

Diverse Teams, Secure Systems, Stronger Futures.

Building stronger cyber security defences and cultivating an inclusive culture go hand in hand, each strengthening the other. Find out why Human Resources, Talent Acquisition and Recruitment are key players in strengthening security measures for your organisation.

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In today's interconnected world, achieving robust cyber security and fostering a culture of inclusion are not mutually exclusive – they're mutually empowering. The rapidly evolving cyber security landscape demands innovative approaches, and diverse teams are uniquely equipped to deliver them.

As leaders in HR, recruitment, and talent acquisition, you hold the key to building a future that's both secure and inclusive.

The growing cyber security threat in the UK

Cyber security threats in the UK are rising at an alarming rate. According to the UK Government's 2023 Cyber Security Breaches Survey, 32% of UK businesses identified a cyber attack in the past year, with phishing remaining the most common threat. With cybercriminals growing more sophisticated, organisations cannot rely on traditional solutions alone to safeguard their systems.

To stay ahead – innovation is crucial – and innovation thrives in diverse environments. Studies from McKinsey reveal that companies in the top quartile for ethnic and racial diversity are **35% more likely to outperform their peers financially, while those with gender-diverse teams are 15% more likely to perform better.** When applied to cyber security, these statistics highlight a compelling opportunity: diverse perspectives drive creative solutions to complex challenges.

Diversity: a strategic advantage in cyber security

Cyber security is a field that thrives on problem-solving, creativity, and adaptability, traits that are only enhanced by diverse teams. A report by the Harvard Business Review found that diverse teams are 70% more likely to capture new markets.

In cyber security, this translates to improved threat detection, novel defence strategies, and resilience in the face of evolving threats.

Gender Diversity:

Women remain significantly underrepresented in cyber security roles, making up just 17% of the global cyber security workforce, according to cyber security Ventures. In the UK, efforts such as the government's CyberFirst Girls Competition, groups like WiCyS and CAPSLOCK training cohorts are helping to bridge this gap, but more work is needed to attract and retain female talent.

Ethnic Diversity:

Ethnically diverse professionals bring unique perspectives, often shaped by their cultural experiences, which can be critical in identifying and mitigating threats that may not be immediately obvious to homogenous teams. Organisations like CyBlack (and CAPSLOCK, of course!) aim to democratise cyber security education and empower future cyber security leaders.

Neurodiversity:

Cyber security also benefits from neurodiverse individuals, such as those with ADHD and autism, who often excel in pattern recognition, logical analysis, and attention to detail. Initiatives like GCHQ's neurodiversity recruitment programme illustrate the untapped potential in this area.

Coming from a background in Operations for the Transport industry, once Covid struck, Tara-Jane (TJ) knew the industry would start to slow. With an affinity for solving puzzles, TJ was determined to be productive while at home and started diving into a number of courses online. After a 16 week intensive course with CAPSLOCK, which included hands-on labs and support from the community, TJ started her first role with TD Bank. She later moved into her current role as Information Security Advisor for the City of Calgary.

“Cyber is a very broad industry its not just about coding and tech. I think people believe that they need coding skills or deep technical knowledge or know how to pentest, but they don’t. GRC is an area with a wide range of jobs that are not technical. If you are good at solving puzzles be it crosswords, sudoku or jigsaws or can read and accurately summarise pages of information into a paragraph, these are also very useful skills. Don’t pass over Cyber as a career because it sounds too daunting, have a good look into it, what type of jobs and career paths there are and I think people will be pleasantly surprised.”

– TJ Hood-Greer

Information Security Advisor, City of Calgary | CAPSLOCK Alum



[Find out more](#)



Meeting both cyber security and diversity requirements

It's no longer enough for organisations to treat diversity and cyber security as separate priorities. A combined approach aligns seamlessly with broader organisational goals, ensuring compliance, fostering innovation, and attracting top talent.

Here's how leaders in HR, recruitment, and talent acquisition can make it happen:

Inclusive Hiring Practices:

Evaluate job descriptions and hiring processes to ensure they are free of bias. Use tools like anonymised CVs and structured interviews to identify the best candidates based on merit.

Tailored Development Programmes:

Invest in upskilling, reskilling and mentorship initiatives tailored to underrepresented groups. For example, programmes that introduce under-represented individuals to cyber security and offer in-depth training can create a sustainable talent pipeline.

Internal Advocacy:

Appoint diversity champions within your organisation to promote awareness and accountability. Ensure these efforts are backed by measurable goals and regular reporting.

Organisations like the National Cyber Security Centre and CAPSLOCK offer resources and partnerships to support UK companies in meeting both their diversity and cyber security goals.

Train-Hire-Deploy with CAPSLOCK

Deploy by CAPSLOCK helps leading brands eliminate the challenges of sourcing, training, and retaining top cyber security talent, helping to build resilience while bolstering diversity and meeting the needs of the company.

We have worked with companies like BAE Systems, Capgemini, BT and more to both secure incredible talent & retrain employees to strengthen their defences across their organisation.

Meet some of our alumni.



James Lewis

Before: Employment Engagement Officer
After: Cyber Security Consultant

BAE SYSTEMS



Rebecca Massey

Before: Composer & Musician
After: Cyber Security Awareness Specialist

 Pinsent Masons



Nneka Ogbonnaya

Before: Project Manager
After: Information Security Risk Analyst

Allianz 



Nicole Borbely

Before: Jeweler
After: IT GRC Associate

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The business case for diverse cyber security teams

The business benefits of fostering diverse teams in cyber security extend far beyond compliance. For one, diverse teams improve employer branding, helping organisations attract top talent in a competitive job market.

According to a study by PwC, 54% of women in the UK consider workplace diversity when evaluating potential employers, a figure that rises to 61% for millennials.

Also, organisations that prioritise diversity often see increased employee satisfaction and retention, reducing costly turnover. And in cyber security specifically, the financial benefits of stronger systems cannot be overstated, the average cost of a data breach in the UK rose to £3.58 million between March 2023 and February 2024, marking a 5% increase from the previous year and reversing a previous decline (IBS Intelligence).

[Find out more](#)

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Bridging the Skills Gap with BT

BT was committed to finding innovative ways to develop a pipeline of diverse talent from within their existing workforce. They wanted to focus on reskilling existing employees to help bridge the skills gap, launching an initiative that attracted over 200 applications from across the organisation.

CAPSLOCK supported BT through the application process, evaluating candidates with pre-course scores and interview questions then offered life-changing career training to 30 internal BT candidates. The cohort was diverse-by-design, with over 40% being female and 40% from ethnic minority backgrounds, and their length of service within BT ranged from 1 to 25 years.

BT has praised the reskilled staff as “the gift that keeps on giving”, while also winning a number of awards for their innovative approach to reskilling through CAPSLOCK including categories at the HR Excellence and RAD awards.



Forests to firewalls: moving into cyber security at Jaguar

From Forestry Management to a Cyber Security Risk Manager at Jaguar, James Wade was part of one of CAPSLOCK's original cohorts. After completing the programme he secured his very first technical role at none other than the luxury car brand, Jaguar. Almost 2 years on, he reflects on the programme and how CAPSLOCK helped him go from a non-technical role to working in the cyber security industry.

"CAPSLOCK has a unique approach where everything is taught in a real-world context. I have been to University previously and there is a big difference from traditional education. The distinction being that in the real world, there is so much more that comes into play. Factors like finances, timescales, size, maturity of a company and most importantly people are all brought into the classroom and presented in real-world scenarios that help give you the mindset needed that is actually wanted by employers."

– James Wade

Cyber Security Risk Manager, Jaguar | CAPSLOCK Alum



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The future of inclusive cyber security

As leaders in HR and recruitment, you play a pivotal role in shaping the future of the UK's cyber security industry. By integrating diversity into your strategy, you can create a workforce that not only meets today's challenges but anticipates tomorrow's threats.

CAPSLOCK offers a transformative approach to aligning your organisational goals of safety and inclusion. Together, we can build diverse teams, secure systems, and stronger futures. Let's make cyber security a space where everyone belongs – and where everyone thrives.

By embracing the synergy between diversity and cyber security, your organisation can set a new standard for innovation and resilience in the digital age.

Train–Hire–Deploy: building your cyber security dream team

At CAPSLOCK, we partner with world-leading companies to identify the expertise they need and deliver skilled, resilient, and diverse cyber security professionals.

Our award-winning training programmes are recognised for their effectiveness and quality, ensuring the talent you hire is ready to make an immediate impact and strengthen your workforce for the long term.

But we don't stop at training. Our dedicated teams provide ongoing support, including mentoring, coaching, and wellbeing initiatives, to ensure continuous professional development and lasting success for every professional we deploy.



[Find out more](#)

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Learn more about deploying top cyber security talent to bolster your defences.

CAPSLOCK offers innovative solutions designed to address cyber security hiring head-on. Our train-hire-deploy model brings expertly trained and highly motivated talent directly into your business.

[Request a call](#)

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