InsightAI

CLIENT STORY

Instant Gender Pay Gap Analysis and Data Driven Recommendations to Narrow the Gap Faster



Software & IT Services

Story Snapshot

Gapsquare helps organisations across sectors address the gender pay gap.

Gapsquare is a secure, cloud-based service that uses HR and payroll data to provide detailed and visual insights into the gender pay gap.

The Challenge

There is a gender pay gap but there shouldn't be.

The client envisioned an analysis tool to view payroll data and generate gender pay gap reports.

This would enable data-driven decisions to close the gender pay gap and meet regulatory requirements.

- Upload organisational data
- Process data
- Analyse data and present via front-end framework
- Extract pay gap reports





The Solution

Insight AI analysed front end requirements in line with in-house methodology and recommended several solutions to meet business needs.

Using the flexibility of the front end frameworks deployed the team were able to scale the functionality to meet the individual needs of the client.

The analysis software is used across various organisation to deliver a holistic view of pay fairness. Automation delivers a streamlined pay analysis that monitors equality data, and comparative analysis drills down into the data to understand the makeup of the clients' workforce. Gapsquare is delighted with the results and their ongoing working relationship with Insight AI.

Understanding the intricacies of fair pay with an all-encompassing software makes data simple to understand and downloadable data analysis saves hours compared with traditional spreadsheets.

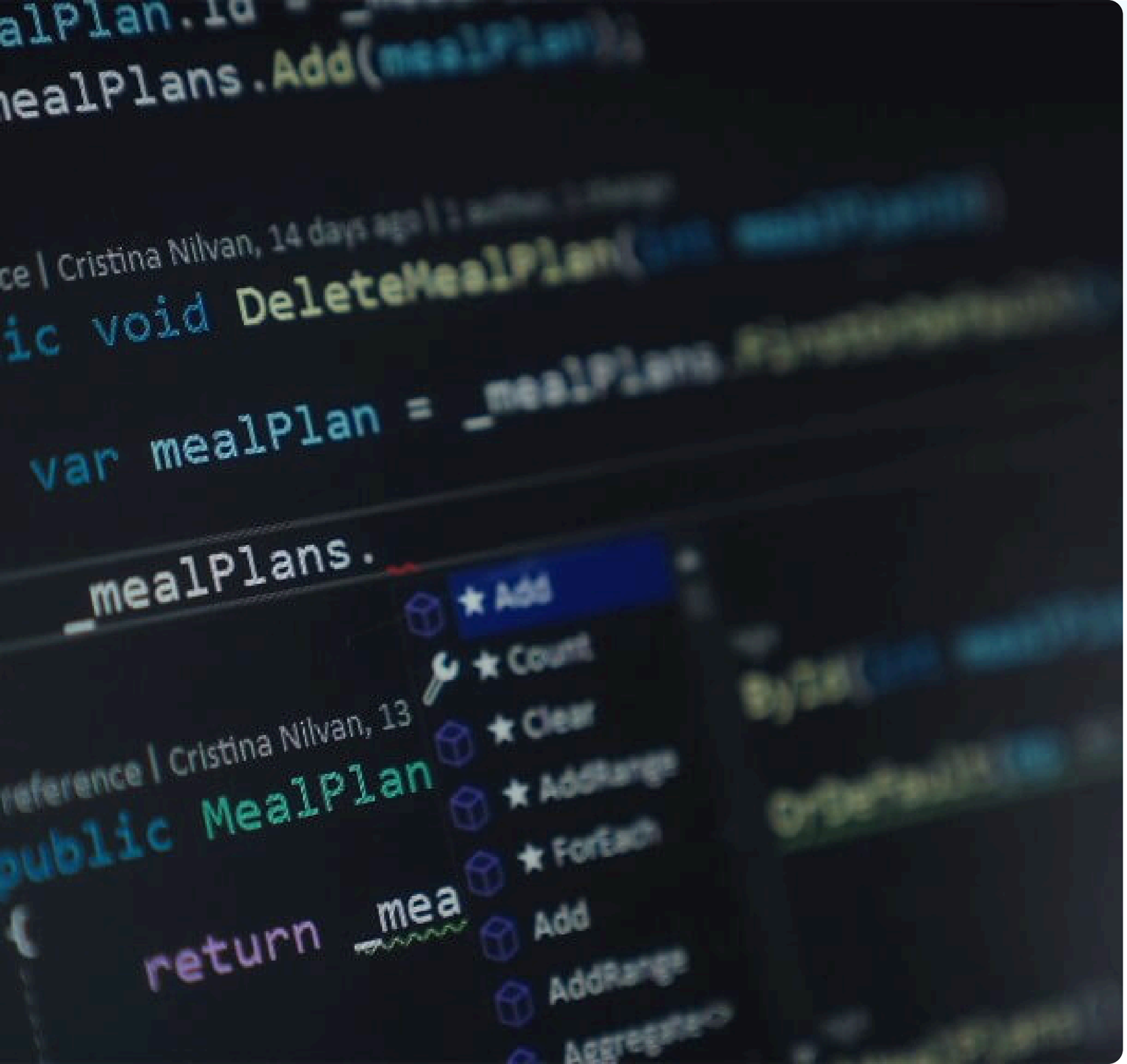
Results

A System built to scale, meet and exceed client expectations.

The original minimal viable product (MVP) and current iterations have met all business and user requirements by offering:

- 100% data safety, security and integrity
- Guaranteed accuracy of data calculations
- What-if scenarios from the interactive dashboard
- Year-on-year data comparisons and trend analysis
- Interactively drill-down into your organisations' pay data
- Detailed statistical data analysis
- Unlimited reports for offline use
- Full regulatory compliance





Technical Highlights

The flexibility of front-end frameworks allowed scaling functionality to meet the client's needs.

The analysis software is used across organisations to provide a holistic view of pay fairness. Automation streamlines pay analysis and comparative insights drill into workforce data.

Technologies:

- Golang
- Angular
- Typescript 2.0
- ECharts



Why Insight AI?

"Working with Gapsquare has enabled many of our clients to see at a glance where any gender pay gaps exist and to analyse the factors behind the statistics.

With the insights gathered from these analytics, they can now take positive steps to address any issues ahead of the gender pay snap-shot date"

Victoria Parry – Partner @Osbourne Clarke

Insight AI

Thank you for reading

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