



Celebrating Our Differences. Together.

Insight 

A guide to Insight's diversity and inclusion initiatives.

## Our Commitment

With the business environment moving at an unprecedented rate, today's client challenges are complex. It takes diverse skill sets and points of view to solve them.

At Insight, our success starts with our culture and people. As a leading technology solutions provider, we are committed to recruiting, developing, rewarding and retaining an inclusive and diverse workforce. We encourage our teammates to bring creativity and innovation to the fore and are proud of the wide range of initiatives in place to attract, develop and retain world class talent within the technology industry.

Our approach is to create an environment that reflects our company values of Hunger, Heart and Harmony. We celebrate our differences and encourage teammates to share their perspectives, enabling us to continually transform and serve our clients' needs better.

Gill Swain, UK HR Director, Insight



Our initiatives form the foundation of our commitment to promote diversity and inclusion throughout the organisation. These range from offering an agile working culture, through to supporting employee wellbeing and the formation of local community partnerships to improve future workforce employability.





## Agile Working

We recognise the pressures that our teammates face to maintain a work-life balance. As such, we promote flexibility by enabling an agile working culture and focus on how we can further enhance the overall workplace experience for our employees.

All HR policies are reviewed and updated on a regular basis to reflect a diverse set of needs. This includes initiatives to support new parents or those with dependents, as well as accommodating the needs of less mobile teammates with homeworking opportunities.

# Talent Acquisition

## Recruitment

Where possible, we maintain balanced gender appointment panels and a diverse set of interviewers to minimise unconscious bias.

We review our job descriptions and advertisements on an ongoing basis to minimise unconscious bias during the recruitment process and are looking into the use of AI-driven technology to support this. Additional support and training is also in place for recruiting managers to improve their awareness of unconscious bias when conducting interviews.

## Disability Confident Accredited

As an accredited **Disability Confident** employer, we are committed to supporting individuals with disabilities, including those with long-term health conditions.

## High Performance Training Programmes

Our aim is to encourage and promote diversity amongst management and senior roles. We have successfully achieved this through the introduction of a number of high profile training programmes that focus on providing managers with the tools, skills and coaching they need to progress in their roles. More recently, we introduced a high performance leadership programme, aimed at individuals ready to progress onto leadership roles within Insight.



*"The Elevate training sessions were very informative and highly stimulating. As the name suggests, it elevates you to consider new ways of interacting with clients and delivering successful business outcomes."*

**Mandeep Sidhu,**  
EMEA Enterprise Client Director

*"The feedback from our placed graduates has been extremely positive, describing Insight as a highly progressive organisation with plenty of opportunities to grow and develop."*



## Career Structures

As a result of feedback from our annual teammate satisfaction survey, we launched 'Career Structures', a dynamic and evolving programme to support teammates through their career development at Insight. 'Career Structures' provides a transparent and objective view of the organisational structure, allowing teammates to create a personalised development plan to help them pursue their desired career path.

## Developing Next Generation Talent

Helping to bridge the STEM attraction gap, as well as build and develop our workforce of the future, Insight launched its graduate programme, InsightEDGE, in 2019. The two year programme offers 12 graduates the opportunity to build for a successful career in IT services and sales through a range of on-the-job and classroom training, supported by a number of Insight's key technology partners including Microsoft, HPE and Cisco.

## Apprenticeships

Since the introduction of the Apprenticeship Levy in April 2017, Insight has been able to offer a number of apprenticeship opportunities through its partnership with **QA**. From Cyber Security and Software and Development to Digital Marketing and Project Management, these apprenticeships can be tailored to specific job roles, giving teammates the chance to develop and enhance their skill sets and promoting career progression.

## Community Partnerships

### University Academy 92 (UA92)

With advancements in digital technology developing at a rapid pace, we acknowledge the digital skills gap and the opportunities it presents. Partnering with UA92, we are helping the academy shape a new-age curriculum, placing a greater focus on digital upskilling and talent development to accelerate young people's careers.

### Giraffe Learning

Through our partnership with Giraffe Learning, an organisation that acts as a bridge between education and the corporate world, we are working with a number of local schools to provide guidance, support and advice to improve school leavers' employability. This helps us to better understand the needs and aspirations of the future workforce by giving young people, from all walks of life, the confidence and skills required to pursue a career in technology.

### Together Trust

Working closely with Together Trust, a charity that offers care, support and special education to children, adults and families, we support individuals with learning and physical disabilities by offering work experience to increase their employability and future career opportunities.



*"Working alongside Together Trust, we offered six students work experience. As a result, we were pleased to offer one student additional long term work experience with our Systems Team."*

**Chris Lines, Public Sector Sales Manager**

# Wellbeing

## Vitality Partnership

Partnering with **Vitality**, we have been able to offer award winning private health cover to our teammates, with a number of readily available benefits. In addition, we have hosted onsite health checks and wellness days, as well as one day workshops with the likes of ex Rugby Union player, James Hudson sharing advice on how to maintain a healthy lifestyle.

## Wellness Calendar

From financial advice and guidance through to fitness and family-friendly benefits, Insight offers a number of initiatives, under its wellness calendar. We have been able to provide workshops on mindfulness, meditation and posture, annual flu jabs, walking and running lunchtime clubs, and a daily steps tracker challenge.

## Mental Health Support

We have invested in a range of initiatives to support teammates with mental health issues, from reduced work hours and agile working, through to counselling sessions and offering anonymous online support (available 24/7). Our partnership with **Disability Confident** has enabled us to provide Mental Health Workshops for managers as well as implementing Mental Health Support Peer Volunteers to assist affected teammates at work, including bereavement counselling.



*"The training enabled me to have a clearer understanding and awareness of Mental Health, but most importantly made me feel like I could support my teammates in a much better way."*

**Angélique Bénard**  
Corporate Commercial Sales Manager



## Gender Diversity

As members of the [Tech Talent Charter](#), we are committed to delivering greater diversity across the UK's technology workforce, improving gender representation across the board to better reflect the makeup of the population.

Our ambitions also extend to educate and inspire young women to pursue a career in technology through membership of the [Tech She Can Charter](#), as well as proactively working with local schools to reduce gender bias at a societal level.

## 2019 and Beyond

As we continue our focus to develop our diversity and inclusion initiatives, we will also refocus on some key areas.

Our development of an EMEA-wide working group, formed to support and develop our ongoing initiatives, will continue to promote diversity and inclusion at Insight.

The group's charter is to raise awareness, celebrate success and break down barriers where they exist. Through sharing best practice with our teammates in North America, we aim to create a global strategy for diversity and inclusion.

As a result of our ongoing commitment to remaining a diverse and inclusive place of work, we were ranked in the **Fortune Top 100 Best Workplaces for Diversity in 2018.**



To find out more about Insight's approach to diversity and inclusion, contact Gill Swain, UK HR Director:  
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