

## **Summary of Elevator Partnership evaluation for Defra**

After identifying a gender imbalance in Defra's Senior Civil Service, an informal review by the Diversity and Equality Unit, based on organisational statistical data, suggested Elevator Partnership Schemes were successful in developing the confidence of senior women managers with potential to apply for roles in the Senior Civil Service. An ROI case study, although resulting in an expected negative ROI, showed immense intangible benefits that far outweighed the perceived cost of the scheme.