Making a
Meaningful Impact

At Perspicuity, we recognise that diversity and inclusion are crucial pillars for fostering a thriving and innovative workplace. This report highlights the progress made in our efforts to create a more diverse and inclusive environment. Based on the demographic survey conducted in 2023, we have observed positive changes in various demographic groups.

Whilst we celebrate these achievements, we remain committed to addressing areas of underrepresentation and continuously improving our diversity and inclusion initiatives.

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'll 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 practice and encourage others to follow suit so we can collectively make a wider impact.

We're Supporting the Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 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 in which we feel we could make the most impact including around issues relating to diversity and inclusion- this includes Goal 5 - Gender Equality.

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE 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 2023 Demographic Survey

The demographic survey conducted in 2023 provided valuable insights into the year-on-year increase or decrease of demographic of our workforce.
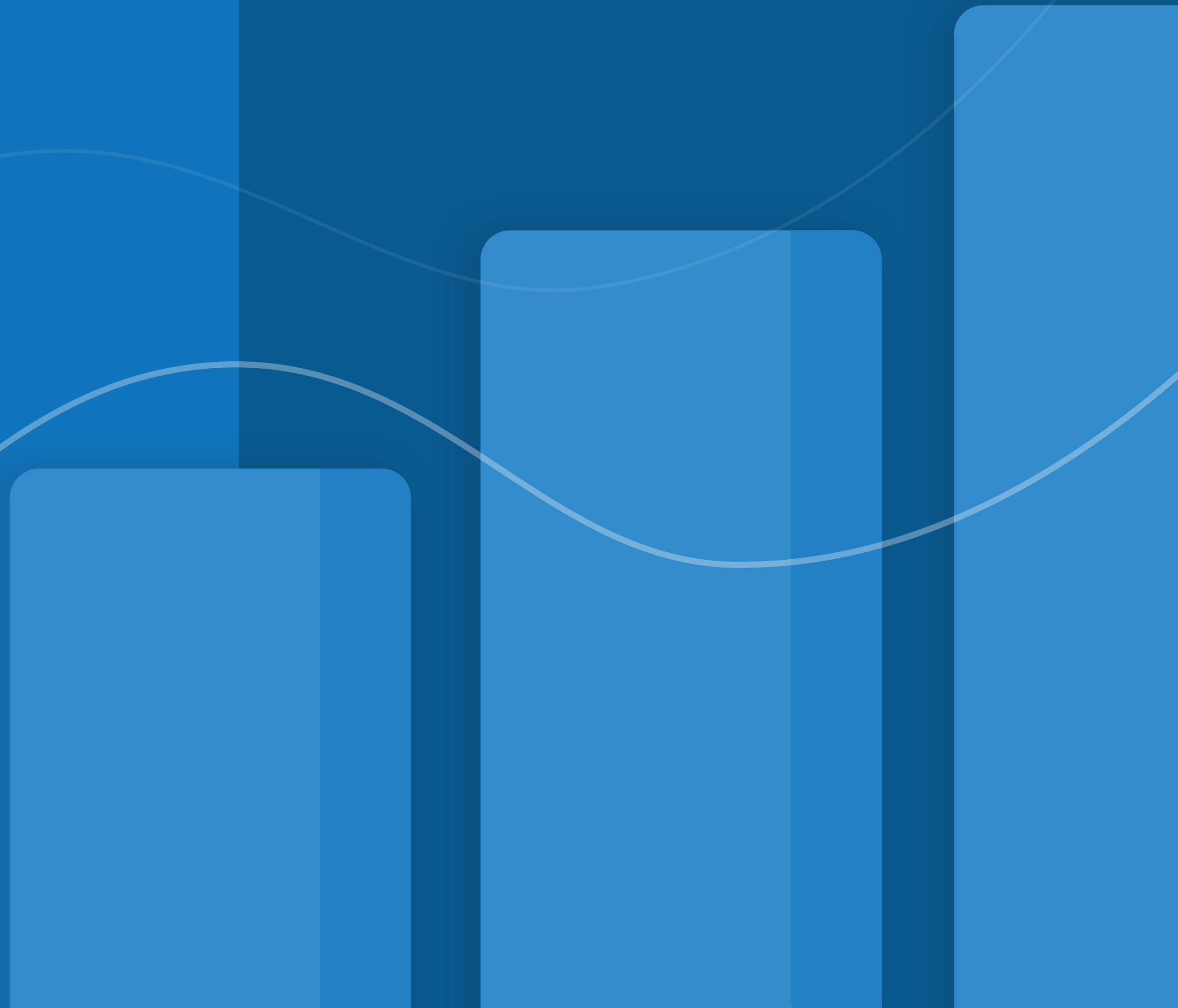
The younger age bracket (16-25) currently exhibits lower diversity representation compared to last year, although the natural ageing of colleagues is a factor in this also. This area deserves our attention and dedicated efforts to attract and retain young talent from diverse backgrounds.
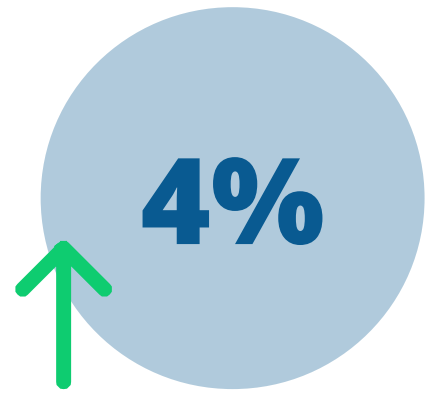
16-25

Encouragingly, there has been a noticable 4% increase in diversity within the age bracket of 46-55, signifying our ability to create an inclusive environment that welcomes employees with diverse experiences and perspectives.
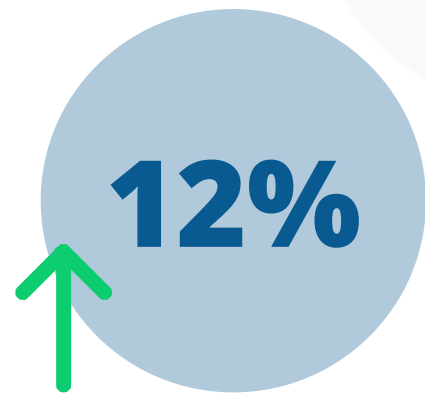
46-55

Ethnic Divsersity

4%

The survey shows a 4% increase in ethnic diversity, indicating the success of our diversity recruitment efforts and initiatives to foster an inclusive workplace for individuals from various ethnic backgrounds.

Neuro, Mental & Physical Impairments

12%

Our efforts to create a more inclusive workplace have resulted in a 12% increase in colleagues with neuro, mental or physical impairments. We are dedicated to providing a supporting and accessible work environment for all of our employees.

Gender Diversity

11%

We are delighted to report an 11% increase in female colleagues, demonstrating progress in gender diversity efforts. We recognise the importance of gender balance in our workforce and will continue supporting initiatives that promote gender equality.

Sexual Orientation

4%

We have seen a 4% increase in diversity of sexual orientation.

Our Progress So Far

The positive changes observed in the demographic survey can be attributed to several factors...

Leadership Commitment

Our leadership team's unwavering commitment to diversity and inclusion has set the tone for fostering an inclusive culture across the whole organisation.

Support the Goals Work Groups

Our initiatives have played a vital role in creating a sense of belonging for employees with diverse identities and experiences, contributing to a more inclusive workplace. The diversity group is currently one of the strongest Support the Goals groups, facing into some difficult conversations.
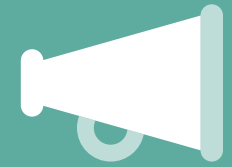
Recruitment Efforts

We have focused on being more open and direct and bringing in a wider classification of CVs to be introduced into Perspicuity. Every job role will have a salary range and out statement of commitment to diversity.

Creating a Safe Culture

By creating a safe space for all colleagues to talk about differences, there is more comfort around percieved differences in the workplace, therefore increasing the feeling of inclusion for all.

Our Future Commitments

Whilst we celebrate the progress made, we acknowledge that there are still areas for improvement. Some challenges we face include...

Further Improving Young Representation

We recognise the need to implement more outreach efforts and support mechanisms to increase diversity in the 16-25 age bracket.

Especially within the technical delivery team, we should start growing technical skills as well as create a growth and development program that could bring in leaders (technical or otherwise) that can lead the business in 10+ years.

Gender Diversity

Be it technical or business positions, over the next two years we should look at increasing the diversity in the leadership team.

Strengthening Partnerships

We should collaborate more with external organisations and community groups to broaden our talent pool and create a more diverse ecosystem. We could be the number one local diverse business in our sector if we want to be, collaborating with some external workgroups like the local digital hub.

Increased Training in the D&I Arena

We will seek to increase the capability of leaders, and for all colleagues to have open and honest discussions. Training should be rolled out to progress this further.

Sustaining Progress

We will ensure that the positive changes are sustainable and this requires ongoing commitment, monitoring, and regular reassessment of our initiatives.