



Sage Gateshead

Gender Pay Gap Report 2020

Taken from a snapshot of 5 April 2020

Gender Pay Gap Report

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.

Gender Pay Gap

The data to generate this report was taken from our payroll system using the snapshot date of 5 April 2020. 549 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. Gender pay gap calculations are expressed as a percentage in relation to the male salary. The percentage shown is the difference in overall mean and median pay between males and females.

Hourly rate difference between male and females

The data has shown that the mean hourly rate for males was £14.66, and the mean hourly rate for females was £16.76. This gives us the mean average of – 14.32%.

The median hourly rate for males is £10.08, and the median hourly rate for females is £12.27. This gives us the median average of -14.89%.

	Mean (Average)	Median (Mid-range)
Hourly Pay	- 14.32%	- 14.89%

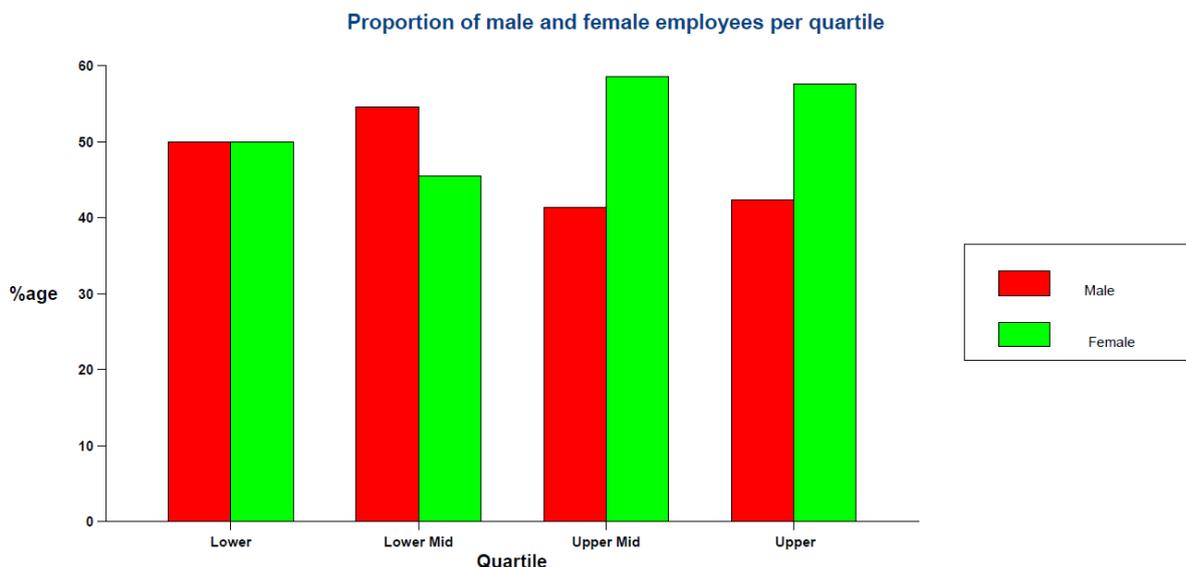
Proportion of males and females in each pay quartile

We have divided our employees into four pay quartiles – two of 110 employees and two of 111 employees.

The graph below shows the percentage of males and females in each of these quartiles.

Hourly Rate Quartiles

Gender	Lower (110)	Lower Middle (110)	Upper Middle (111)	Upper (111)
Male	55 - 50%	60 - 54.55%	46 - 41.44%	47 - 42.34%
Female	55 - 50%	50 - 45.45%	65 - 58.56%	64 - 57.66%



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

What are the next steps for Sage Gateshead?

We are committed to supporting the development of all our colleagues and we ensure various programmes of activity continue throughout Sage Gateshead and include:

- Continuing to follow an open and fair recruitment process for all, using anonymised applications for sifting and analysing equality and diversity monitoring forms. We recruit from the widest possible pool of applicants and will continue this approach.
- Ensuring everyone involved in recruitment completes unconscious bias training and reads specific bias materials prior to the anonymised sifting to be mindful of affinity bias'.
- Rolling out Equality and Diversity e-learning to all staff.
- Focus on regular review conversations which encourage learning and development for all.
- Continue to focus on our objectives in relation to diversity and inclusion within Sage Gateshead.

As well as these initiatives, we offer flexible working and support all colleagues with family friendly policies and hybrid working to support a healthy work-life balance for all. We encourage 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 2020.

Abigail Pogson
Managing Director
Sage Gateshead