

Case study

Diversity



What was the challenge?

CPMS is a provider of consulting and infrastructure solutions to the rail industry. The rail infrastructure industry is highly focussed on safety and reliability, but also has a reputation for being slow to change, inefficient, and older male dominated.

CPMS wanted to bring a fresh approach to the industry and to recruit and retain an enthusiastic team with good age and gender balance. They recognised that “our employees’ talent is key to our culture, our brand identity and our reputation”.

How did they address this?

CPMS became members of the **Equality, Diversity & Inclusion charter** launched by the Railway Industry Association and key supporters of Women in Rail, an organisation designed to support women within the sector, position rail as an attractive career and encourage diversity as a business strategy. CPMS became a leading example by 2020 with a 50:50 gender split in their team and 2 female attendees added to their board.

As part of their employee engagement programme, the business also set up **CPMS Community Kindness**, inspiring employees to become personally involved with local community groups, offering employees up to 5 paid volunteering days per year.

What was the outcome?

Employee “highly satisfied” rating

88% → **92.5%**

Growth in number of jobs FTEs

27 → **75**

Gender balance - female staff %

43% → **50%**

% of staff with career development plans

42% → **60%**

Female Board attendees

0 → **2**

Mental wellbeing programme in place?

No → **Yes**

YFM exited its investment in CPMS in 2021 with a 2x return.

