



Sage Gateshead Gender Pay Gap Report 2019

At Sage Gateshead we are committed to treating our people equally and ensuring everyone – no matter what their background, race, ethnicity or gender – has an opportunity to develop. This is really important to us. We are confident our gender pay gap is not caused by men and women being paid differently to do the same job but is driven instead by the structure of our workforce.

Gender Pay Gap

The data to generate this report was taken from our payroll system using the snapshot date of 5 April 2019. 586 employees were included within the snapshot data. The table below shows our overall mean and median gender pay gap based on hourly rates of pay. Sage Gateshead do not pay any employees bonus, so this analysis is not required. The percentage shown is the difference in overall mean and median pay between men and women:

Difference between men and women

The data has shown that the mean hourly rate for males was £14.66, and the mean hourly rate for females was £15.14. This gives us the mean average of – 3.27%.

The median hourly rate for males is £10.08, and the median hourly rate for females is £11.45. This gives us the median average of -13.59%.

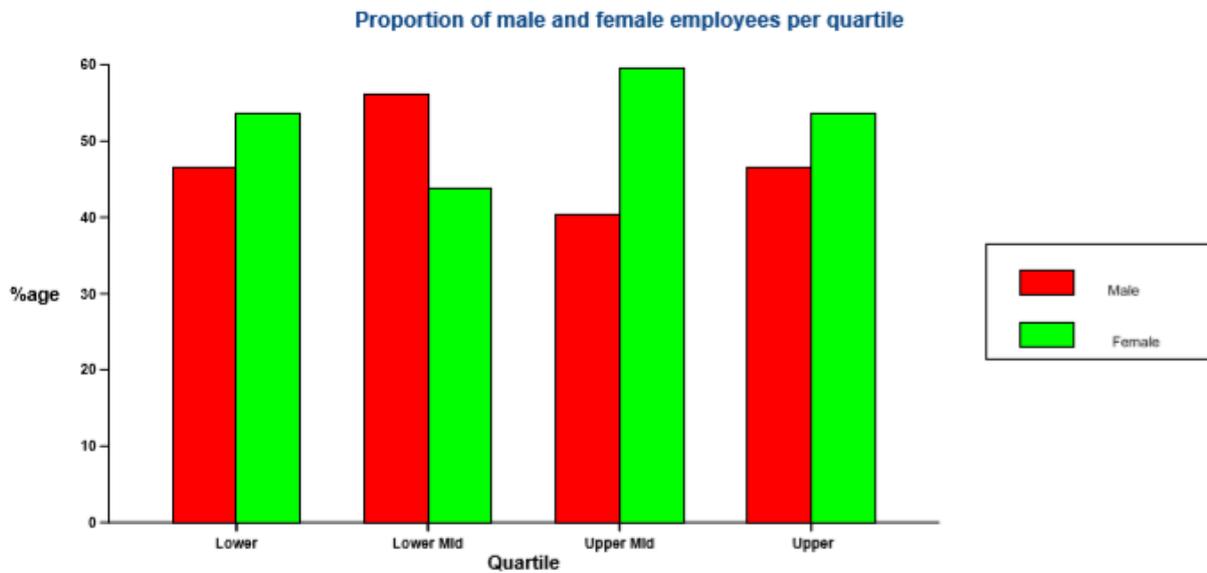
	Mean (Average)	Median (Mid-range)
Hourly Pay Gap	- 3.27%	- 13.59%

Proportion of males and females in each pay quartile

We have divided our employees into four equal-sized pay quartiles of 114 employee. The graphs below show the percentage of males and females in each of these quartiles.

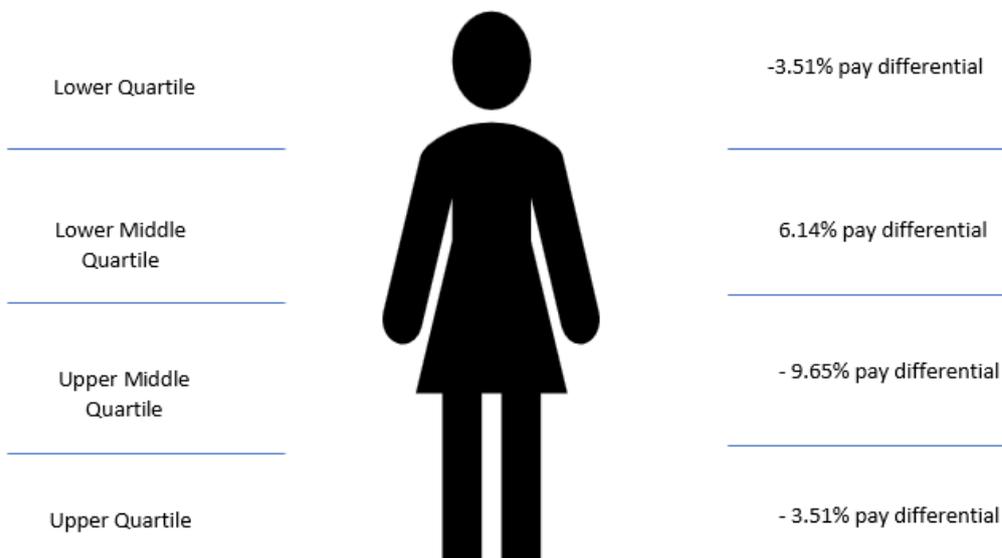
Hourly Rate Quartiles

Gender	Lower (114)	Lower Middle (114)	Upper Middle (114)	Upper (114)
Male	53 - 46.49%	64 - 56.14%	46 - 40.36%	53 - 46.49%
Female	61 - 53.51%	50 - 43.86%	68 - 59.65%	61 - 53.51%



This demonstrates that across all areas of our organisation the pay levels between male and female are comparable with no significant areas where there is a gender bias in pay. In the top two quartiles (Upper and Upper Middle), females are paid slightly more on average than males.

The gender gap in Sage Gateshead is confined to the second quartile (Lower Middle) where females earn on average 6.14% less than males in the other three quartiles females earn on average more than males.



What are the next steps for Sage Gateshead?

We are committed to ongoing support the development of all our colleagues

Various programmes of activity are being planned and undertaken at Sage Gateshead and include:

- Continuing to follow an open and fair recruitment process for all and analysing equality and diversity monitoring forms
- Rolling out Equality and Diversity e-learning to staff
- Continue to work on the Equality Action Plan to support business plans

As well as these initiatives, flexible working and supporting females through maternity is key to retaining and developing female talent within Sage Gateshead. Encouraging an open attitude towards flexible solutions to fit with personal circumstances.

I can confirm that the data contained within this report is accurate and is taken from a snapshot of our payroll data on 5 April 2019.

Abigail Pogson

**Managing Director
Sage Gateshead**