



Sage Gateshead

Gender Pay Gap Report 2021

Taken from a snapshot of 5 April 2021

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 2021. 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 £26.56, and the mean hourly rate for females was £33.94. This gives us the mean average of - 27.79%.

The median hourly rate for males is £16.38, and the median hourly rate for females is £17.06. This gives us the median average of -4.15%.

| | Mean (Average) | Median (Mid-range) |
|------------|----------------|--------------------|
| Hourly Pay | - 27.79% | - 4.15% |

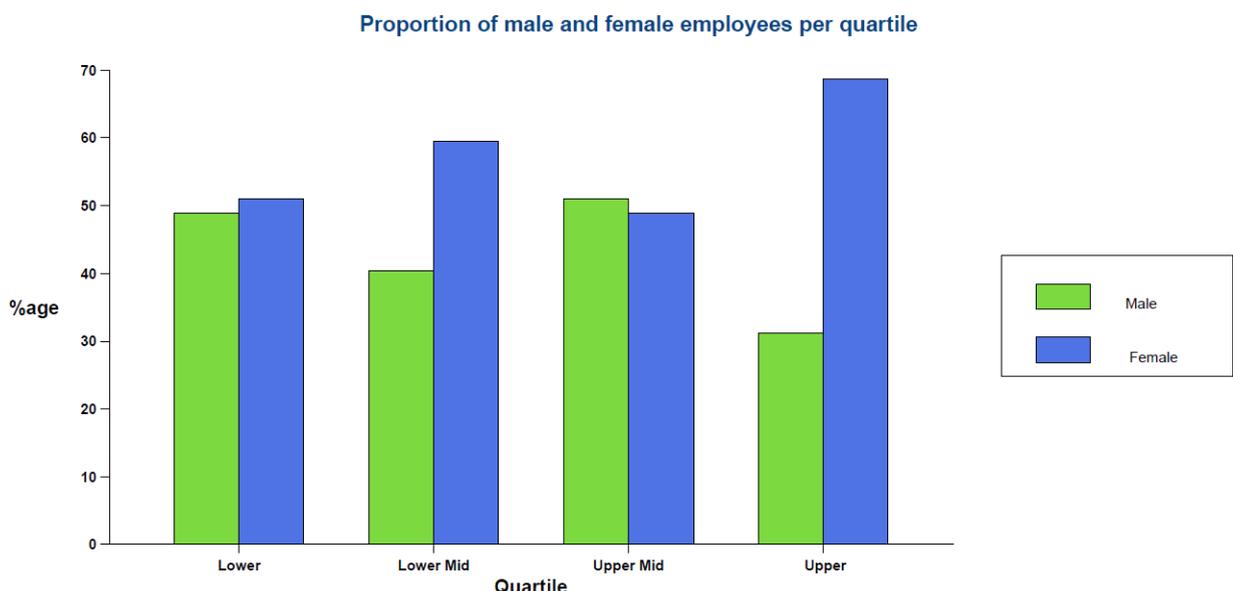
Proportion of males and females in each pay quartile

We have divided our employees into four pay quartiles – three of 47 employees and one of 48 employees.

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

Hourly Rate Quartiles

| Gender | Lower (47) | Lower Middle (47) | Upper Middle (47) | Upper (48) |
|--------|-------------|-------------------|-------------------|-------------|
| Male | 23 - 48.94% | 19 - 40.43% | 24 - 51.06% | 15 - 31.25% |
| Female | 24 - 51.06% | 28 - 59.57% | 23 - 48.94% | 33 - 68.75% |



What are the next steps for Sage Gateshead?

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

- Continuing to follow an open and fair recruitment processes, using anonymised applications for sifting and analysing 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.
- Continuing a programme of EDI training and education on EDI areas to our teams.
- Focus on regular review conversations which encourage learning and development for all.
- Continue to focus on our objectives in relation to inclusivity and relevance within Sage Gateshead.

As well as these initiatives, we offer flexible working and support all of our people 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 2021.

Abigail Pogson

Managing Director

Sage Gateshead