



# Gender Pay Gap Report 2023

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.

**30%** of our senior workforce identifies as female

**-1%** mean gender pay gap, national average 15.4%

**-4%** median gender pay gap, national average 8.3%



## 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. And that is worth celebrating. Eventually, you will have times where you will believe in yourself and your abilities. You just need people to remind you sometimes.



## 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.

# Our focus.

**Founded in 2014 to promote and provide equitable access to technology careers, whilst also helping organisations to grow their talent pipelines sustainably and responsibly through an innovative hire, train, deploy (HTD) model, Sparta Global is both addressing the digital skills gap and adding social value to UK companies.**

Truly focussed on all aspects of democratising digital, and understanding the intersectionality between different minority groups, Sparta Global is continuing to close the gender gap across technology through equitable access to digital training and careers.

We will continue to hold ourselves to a high standard on gender parity and sustain our 0% pay gap benchmark.

Since the inception of Sparta Global, Equality, Diversity and Inclusion (ED&I) have been a part of the key vision of our co-founders David Rai (CEO) and Tim Staton (CIO). Since this time, Sparta Global has relentlessly pursued its goal to create a working environment that embraces people from different walks of life and with different perspectives - an essential part of our vision, culture and values across collaboration, diversity, drive, empathy, innovation and flexibility. Sparta Global fully supports the UK government's focus on pay reporting, transparency across gender salaries, and its determination to shine a spotlight on this important issue. Our focused ED&I strategy has enabled Sparta Global to grow its representation of female employees in the UK year-on-year, with more promotions to leadership positions across both technical and non-technical roles.

## David Rai, Co-Founder & CEO says;

“Building a culture of belonging requires more than just a single intervention; it takes dedicated leadership, clarity of goals and purposeful actions to make real meaningful progress. The Board members of Sparta Global are unblinkered in their determination to make this an equal tech world”.

In 2023, Sparta Global developed its strategic commitment to more women in technology through the launch of its all-women Athena programme. The Athena Academy offers women the chance to join, learn, work, and grow into future tech leaders – providing them with the confidence, skills, and connections to build a profitable and powerful tech career. Trained by an award-winning female training team, and learning alongside a small all-women cohort, the Athena Academy is a supportive and safe space to push the limits of your potential.

This programme has been so successful that Sparta has now brought 40% more women into its Academy programme and through its model. This success has not been limited to the number of women joining Sparta Global, as more women have also stayed the course of the training and finished to become Spartan consultants.

In 2023, Sparta Global was also declared the only B Corp HTD company – testament to our ESG efforts across all elements of our business, including equitable and inclusive hiring techniques. At the 2023 Women in Tech Employer Awards, we were also named Best Employer for Training, specifically for our Athena programme.

Our approach to ED&I carries the same importance as any other business priority. We analyse the data, highlight concerns, identify an approach to remediate - applying our values all the way - and then we test and measure the rate of change to hold ourselves to account. The transparency and accountability that our diversity metrics bring - including our pay gap data - is crucial in driving equity and fairness across our organisation. Let us also remember that the terms “diversity” and “inclusion”, though often used together, are not synonyms. If “diversity” refers to “access”, “inclusion” alludes to “belonging” that allows people with different viewpoints to connect and thrive in a safe environment. Diversity cannot exist without inclusion. It is not enough at Sparta Global to attract diverse talent into our organisation, we must also work hard to create a company culture capable of welcoming, retaining, and celebrating women.

Overarching D&I is equality. We treat everyone equally regardless of gender, culture, social background, and everyone within the organisation is given the encouragement, the training, the opportunity to thrive and grow, to be promoted, to become leaders and to lead and mentor others. We believe in positive action not positive discrimination.

We have over 38 nationalities within the company, 30% of our senior workforce is female, 58% of our business & technology consultants are the first to go to university in their families, 52% of our staff are from an ethnic minority background and a seventh of our board is female.

# Our goal.

There are a number of initiatives, complimenting the Athena Academy, that have been introduced in the past year to further support Sparta Global's gender equality drive. Ongoing analysis means that we are confident our efforts at increasing female representation at Sparta Global are working, although we recognise there is still more to do. Market dynamics and the shape of our organisation mean that we must reinforce our efforts across all quartiles of the business. Our underlying demographics are improving. By retaining and developing our female talent, the gap will become narrower in the long run, and by focusing on better balance at every level, we can reduce the time to close the gender pay gap.

The pursuit of gender equity in tech is a journey that it will take many years of investment and leadership to lead to lasting change, but we firmly believe that our commitment and actions to drive this topic are making an impact. We will continue to focus on pay equality alongside our global commitment to increasing female representation at all levels of the organisation.

Our efforts remain concentrated on those key factors that influence change; expanding our pipeline of talent, empowering and retaining our people through an inclusive culture, and supporting our customers through the supply of diverse talent. Showcasing a strong equality business case that resonates with individuals at all levels within the organisation is key because it enables different teams to share openly what Sparta Global is doing to drive change.

To construct a business case that resonates with everybody, we have taken the time to work with each team, listen to their challenges and questions, and define a focus for action that can be easily communicated across the business. Rather than focusing on one protected characteristic (gender, ethnicity, social mobility etc.) at a time, this method has allowed teams to deploy a holistic, strategic and transformational approach to equality and create a "roadmap" for the implementation of sustainable objectives.

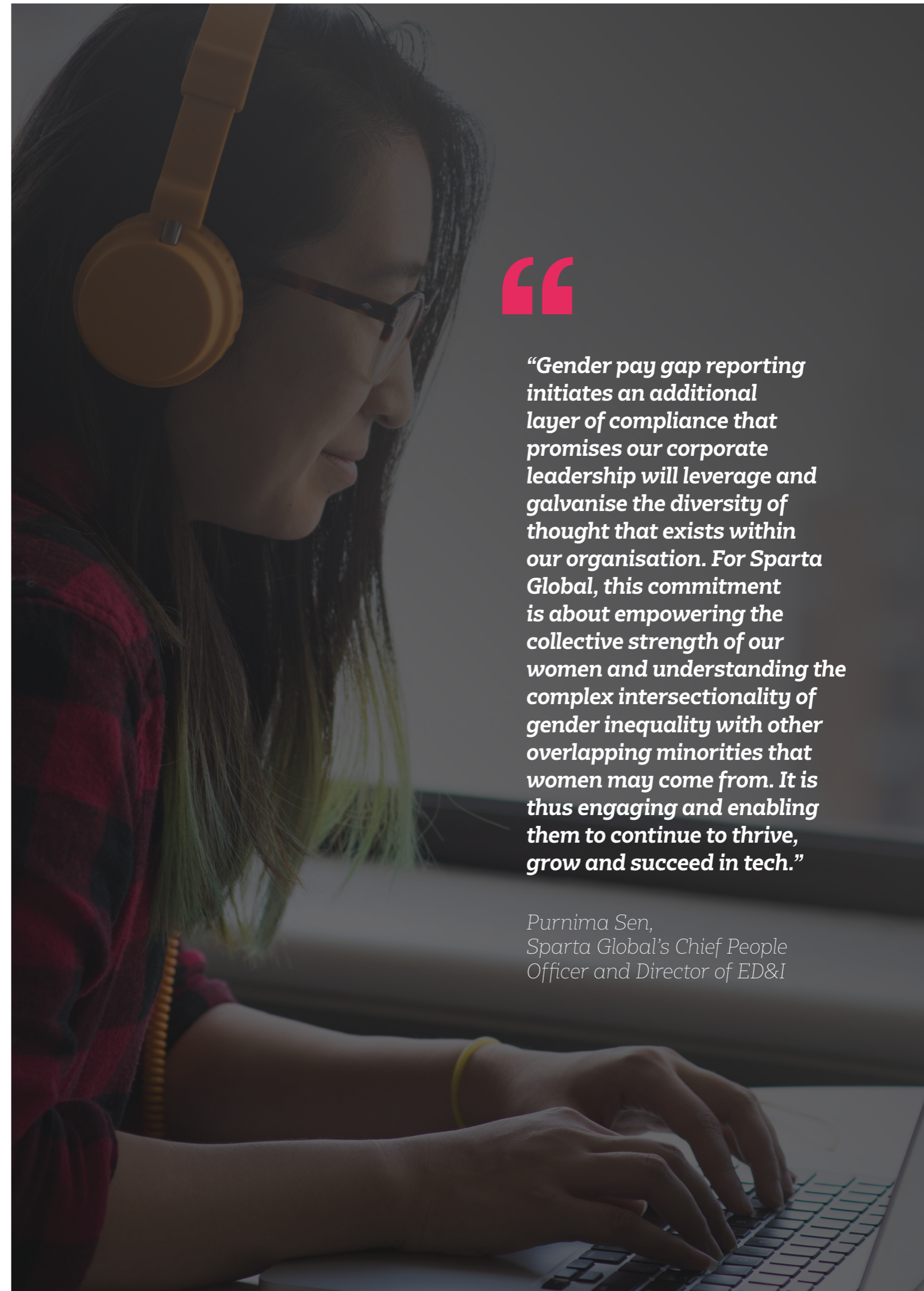
**Our goal – to have total gender parity globally and as grow internationally over the next year.**

Bands - Quartiles						
		Male	Female	Total In Band	%Male	%Female
Band 1	0>242	191	51	242	79%	21%
Band 2	243>484	189	53	242	78%	22%
Band 3	485>726	184	58	242	76%	24%
Band 4	727>969	187	56	243	77%	23%
				<b>969</b>		



**“Gender pay gap reporting initiates an additional layer of compliance that promises our corporate leadership will leverage and galvanise the diversity of thought that exists within our organisation. For Sparta Global, this commitment is about empowering the collective strength of our women and understanding the complex intersectionality of gender inequality with other overlapping minorities that women may come from. It is thus engaging and enabling them to continue to thrive, grow and succeed in tech.”**

*Purnima Sen,  
Sparta Global's Chief People  
Officer and Director of ED&I*





*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](mailto:contactus@spartaglobal.com)***

**[www.spartaglobal.com](http://www.spartaglobal.com)**

