



Race pay gap  
report 2023.

# Introduction.

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Sparta Global has developed an impactful ED&I strategy that is unanimously backed by the Board and filters down the organisation as part of the values of the company. Our ED&I vision focusses not just on Diversity in terms of access to the business and Inclusion in terms of belonging within the business, but also on Equality in terms of parity of opportunity, promotion, and compensation. Race inclusion is a vital aspect of our ED&I agenda, supporting equal representation and participation of all ethnicities in the workplace.

As such, Sparta Global has pledged its commitment to refining our Equal Opportunities mission and is proud to be one of the official signatories on the Race at Work Charter. We provide real, relevant, and insightful resources to our staff to ensure equal access to employment, learning and progression. With our Hire, Train, and Deploy talent model, we are committed to creating an equal world. We believe in democratising digital youth employability, creating a diverse talent pipeline for our clients whilst paving the way for societal justice.

Our sharp focus on ethnic inclusion has led us to actively campaign for positive change not just within our company, but in the wider tech ecosystem, too. By starting internally, we thus hope to encourage long-lasting industry progress.

We have recently completed an extensive survey with Industry, Educational institutions and Charities and Communities and further analysed the data and published it as part of our Equal Tech Annual Report Series. The topic for last year was social mobility through youth employability and in 2022 was the intersectionality of neurodiversity and social mobility. Topics within these series continue to explore the impact of gender, immigration and socio-economic diversity and the intersectionality of race within these areas.

## Background.

Inclusion benefits individuals, communities, and businesses alike. According to research, organisations with more diverse teams have 36% better financial returns. Inclusive leadership can help accelerate the pace of progress. For example, recent studies have shown that appointing more diverse leadership teams results in improved Board performance, communication, and profitability within companies. Yet, only **one in 16** people currently in senior level roles in the private and public sector are from an ethnic minority background.

In the UK, the technology sector is still suffering from a lack of ethnic inclusion. Data from the Office of National Statistics (ONS) Labour Force Survey, reveal that minority ethnic tech specialists account for only 18% of IT workers, a number that has increased by 2% over the past five years. Improving race equality in the UK will potentially bring a **£24 billion** per year boost to the UK economy – 1.3 per cent GDP – that is £481 million a week, positioning society at a crossroads towards greater equality.

**“Silence is not an option and we must stand up for what is right and what needs to change.”**

Collectively and individually, businesses have a powerful voice. We can all make a difference to stamping out racism in our communities, standing in solidarity to bring about change.

# The Race at Work Charter

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Our business model directly tackles ethnic and socio-economic inequalities by creating training and employment opportunities that widen access to digital skills and jobs. Our Academy provides training and employment to under-represented and disadvantaged individuals who face employment barriers, including those from ethnic minorities.

Inclusion, belonging and voice are key priorities for the Sparta Global race campaign. Everyday inclusion is not just about words, it is about behaviours and actions.

## Our objectives:

1. To actively champion employment and progression opportunities for ethnic minority groups.
2. To ensure that ethnic minority employees are represented at all levels of the organisation.
3. To eliminate all forms of race discrimination through our RESPONSIBLE DIGITAL BUSINESS AGENDA.

This is why we have systemically followed the 5 calls to actions set out in the Race at Work Charter:

1. Appointing an Executive Sponsor for race.
2. Capturing ethnicity data and publicise progress.
3. Committing at a Board level to zero-tolerance of harassment and bullying.
4. Making clear that supporting equality in the workplace is the responsibility of all leaders and managers.
5. Taking action that supports ethnic minority career progression.

Sparta Global has made a commitment to erase racism and all forms of ethnic discrimination from our community.

## How we are doing this:

- By agreeing specific targets for the recruitment and retention of an ethnic diverse group of individuals across all levels of the organisation.
- By setting targets to have more representation of ethnic groups in senior leadership positions
- By putting in place measures to ensure that ethnic groups are given meaningful, challenging opportunities that will ensure career progression.
- By implementing a zero-tolerance policy for racism and other forms of discriminatory behaviour.
- By providing educational and training opportunities for staff to actively challenge discrimination at work through both language and actions.
- By tasking our Head of ED&I with developing and implementing an inclusion strategy to achieve the above objectives, in line with the company's vision and mission.

# Pipelining diverse talent

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To amplify our commitment to improving equality of opportunity and race inclusion in the workplace, Sparta Global has not only signed the Race at Work Charter but has also surveyed, captured, analysed, and published our data on Race pay Gap.

We are proud to publish our Race Pay Gap report here:

		Ethnic	White	Prefer not to say	Total In Band	%Ethnic	%White	Mean Race Pay Gap	Median Race Pay Gap
<b>Band 1</b>	0>459	256	199	4	459	56%	43%	1%	0%
<b>Band 2</b>	460>810	149	199	3	351	42%	57%	6%	4%
<b>Band 3</b>	811>864	23	31	0	54	43%	57%	8%	6%
<b>Band 4</b>	865>902	15	23	0	38	39%	61%	3%	0%
<b>Band 5</b>	903>911	3	6	0	9	33%	67%	-37%	-21%
					<b>911</b>			<b>7%</b>	<b>7%</b>

Note: The majority of our employees are in Grade 1 – Graduates. Here our Mean Pay Gap between White employees and the Non-White employees (includes Black, Asian, Mixed, Ethnic) is **1%**, and our Median Pay Gap is **0%**.

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# Commitment to ethnic inclusion.

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Inclusion is an on-going mission.

In order to ensure long-lasting change, we have embraced the following principles:

- Continuously reflecting on our company culture

Difficult conversations around identity require openness, courage, and the ability to work through discomfort. We recognise that in order to promote such candid conversations, we need to create an environment in which people can listen, reflect, express their ideas and learn from others' stories. At Sparta Global, we have worked extensively – and continue to work – towards implementing safe platforms in which employees can learn about anti-discrimination at work.

Where we felt that people needed more support engaging in uncomfortable discussions, we have introduced ED&I employee workshops to encourage educational dialogues.

We are committed to facilitating the sharing of ideas and perspectives around ethnicity, so that our employees can keep learning from lived experiences within the historic and current context of race.

- Promoting inclusive language training

We believe that language creates mindset: when people have a language of inclusion, they are more likely to adopt a mindset of inclusion.

At Sparta Global, we are investing in mandatory training for all staff around inclusive language, equipping individuals with a vocabulary of respect and empowerment that celebrates diversity.

As part of this mission, we are delivering employee workshops to illuminate the legal, cultural, psychological, and organisational impact of language in the workplace, and how it may affect inclusion. As part of these initiatives, we provide attendees with an applicable toolkit to implement anti-discrimination techniques in their daily activities, recognise micro-aggression, and call out unacceptable comments.

We are committed to building upon our success in this area, offering on-going education and resources to help people support and advance social justice.

- Technology for social good

Finally, we are proud to be doing our part to forge a more diverse tech workforce through digital education and employability.

We believe that digital education will be the pillar of sustainable change in the post Covid-19 economy, driving inclusion at a community, national and international level.

Through our tech training academy, we are proactively championing ethnic minority groups to launch successful careers in the digital space. This includes working with student groups, charities, universities, and social networks to engage, train and develop currently under-represented individuals in tech.

By building upon our existing work in this area, we are intently reducing the extent of racial disparity in technology, business, and society, increasing the participation of ethnic minorities in digital roles and contributing to societal progress through inclusive digital innovation.

## Authors

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