



Gender Pay Gap Report 2022



0%

THIS YEAR'S
MEDIAN
GENDER PAY GAP.

At Sparta Global, we believe that tech built by everyone is tech for all.

We've witnessed a drastic acceleration of digital transformation during the Covid-19 pandemic. Now it's time to make sure that all voices are heard in the creation of these new technologies.

Through our focus on Gender Pay Gap equality, we are establishing corporate leadership capable of leveraging and galvanising the diversity of thought that exists within our organisation.

Closing the Gender Pay Gap is a key aspect of our ED&I mission to engage and deliver the next generation of diverse digital talent during the post-Covid era.

by **David Rai**,
Sparta Global
CEO

Building an equal, diverse and inclusive tech sector.

The terms equality, diversity, inclusion, though often used together, are not synonyms.

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. And if diversity refers to "access" to opportunities, inclusion alludes to "belonging", a situation where people with different viewpoints can connect and thrive.

At Sparta Global, we believe that equality, diversity and inclusion must co-exist. We work hard to attract diverse talent into our organisation, but also to nurture a company culture capable of retaining and celebrating diversity of thought long-term. Our ED&I strategy guides and informs our business processes, the epicentre of which is equal opportunities, respect, visibility, recognition and non-discrimination for everybody in our company.

Business innovation is the result of talented people with diverse perspectives working in environments that allow them to flourish.

by **Purnima Sen**
Sparta Global Operations,
People
& ED&I Director

*Institute of Directors (IoD)
Awards Finalist, Equality
Director*



Our gender data at a glance.

Gender diversity in digital teams contributes to widening the frame of reference through which we observe and interpret problems, discuss solutions, and produce innovation that benefits society.

Ensuring equality of pay is pivotal to achieving true digital inclusion.

Our Gender Pay Gap report in 2021 ended with the words:

“we are confident that it is just a matter of time when Sparta Global will be closer towards creating total gender parity.”

True to our word, we have not only maintained our Mean Gender Pay Gap at 5% but our Median Gender Pay Gap is down from 10% last year to 0% this year. In contrast, the national average is 7.9%.

Reporting on our gender pay gap statistics this year is more important than ever, because we want to maintain our 0% goal.

30% of our global workforce identifies as female

0% median gender pay gap (down from 10% last year)

5% mean gender pay gap (maintained from last year)

Our work for women in tech.

We are dedicated to inspiring, championing, training, and deploying the next generation of diverse talent.

In the Women in Tech space, we work with a wide network of universities, student groups, communities, and charities to democratise digital education and employment among women.

We run free Women in Tech educational sessions, mentoring programmes, events, panels, and resources for women who are considering a career in technology, but also for those who have no existing experience in a technical field, including mothers retuning to work and career changers.

In 2022, we introduced a number of initiatives to further support our gender equality programme. Our focussed efforts have enabled us to grow our representation of female employees in the UK, with increases seen across leadership positions and both technical and non-technical roles. Following the opening of our new offices in Sweden, we have expanded our gender equality mission by delivering diverse digital cohorts in Northern Europe.





ELLA MCKEE | SPARTAN

“Go for it! I think a lot of young women are intimidated by tech being such a male-dominated field and believe they can’t do it or that it’s not ‘for them’. Tech is for everyone - if you believe in yourself and are really passionate about your subject, then you’ll do great!



AMY ZHANG | SPARTAN

“Find people who believe in you and will be your cheerleaders. Stick with them and find more. They will tell you when what you have done is a real achievement and that you should feel happy, proud and capable of what you can do. You may feel that printing your first “Hello, World!” is nothing, or that writing your first program is really simple and something many people can do. But it is **your** learning journey and you have taken steps to learn new things. That is an achievement. It doesn’t matter if a lot of other people have done it already, you have learned something new.



SIGOURNEY HOVE | SPARTAN

“I love supporting other women in Technology. As the industry is male-dominated, it’s refreshing and exciting to see and work with other women in the industry. It’s even more exciting and rewarding to support our progression in the sector while showing younger women the possibility to succeed.

Enabling female role models.

Since the very inception of Sparta Global, Equality, Diversity and Inclusion (ED&I) have been a part of the key vision of our co-founders.

We have since that time relentlessly pursued our commitment to create a working environment that embraces diversity and inclusion as an essential part of our Vision, Culture and our company values.

Through our on-going ED&I commitment, we are attracting, training, and nurturing a community of emerging female role models in the technology space.



MELONY GOULD | SPARTAN

“ You can stick with something that will give you the same returns you’re used to, or you can decide to do something that scares and excites you. I am so pleased that I remembered how much I enjoy that feeling, and how much I can accomplish when I jump in head first. I can’t wait to see who I become in this role!



LIZZIE MCAFFREY | SPARTAN

“ I love the diversity it brings to projects. The thoughts and experiences I have probably differ from that of a man’s, which brings a new perspective to a problem and ultimately gives a better solution!



TASNIM QUDDUS | SPARTAN

“ I love supporting other women in Technology. As the industry is male-dominated, it’s refreshing and exciting to see and work with other women in the industry. It’s even more exciting and rewarding to support our progression in the sector while showing younger women the possibility to succeed.

Enabling female role models.

Our approach to Gender Equality is the same as for any other business priority. We analyse the data, develop a strategy to foster positive change, and measure the rate of progress, always holding ourselves to account.

The transparency and accountability that our diversity metrics bring, including our gender and race pay gap data, is crucial in driving equity and fairness across our organisation.

The stories and achievements of our female role models are a testament to our investment in this space.



LAURA TOZER | SPARTAN

“Don't be afraid to ask questions and don't apologize for not knowing something. We all learn from each other's mistakes. Talk to as many people as you can about possible career paths. Be bold and enjoy the process!



A qualified social worker, in 2022 Praise made the decision to change careers.

Just five weeks later, and through hard work and determination, Praise beat stiff competition to secure her first role as a Scrum Master with one of our clients.

Opeyemi (Praise) Gregory

BA Spartan



Removing barriers for career changers and mothers.

Talent is everywhere, but opportunity is often not.

We want a tech world where women don't have to choose between family and work, but can enjoy transformative yet balanced careers whilst enhancing their professional brand and earning respect in the workplace.

As part of our Gender Equality mission, we are dedicated to removing the barriers that women face when changing professions or taking time off to focus on their loved ones.

Our Sparta Global Academy welcomes a growing number of women who are looking to re-train in tech, return to the workforce after a maternity break, or re-invent themselves in a brand new career.

Equality beyond gender.

Gender is an important facet of diversity, but it's not the only one.

Our ED&I strategy takes an intersectional approach and considers that social identities can overlap, creating compounding disadvantaged experiences for women from minority groups.

Irrespective of background, everyone within the organisation is given the encouragement, the training, the opportunity to thrive and grow, to be promoted, and to lead and mentor others.

In everything we do, we stand for positive action, not positive discrimination.

53% trainees and Spartans are first in their families to attend university

71% attended a state-run or state-funded school

46% are representative of cultural and ethnic minorities

33% are representative of Black Heritage groups

CLICK TO DOWNLOAD
EQUAL TECH REPORT 2020/21:
Youth employability post Covid-19

Advancing ED&I research.

This year, we took ED&I to a new level of emphasis by launching our inaugural Equal Tech Report.

Through this research project, we are producing original insights on pressing ED&I issues that require collaborative efforts by employers, educators and communities.

As part of this year's report on the impact of Covid-19 on the career prospects of young people, we explored the experiences of women who have started or changed careers during the pandemic, highlighting the long-term repercussions of employment inequality on workplace diversity.

Through our EDITs (Equality, Diversity & Inclusion Transformation Services) advisory platform, we are committed to sharing our research findings and talent solutions with our clients.

Looking at the future.



Our on-going investment and reporting in the ED&I space mean that we are progressively increasing female representation at Sparta Global, although we know that we still have a lot to do.

We fully recognise that this is a journey and that it will take continuous action and focussed leadership to enable lasting change, but we firmly believe that our commitment to drive progress is having an impact across all levels of the organisation.

Our efforts remain concentrated on increasing the diversity of our talent pipelines, empowering and retaining our people through an inclusive culture, and supporting our customers by supplying inclusive cohorts.

Showcasing a strong ED&I business case that resonates with employees is key, because it enables different teams to easily communicate what the company is doing to drive change. In order to construct a business case that resonates with everybody, we are taking the time to work with each team, listen to their challenges and questions, and define a focus for action that can be easily shared across the business.

Rather than addressing one protected characteristic (gender, race, social mobility etc.) at a time, this method is allowing us to deploy a holistic, strategic, and transformational approach to ED&I and set up a “roadmap” for the implementation of sustainable objectives.

Our goal: to achieve complete gender parity as we continue to grow internationally next year!



*If you have a digital skills demand, and want to support the progression of diverse early careers talent within your company, get in contact today at: **contactus@spartaglobal.com***

www.spartaglobal.com

