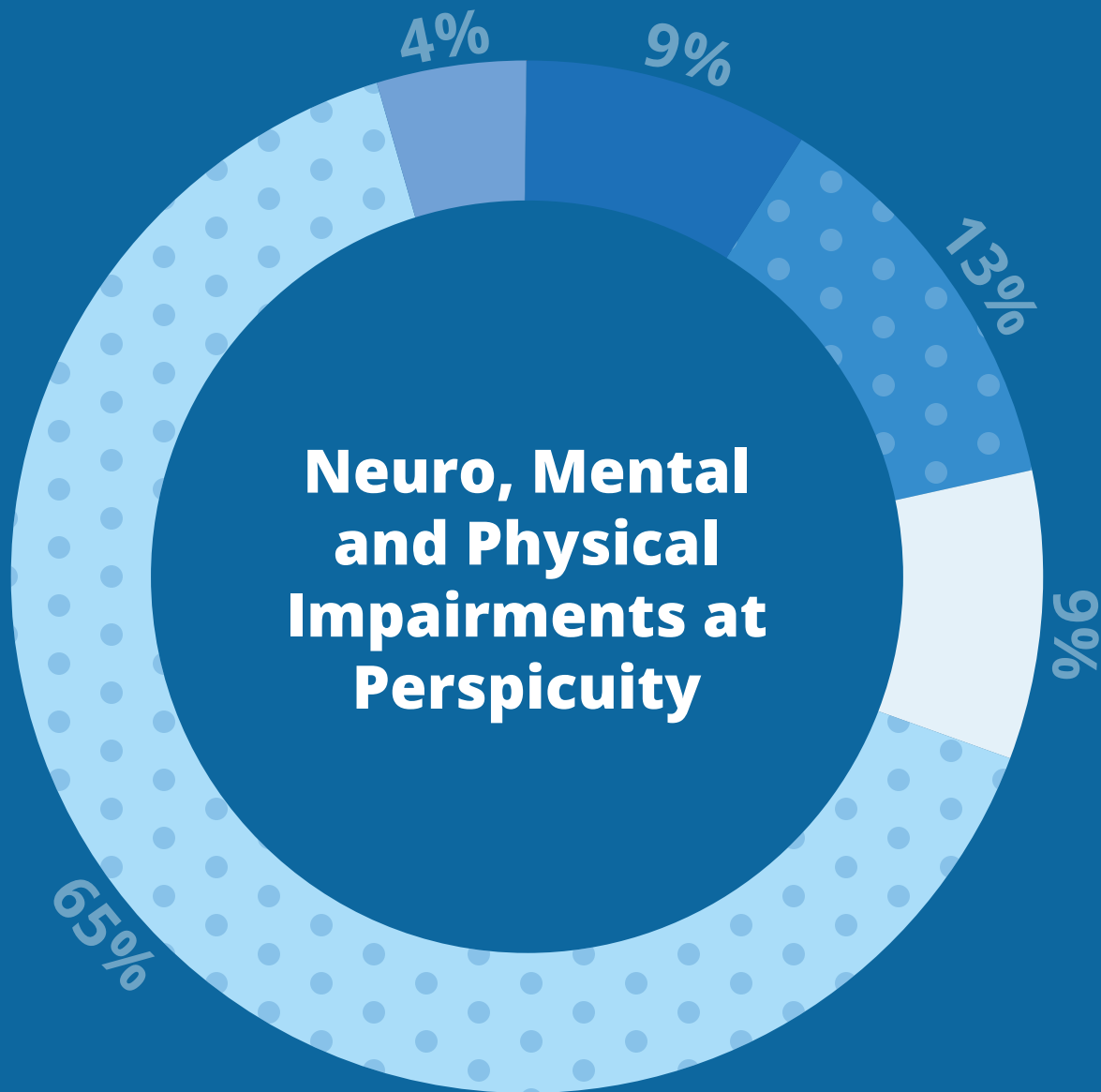
No, I have no known impairments, learning differences, mental or physical health conditions or long-standing illnesses
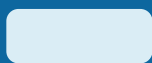
Yes, I have an impairment (e.g. blind, deaf, learning disability, wheelchair user, etc.)

Prefer not to say

**Yes, I have a learning difference (e.g. ADHD, autism, dyslexia, dyspraxia etc)**

Yes, I have a mental health condition (e.g. depression, an anxiety disorder, PTSD, schizophrenia etc)

17.3%

Sexual Orientation

We've seen a 3x increase in sexual orientation diversity within the business, with 17.3% of the surveyed employees stating that they identify with a sexual orientation that isn't heterosexual.

**65.2%**
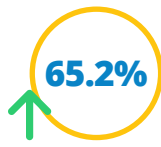
Neuro, Mental and Physical Impairments

An area where we've seen a massive increase in diversity is neuro, mental and physical impairments. Previously, only 8.3% of surveyed employees reported having an impairment, increasing to 65% in our most recent survey.

40%
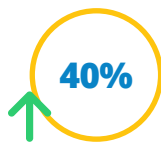
Gender Diversity

An area we've been passionately championing, in keeping with Sustainable Development Goal 5: Gender Equality, is increasing the gender diversity in our workforce. We're delighted to see an increase from 25% to 40% of our team being either women or female-presenting, also spanning teams from marketing, to project management, to consulting, to Director level and every team in between.

This has solidified for us that our recruitment efforts are paying off and this is something we'll continue to champion moving forward.
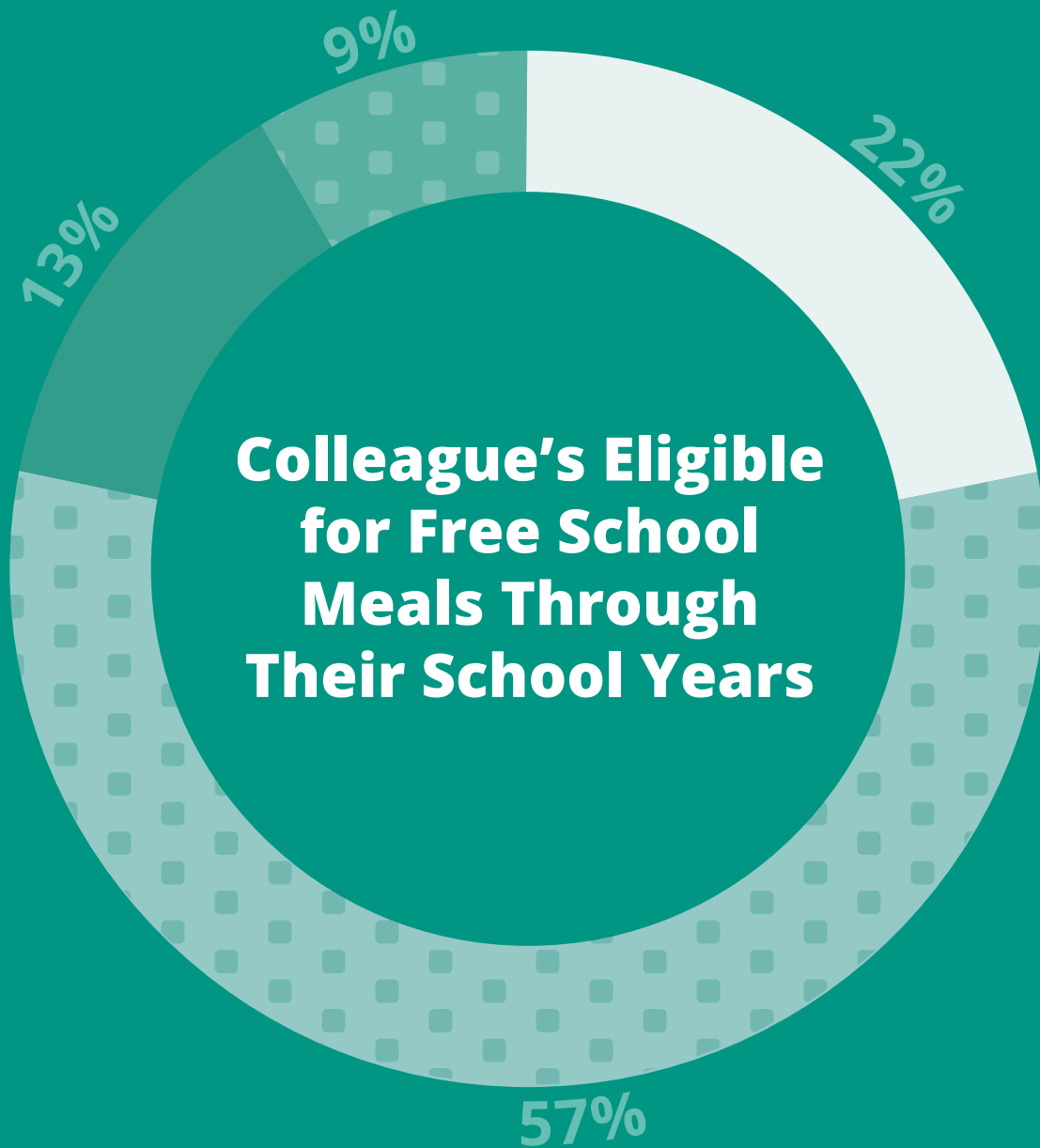
Colleague's Eligible for Free School Meals Through Their School Years

9%

22%

13%

57%

Legend:
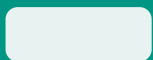
- Yes, I was eligible for Free School Meals in my school years
- No, I was not eligible for Free School Meals in my school years
- Don't know or unable to say
- Not applicable to me

Our Progress So Far

We've observed some fantastic progress in the latest colleague demographic survey and these positive changes can be attributed to several factors that we've been working hard to champion in the organisation...

Recruitment Efforts

We are dedicated to fostering transparency and inclusivity by incorporating a wider variety of CVs into Perspicuity. For every job role, we will clearly outline a salary range and include our commitment to diversity. This approach ensures that we attract a diverse pool of candidates and maintain an open and honest recruitment process.

Creating a Safe Work Culture

By fostering an environment where all colleagues feel safe to discuss their differences, we can enhance comfort around perceived differences in the workplace. This openness not only promotes understanding and respect but also significantly boosts the overall sense of inclusion for everyone. When employees feel valued and heard, it leads to a more cohesive and collaborative work culture, ultimately driving productivity and innovation.

Leadership Commitment

Our leadership team's unwavering commitment to diversity and inclusion has laid the groundwork for fostering an inclusive culture across the entire organisation. This dedication not only sets a positive example but also inspires every employee to embrace and celebrate differences. By prioritising these values, we create a work environment where everyone feels respected, valued, and empowered to contribute their unique perspectives, ultimately driving innovation and success.

Our Journey to B-Corp

Our commitment to diversity and inclusion is integral to our pursuit of B-Corp certification. By fostering an inclusive environment, we align with B-Corp's high standards and ensure everyone feels valued and empowered, driving our mission and community impact.

Colleagues' Parents Who Obtained a University Degree

4%

22%

74%

No, neither of my parents attended university

Yes, one or both of my parents attended university

Don't know or unable to say

Our Future Commitments

Whilst we endeavour to celebrate the progress we've made so far, we recognise that we still have a long way to go. Here's what we plan to focus our efforts on in the future...

Championing Young Representation & Apprenticeships

We recognise the importance of implementing more outreach efforts and to increase diversity within the 16-25 age bracket. To achieve this, we plan to enhance our engagement with this demographic through targeted initiatives, including sourcing apprentices.

Particularly within our technical delivery team, we aim to cultivate technical skills early on. By establishing a comprehensive growth and development programme, we can nurture future leaders—both technical and otherwise—who will be capable of steering the business forward over the next decade and beyond. These efforts will not only enrich our talent pool but also ensure a more inclusive and dynamic organisational culture.

Gender Diversity in Leadership

Whether in technical or business roles, we should prioritise increasing diversity within our leadership team over the coming years. By doing so, we can foster a more inclusive and innovative environment that reflects our commitment to diversity and strengthens our organisational culture. This approach will not only enhance our decision-making processes but also position us as a forward-thinking and equitable organisation.

Sustaining Our Progress

We will ensure that the positive changes we have achieved are sustainable by maintaining an ongoing commitment to our goals.

Gaining Our B-Corp Certification

By meeting B-Corp's rigorous criteria, we will further embed diversity and inclusion into our organisational practices, ensuring that every employee feels valued and empowered. This milestone will not only validate our current efforts but also drive continuous improvement, fostering a more equitable and dynamic work environment.

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Version 2.0