



Sage Gateshead Gender Pay Gap Report 2017

In 2018, for the first time UK companies with over 250 employees have to report on their gender pay gap.

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

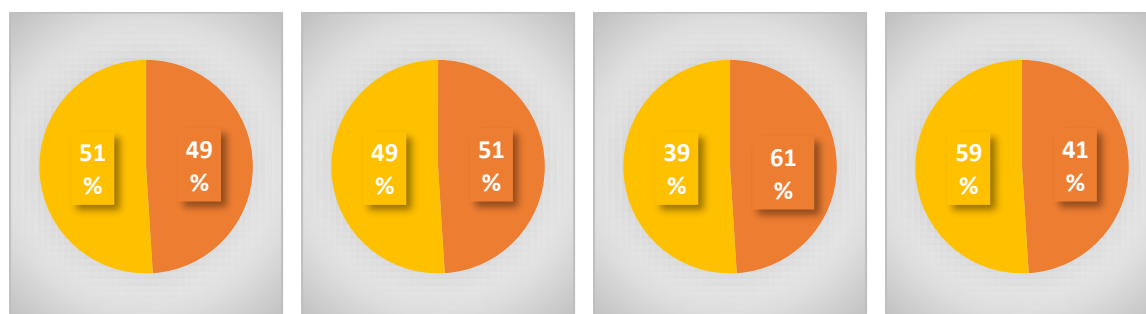
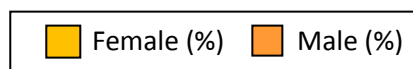
As of the snapshot date (5 April 2017) the table below shows our overall mean and median gender pay gap based on hourly rates of pay. Sage Gateshead do not pay any employees bonus, so this analysis is not required. The percentage shown is the difference in overall mean and median pay between men and women:

	Difference between men and women	
	Mean (Average)	Median (Mid-range)
Hourly Pay Gap	- 4.30%	- 3.74%

Proportion of males and females in each pay quartile

We have divided our employees into four equal-sized pay quartiles, each containing 130 people.

The graphs below show the percentage of males and females in each of these quartiles.



Top Quartile

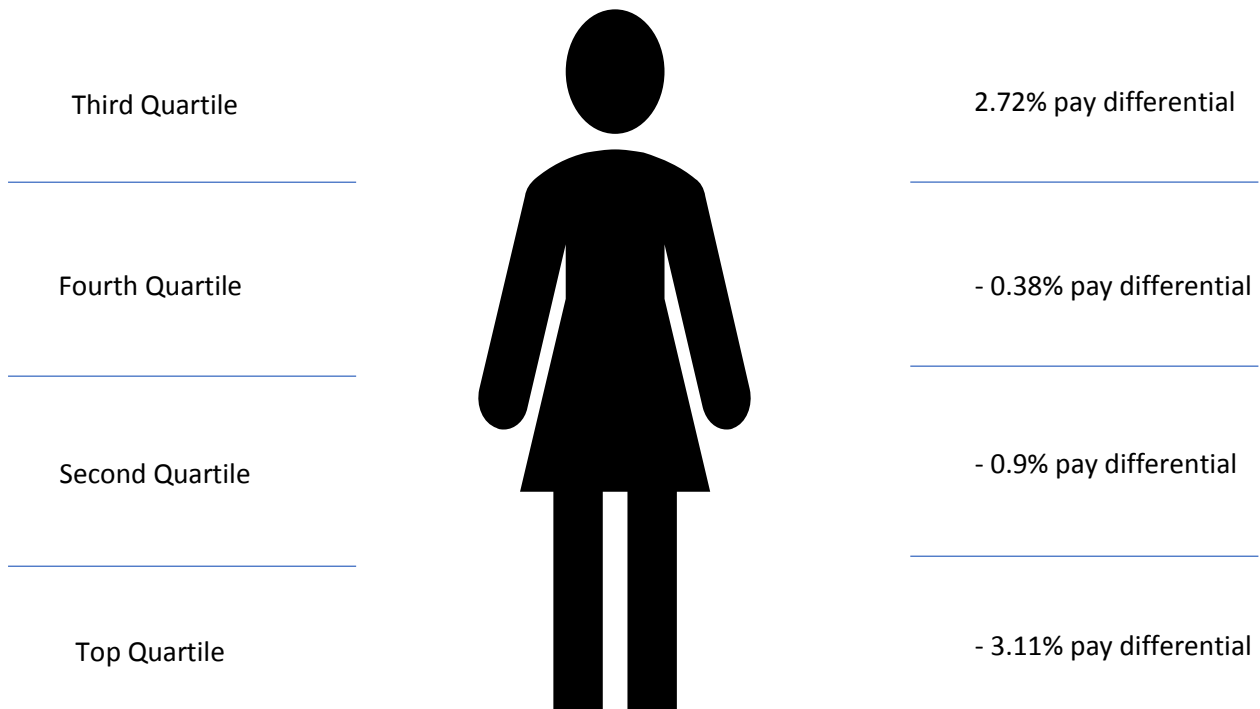
Second Quartile

Third Quartile

Bottom Quartile

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 fact, in the top quartile females are paid slightly more on average than males.

The gender gap in Sage Gateshead is confined to the third quartile where females earn on average 2.72% 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:

- Active engagement with The Girls Network, mentoring young women from least advantaged communities
- Training and support on unconscious bias and behaviours
- A proactive Equality and Diversity action group

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

Abigail Pogson

**Managing Director
Sage Gateshead**