



Gender Pay Gap Report 2024

Introduction.

Sparta Global was founded in 2015 to provide accessible technology training and careers for under-represented communities, finding those with untapped potential to help bridge the digital skills gaps. Yet Sparta Global has also established itself as a leader in supporting women in technology through several key initiatives and achievements, demonstrating a strong commitment to empowering women in technology, contributing to a more diverse and inclusive tech industry.

An important part of our industry advocacy is validating our successes and recognising areas for continued improvement as we work towards our 0% Median Gender Pay Gap.

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.

Diversity cannot exist without Inclusion, and it is not enough at Sparta Global to attract a diverse talent into our organisation, but we work hard to create a company culture capable of welcoming, retaining and celebrating diversity.

Since the inception of Sparta Global, promoting Equality, Diversity and Inclusion (ED&I) has been a key focus of co-founders David Rai (CEO) and Tim Staton (CIO). In the past decade we have committed to creating a working environment that embraces diversity and inclusion as an essential part of our shared values - Collaboration, Diversity, Drive, Empathy, Innovation, and Flexibility. As such we greatly support the UK government’s renewed focus on closing the gender pay gap and its determination to shine a spotlight on this issue within UK businesses. We will continue to drive and evolve our social impact strategies to increase the representation of female employees in UK tech year-on-year, whilst also promoting women into leadership positions across both technical and non-technical roles.

Athena Academy.



Launched in early 2023, the Athena Academy is an all-women technology training program designed to empower women to pursue careers in tech. It offers a course of focused business or technology training, led by an all-women training faculty, and provides a supportive environment for women to learn alongside female peers. Participants receive a salary throughout the training and have the opportunity to work with established Sparta Global clients upon completion.

By providing a safe space for women to learn tech skills, we discovered the community progressed with more confidence to ask questions and build on their ability. As a result of this programme, 40% more women have begun training with Sparta Global than previously. This success has been echoed in the number of people completing our training programme, with a reduced number of women dropping out.

Sparta Global has also received a Women in Tech Award for Best Employer for Training, recognised for our Athena programme.

Further awards and recognition.



Our dedication to promoting gender equality is supported by a wider social impact status. In 2024, Sparta Global achieved an EcoVadis Gold Sustainability Rating, placing us in the top 5% of all rated companies globally for sustainability performance. This recognition highlights our firm commitment to environmental, social, and governance (ESG) principles, and our responsibility to provide transparent and reliable sustainability credentials. EcoVadis, a leading provider of business sustainability ratings, assesses companies across key areas, including Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

In 2024, Sparta Global was awarded a Tech Impact Award for Best Economic Impact.

Throughout the UK, tech improves lives by driving economic growth, creating innovative solutions in health and climate, and ensuring no one is left behind. The new Tech Impact Awards celebrate organisations and people harnessing Tech to drive positive change and benefit society. With over 400 entries, this year’s awards raised the bar for what’s possible when technology is used as a force for good.

A finalist in two categories, Driving Diversity in Tech and Best Economic Impact, Sparta Global was awarded the latter for its Sparta ImpACT initiative.

Sparta ImpACT.

Sparta ImpACT is a bespoke report offering for Sparta Global clients that quantifies the action partners are taking to make a social impact, contribute to the UK economy, and build social value, by investing in our emerging talent. Using the Impact Evaluation Standard (IES) reporting framework, Sparta ImpACT scores client activities and metrics to bring to life the difference they make.

The IES includes 130+ metrics to measure social value in financial terms. It sets out specific financial proxies to quantify social impact. Each metric carries a specific proxy value, which reflects the impact of that activity on the wider UK economy. This not only enhances our ability to track progress in gender diversity and across wider equality markers, but also reinforces our leadership in ED&I. These innovations underscore our efforts to create more equitable career pathways for women and other underrepresented groups at Sparta.



EQUAL OPPORTUNITIES



CLIMATE CHANGE



ECONOMIC INEQUALITY



WELLBEING

David Rai, Sparta Global Co-Founder and 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 all aligned and committed to living and breathing this message”.**



When asked about the importance of Gender Pay Gap Equality, Purnima Sen, Chief People & Impact Officer at Sparta Global says; **“It means establishing corporate leadership capable of leveraging and galvanising the diversity of thought that exists within our organisation. For Sparta Global it is about empowering the collective strength of our women and understanding the complex intersectionality of that with other overlapping diversities that women may come from. It is thus engaging and enabling them, be they of mixed race, minority ethnic heritage, culture, background or experience and help them to continue to thrive, grow and succeed in tech.”**



Our Progress.

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 a BAME background and a seventh of our board is female.

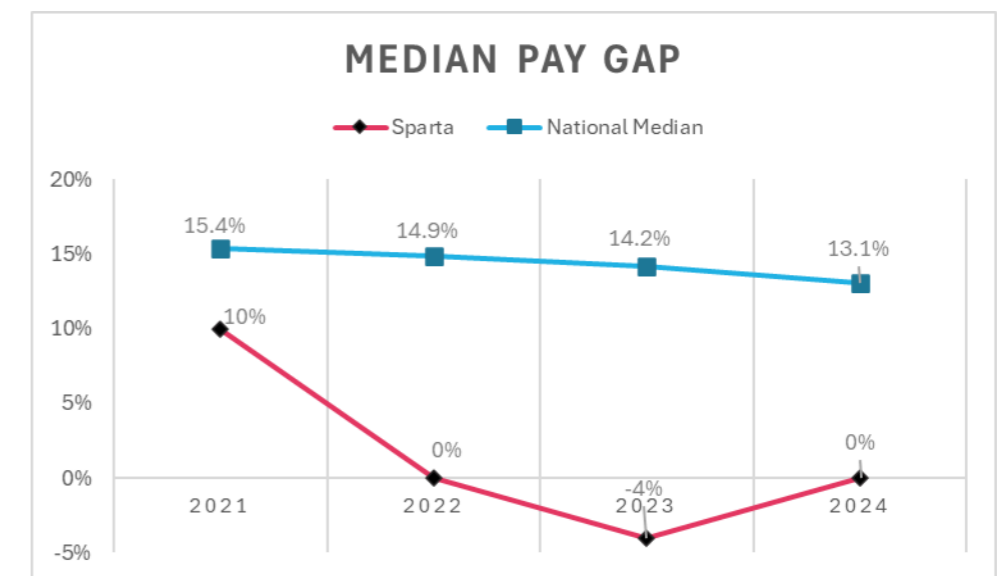
The gender pay gap at Sparta Global has shown a notable improvement over the past four years. The median pay gap, which is considered the most accurate measure as it avoids distortions caused by extreme salaries, has steadily decreased from 10% in 2021 to 0% in 2022 and 2024, even dipping to -4% in 2023, indicating instances where women earned more than men in the middle range. The median gap highlights progress towards pay equity, the mean pay gap has remained consistently around 5%. Among the 578-person workforce, 495 Spartans show a relatively smaller mean pay gap of 1% but a median pay gap of 4%, signalling room for improvement in equalising pay distribution across different employee levels.

Sparta Global Gender Pay Gap	Median	Mean
2021	10%	5%
2022	0%	5%
2023	-4%	-1%
2024	0%	5%



How do we calculate our pay gap report?

At Sparta Global, we analyse both the mean (average) and median (middle) for pay gap reporting. The mean difference is calculated by adding all hourly pay rates together and dividing by the total number of employees. The median difference, on the other hand, is the difference in hourly pay between the middle-paid male employee and the middle-paid female employee, which is the most representative measure as it prevents extreme salaries from skewing the results.

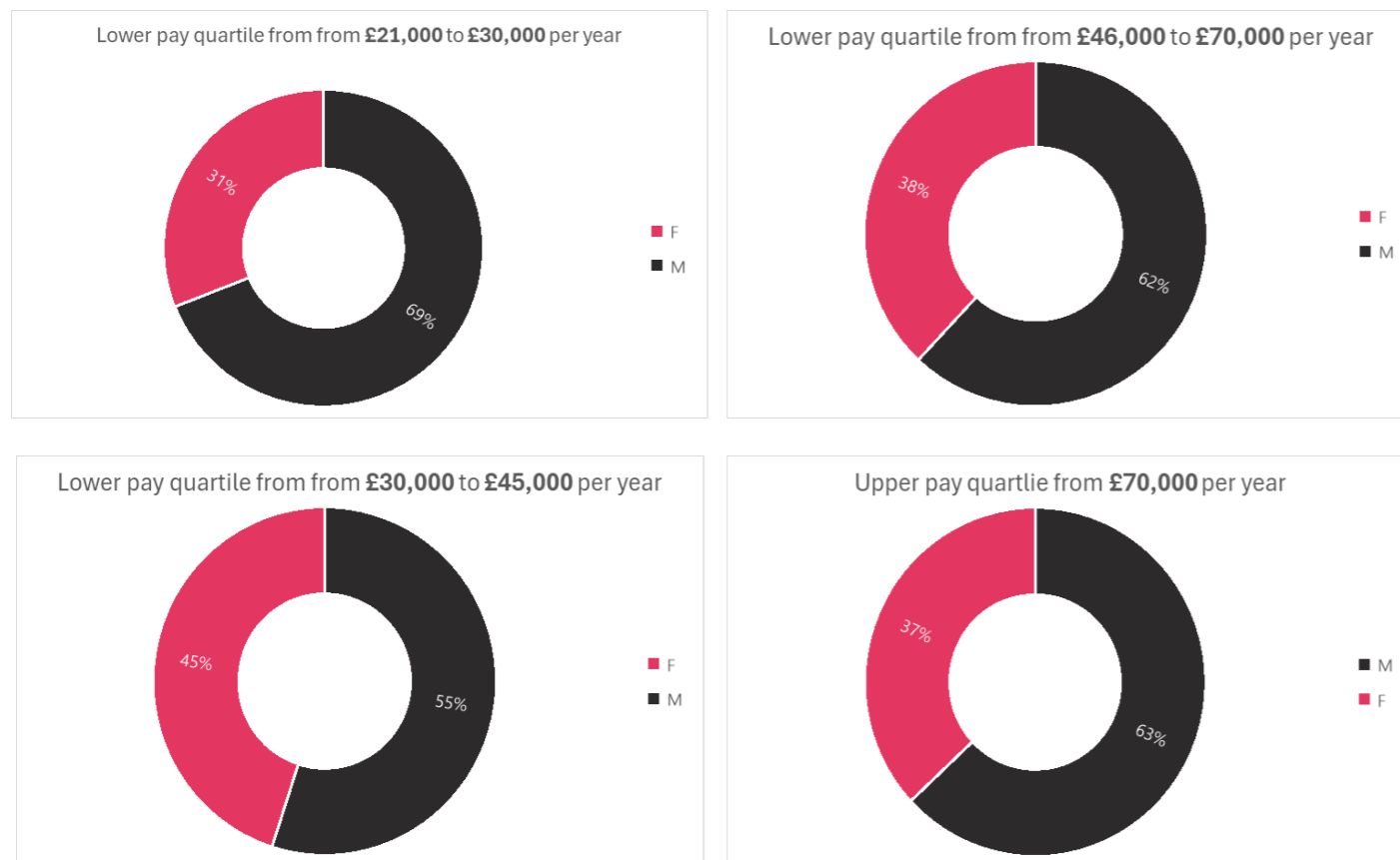


In this reporting year, we have made strides to provide a holistic representation of our gender pay gap. To cover this we have considered people and pay quartiles.

	2021		2022		2023		2024	
	Male	Female	Male	Female	Male	Female	Male	Female
Q1	71%	29%	76%	24%	79%	21%	63%	37%
Q2	65%	34%	77%	23%	78%	22%	70%	30%
Q3	82%	18%	81%	19%	76%	24%	76%	24%
Q4	70%	30%	71%	29%	77%	23%	61%	39%

This shows our people quartiles with each band containing 25% of our workforce. There is a higher percentage of males across the quartiles. However, there has been considerable progress with the percentage of women increasing in 3 out of the 4 quartiles from 2021-24. Most notably the percentage of women in the top 2 quartiles has increased by 6% and 9% respectively. This highlights the progress we have made towards gender pay equality and its effects are showcased across this report.

We split our lowest to highest-paid employees into pay quartiles. Positively, this report highlights the career mobility of women throughout the organisation with the percentage of women increasing substantially from the first to the second quartile and remaining consistent across the top 2 quartiles. However, there is still room for improvement, women are still better represented in the lower mid-quartiles than in the upper and upper mid-quartiles, which is why a mean pay gap still exists. By addressing female representation at all levels of Sparta Global, we intend to close our gender pay gap over time.



Our future goals.

There are several initiatives introduced in the past year to further support the gender equality programme at Sparta Global. Our on-going analysis means these efforts to increase female representation are working, but we recognise there is still work to do. Market dynamics and the shape of our organisation means 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 future, and by focusing on better balance at every level, we can reduce the time to close the gender pay gap.

Change cannot happen overnight, and we are committed to years of ongoing investment and diverse leadership to enable lasting change. We will continue to focus on pay equality alongside our global commitment to increasing female representation across all levels of the organisation.

Our key factors for influencing change:

- Expand our pipeline of talent
- Empower and retain our people through an inclusive culture
- Support our customers through a supply of diverse talent
- Create a business case for equality that engages all levels of the organisation
- Build a comprehensive roadmap for implementing long-term equality objectives across all areas of diversity, ensuring sustained transformation





*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

