



Sage Advocacy

Gender Pay Gap Report

October 2025

Contents

Introduction	1
Methodology	2
Overview	3
Report Metrics	3
Bonus and Benefits in Kind	13
Pay Quartiles	13
Reasons	15
Measures	16
Looking Ahead	17
Publication and Compliance Statement	17
CEO Declaration of Accuracy	18

Introduction

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees have been required to report on their gender pay gap since 2022. From 2024, organisations with over 150 employees are required to report on their gender pay gap. Since 2025, organisations with over 50 employees are being asked to report on their gender pay gap for the first time.

It is important to clarify that if an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job. It may however show that, on average, men occupy more higher-paying roles than women.

Sage Advocacy is the National Advocacy Service for Older People and Survivors of Institutional Abuse. It works to ensure that people have easy access to information, support, independent advocacy and safeguarding services in all settings: homes, day centres, respite facilities, congregated care settings / nursing homes, hospitals, hostels, hospices and in the process of transition between them. It also provides support to vulnerable adults and healthcare patients in situations where no other service is available to them.

Since it was established in 2014, with the support of HSE and The Atlantic Philanthropies, it has built a strong reputation for independence of thought and action and is a 'go to' service in relation to issues of capacity and decision making.

Sage provided information, support and advocacy services to more than 12,000 people (cases & queries) in 2025 and demand for its services is growing. The work of Sage on behalf of clients is independent of family, service provider or systems interests. The service is free of charge and confidential. Sage Advocacy is publicly funded through the Health Service Executive and the Department of Education. In 2025 it has also received funding from the Department of Justice.

The Sage Advocacy Service is provided nationwide through six regional teams located in each HSE Regional Health Area and a National Office which is based in Dublin. The regions are as follows:

Region	Including
Dublin and North East	North Dublin, Meath, Louth, Cavan and Monaghan
Dublin & Midlands	Longford, Westmeath, Offaly, Laois, Kildare, and parts of Dublin South and Wicklow
Dublin and South East	Tipperary South, Waterford, Kilkenny, Carlow, Wexford, Wicklow, part of South Dublin
Mid-West	Limerick, Tipperary and Clare
South West	Kerry and Cork
West and North West	Donegal, Sligo, Leitrim, Roscommon, Mayo and Galway

Demand for advocacy services grew dramatically over the last years, reflecting a growing public understanding of independent advocacy and the implementation of the Assisted Decision-Making legislation. The Sage Advocacy Team has grown from 40 at the start of 2024 to 50 at the end of that year and has further increased to 70 at the end of 2025.

Methodology

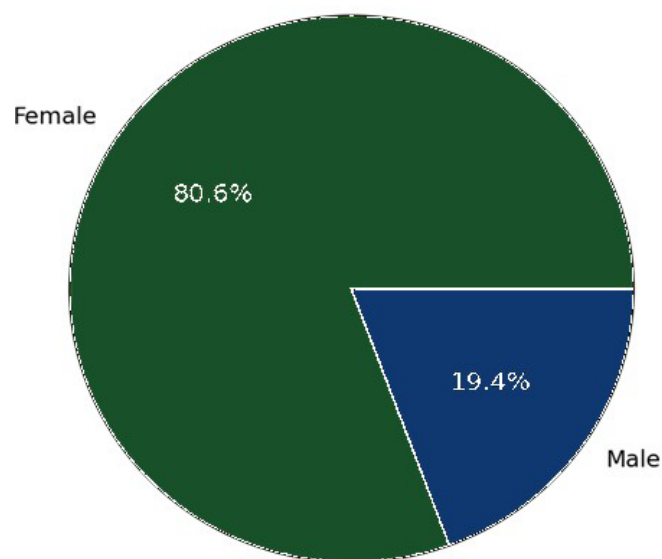
The methodology outlined below explains how the Gender Pay Gap figures were prepared and calculated in line with statutory reporting requirements.

To produce Sage Advocacy's Gender Pay Gap figures, the following methodology was used:

- **Data Source:** June 2025 payroll.
- **Who was included:** All staff on the June payroll, including those on various types of leave (paid/unpaid maternity leave, parents' leave, certified sick leave) and those not rostered to work on the snapshot date. No exclusions were made.
- **Hourly Pay Calculation:** Gross annual salary ÷ 52 weeks ÷ 35 hours.
- **Creation of Quartiles:** All employees were listed from lowest to highest hourly pay and split into four equal groups (quartiles). The percentage of male and female employees in each quartile was then calculated.

Overview

Sage's workforce as of "snapshot date" 30 June 2025 was 62. On this date the workforce was made up of 50 women and 12 men. This equates to a distribution of 80.6% female employees and 19.4% male. Of the total workforce, 41 females and 10 males are working full time, and 9 females and 2 males are working part-time. Employees may be on various types of leave on the snapshot date, including paid or unpaid maternity leave, parent's leave, certified sick leave, and other statutory leave arrangements.



All persons employed by Sage on the snapshot date are included in the gender pay gap calculations including employees not rostered to work on that date and employees on leave.

Report Metrics

This section is divided into two parts: Hourly Pay Rates (actual earnings) and Percentage Gender Pay Gaps (statutory calculations).

4A. Hourly Pay Rates

The Gender Pay Gap represents the percentage difference in average earnings between men and women, regardless of role. It is calculated using two measures:

Mean Gender Pay Gap

This reflects the percentage difference between the average hourly pay for males and the average hourly pay for females. It is calculated as follows:

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$$

Median Gender Pay Gap

This represents the percentage difference between the median hourly pay for males and the median hourly pay for females. It is calculated as:

$$\frac{(\text{median male hourly rate}) - (\text{median female hourly rate})}{\text{median male hourly rate}} \times 100$$

The **mean** represents the average hourly rate. It is derived by subtracting the average female hourly rate from the average male hourly rate and expressing this difference as a percentage of the male average hourly rate.

- A **negative** result indicates that the average hourly pay for females is higher than that of males on the snapshot date.
- A **positive** result indicates that the average hourly pay for males is higher than that of females.

The **median** represents the middle value when all relevant employees' hourly pay rates are listed from lowest to highest. This measure often provides a more accurate reflection of the "typical" pay difference between male and female employees.

Full-Time Employees

Mean gender pay gap

Male mean wage per hour	€25.85
Females mean wage per hour	€28.27

Full-Time Employees - Mean Gender Pay Gap



(This means female full-time employees earn €2.42 more per hour on average than male full-time employees)

For full-time employees, the mean hourly pay for women (€28.27) is higher than that of men (€25.85). This results in a negative mean gender pay gap of €2.42 in favour of female employees. The accompanying graph illustrates this clearly, showing a higher average hourly wage for women. This difference reflects the distribution of roles within the organisation and does not indicate unequal pay for equal work.

Median gender pay gap

Male Median Wage	€24.73
Female Median Wage	€26.37

Full-Time Employees - Median Gender Pay Gap



(The median hourly pay for women (€26.37) is higher than that of men (€24.73)).

For full-time employees, the median hourly pay for women (€26.37) is higher than that for men (€24.73). This results in a negative median gender pay gap, indicating that the typical female employee earns €1.64 more per hour than the typical male employee. This difference reflects the distribution of roles held by each gender within the organisation and does not indicate unequal pay for equal work.

Part-Time Employees

Mean gender pay gap

Male Part time	€34.29
Female part time	€30.38

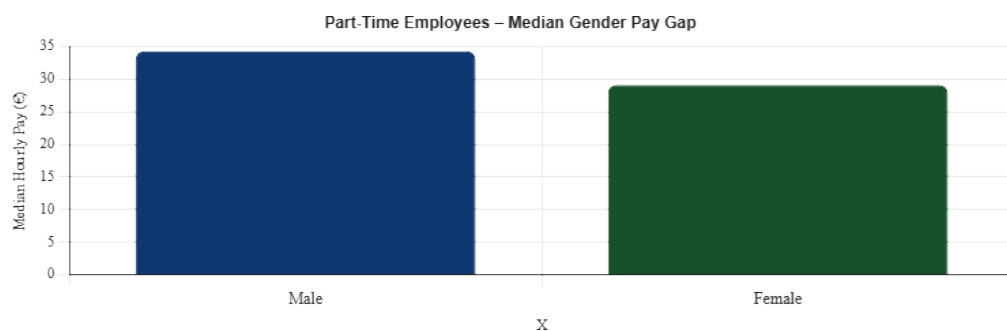


(On average, male part-time employees earn €3.91 more per hour than female part-time employees).

For part-time employees, the mean hourly pay for men (€34.29) is higher than that of women (€30.38), resulting in a positive mean gender pay gap of €3.91 per hour. The graph clearly illustrates this difference, showing a higher average hourly rate for male part-time employees. This gap reflects the structure of the part-time workforce, where the very small number of male part-time staff means that even one or two higher-paid roles can significantly influence the overall average. This difference relates to workforce composition rather than any difference in pay for equal work.

Median gender pay gap

Male Part time	€34.29
Female part time	€29.12



(This means the typical male part-time employee earns €5.17 more per hour than the typical female part-time employee).

Among part-time employees, the median hourly pay for men (€34.29) is higher than that for women (€29.12). This represents a positive median gender pay gap, illustrated clearly in the graph. The difference is influenced by the very small number of male part-time employees, where the specific roles and hourly rates of this small

group have a strong impact on the median. This reflects the structure and size of the part-time workforce rather than unequal pay for equal work.

4B. Percentage Gender Pay Gaps (Mean & Median)

The mean gender pay gap expresses the average difference in hourly earnings between men and women as a percentage of male average pay, calculated using the statutory formula:

$$\text{Gender Pay Gap (\%)} = \frac{\text{Male pay} - \text{Female pay}}{\text{Male pay}} \times 100$$

Full-Time Employees

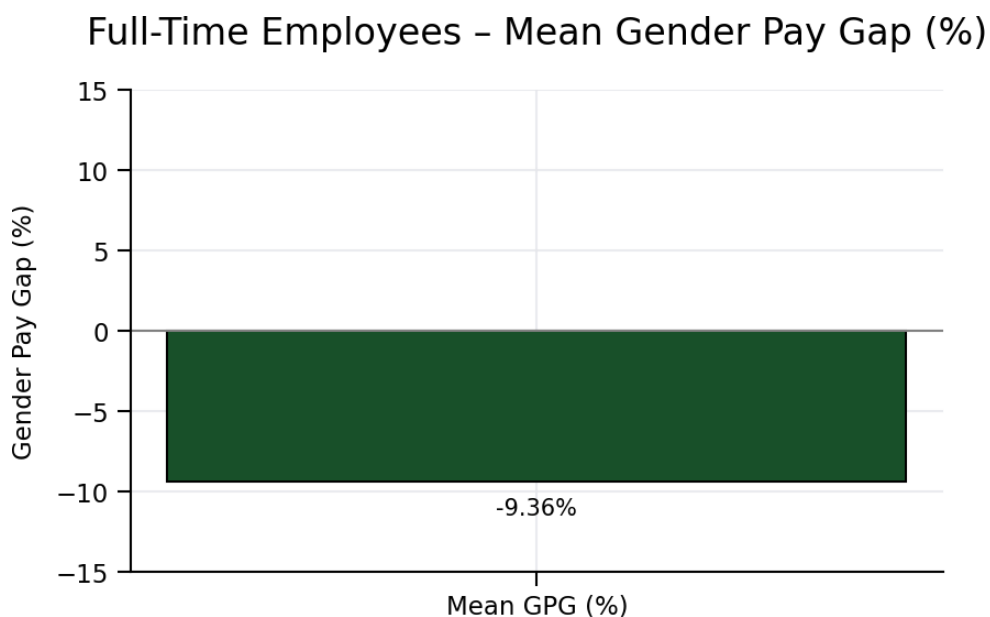
Mean Gender pay gap

Average Female hourly	€ 28.27
Average Male Hourly	€ 25.85
Difference	€2.42

Calculation:

$$\frac{25.85 - 28.27}{25.85} \times 100 = \frac{-2.42}{25.85} \times 100 = -9.36\%$$

Result: 9.36% (in favour of women) — indicating that, on average, female full-time employees earn 9.36% more per hour than male full-time employees.



The chart above presents this percentage as a single bar below zero, consistent with a negative pay gap in favour of women. This reflects workforce structure and role distribution, not unequal pay for equal work.

Median Gender pay gap

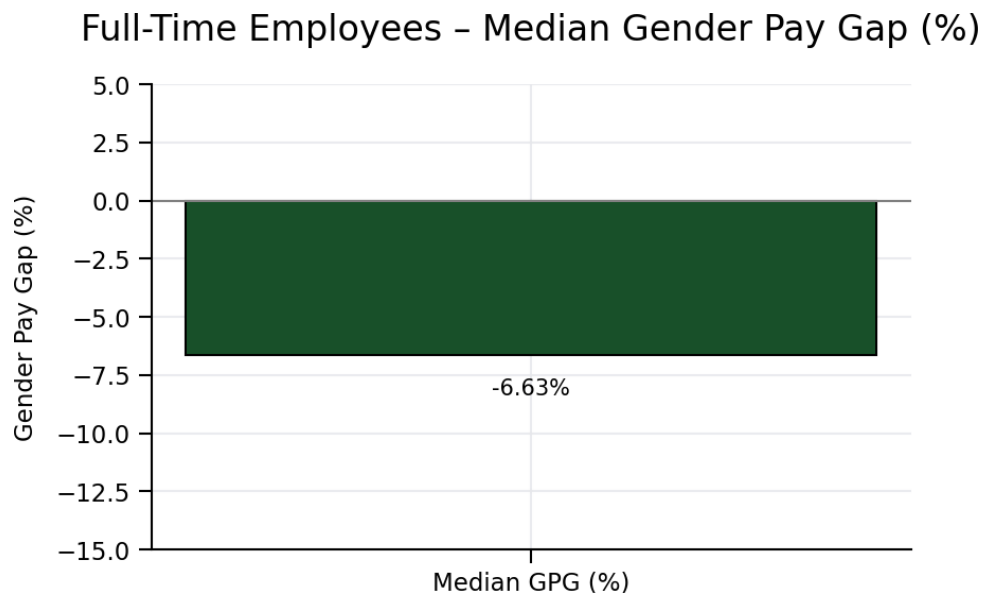
Average Female hourly	€ 26.37
Average Male Hourly	€ 24.73
Difference	€1.64

Calculation

$$\frac{24.73 - 26.37}{24.73} \times 100 = \frac{-1.64}{24.73} \times 100 = -6.63\%$$

Result: The median gender pay gap is -6.63% (in favour of women).

This means that the typical female full-time employee earns **6.63% more per hour** than the typical male full-time employee.



This negative median pay gap indicates:

- Women occupy a wide range of full-time roles across Sage Advocacy, including many mid-level and higher-paid positions.
- The midpoint of female earnings sits above that of male employees.

- This difference reflects the composition and structure of the workforce, not unequal pay for equal work.

The graph illustrates this clearly, with the gender pay gap bar positioned below zero, showing a percentage gap favouring women.

Part-Time Employees

Mean Gender pay gap

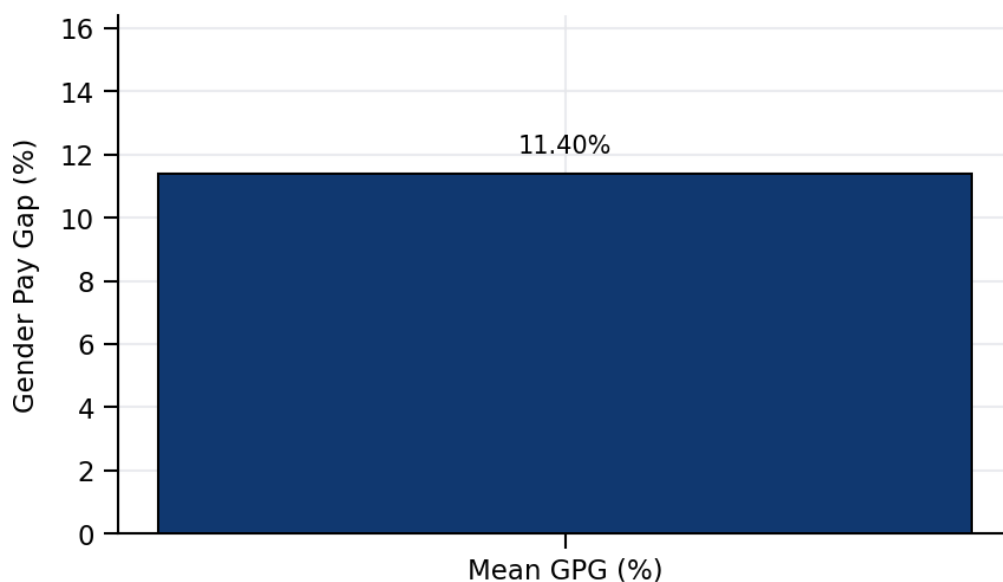
Average Female hourly	€ 30.38
Average Male Hourly	€ 34.29
Difference	-€3.91

Calculation

$$\frac{34.29 - 30.38}{34.29} \times 100 = \frac{3.91}{34.29} \times 100 = 11.41\%$$

Result: The mean gender pay gap for part-time employees is +11.41%, meaning male part-time employees earn on average 11.41% more per hour than female part-time employees.

Part-Time Employees - Mean Gender Pay Gap (%)



This positive mean gender pay gap reflects:

- The very small number of male part-time staff, which means one or two higher-paid roles significantly influence the average male hourly rate.
- Differences in role type, duties, or seniority within the small part-time cohort.

- Workforce structure — not unequal pay for equal work.

Because the male part-time group is so small, the mean is sensitive to outliers, and even a single higher-paid male part-time position can shift the percentage considerably.

The graph visually highlights this percentage difference, showing the gender pay gap bar above zero.

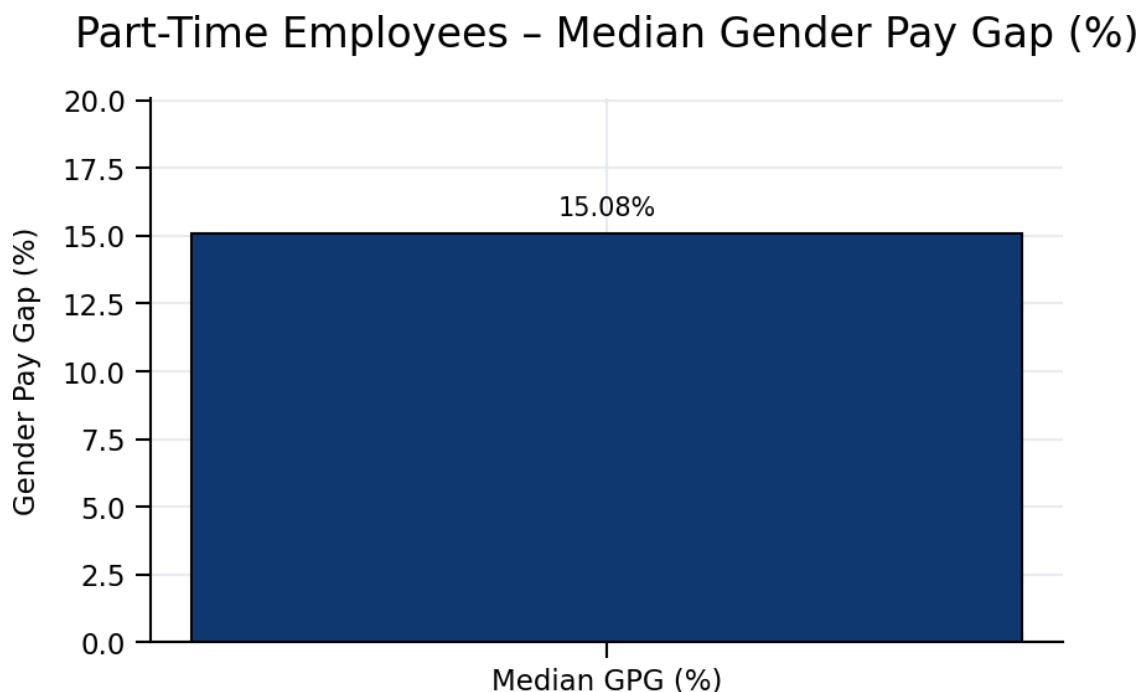
Median Gender pay gap

Average Female hourly	€ 29.12
Average Male Hourly	€ 34.29
Difference	€5.17

Calculation

$$\frac{34.29 - 29.12}{34.29} \times 100 = \frac{5.17}{34.29} \times 100 = 15.08\%$$

Result: The median gender pay gap for part-time employees is +15.08%, meaning the typical male part-time employee earns 15.08% more per hour than the typical female part-time employee.



This positive median gender pay gap reflects:

- Very small male part-time representation, meaning each individual has a large impact on the median.

- Role distribution differences—male part-time staff appear to occupy a small number of higher-paid part-time roles.
- Female part-time employees are spread across a wider range of roles, including lower-paid positions.

This gap does not indicate unequal pay for equal work. Instead, it is driven by the composition and size of the part-time workforce and the distribution of roles held by each gender.

The graph visually illustrates this, displaying the median gender pay gap as a single bar above zero representing a percentage gap in favour of male part-time employees.

- **Overall mean and median gender pay gaps for all employees**
- **Combined Percentage table**

Metric	Female(€)	Male(€)	Difference(€)	Gender Pay Gap(%)
Mean	28.65	27.26	1.39	-5.10%
Median	24.73	24.73	0	0.00%

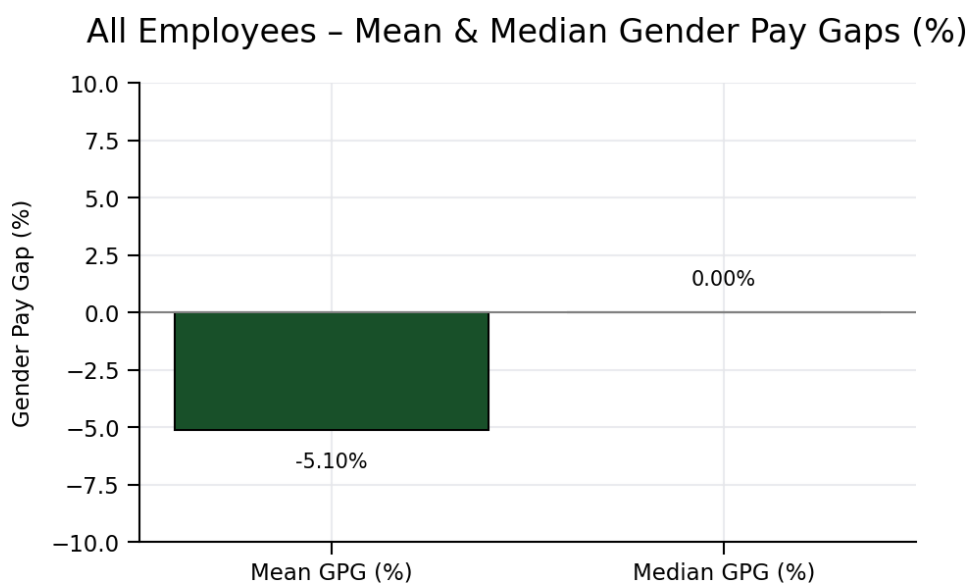
Statutory formula used:

$$\text{GPG (\%)} = \frac{(\text{Male pay} - \text{Female pay})}{\text{Male pay}} \times 100$$

Mean calculation: $(27.26 - 28.65) / 27.26 \times 100 = -5.10\%$

Median calculation: $(24.73 - 24.73) / 24.73 \times 100 = 0.00\%$

Combined Chart – Overall Mean & Median Gender Pay Gap (%)



- Green bar (< 0%) indicates a gap in favour of women (mean).

- Blue bar at 0% shows no median gap overall.

Sage Advocacy reports the overall mean and median gender pay gaps across all employees to provide a complete picture of pay equity. These percentages are calculated using the statutory methodology and express the difference in hourly earnings as a proportion of male pay. For all employees combined, the mean gender pay gap is -5.10%, meaning female employees earn on average 5.10% more per hour than male employees. The median gender pay gap is 0.00%, indicating that the typical hourly rate is the same for men and women when ranked from lowest to highest. These results reflect the composition of our workforce and the distribution of roles across the organisation. A negative mean gap does not indicate unequal pay for equal work; rather, it shows that women are strongly represented across roles with higher hourly rates. The zero median gap demonstrates parity at the midpoint of the pay distribution.

Bonus and Benefits in Kind

Sage Advocacy does not provide bonus payments or benefits in kind to any employees. In accordance with the Gender Pay Gap Information Act 2021, we are required to report the proportion of male and female employees who received bonuses or benefits in kind during the reporting period. For Sage Advocacy, this figure is 0% for both men and women. As no bonuses or benefits in kind were paid, these elements do not influence any of the gender pay gap calculations presented in this report.

Category	% of Male Employees	% of Female Employees
Mean	0%	0%
Median	0%	0%

Pay Quartiles

Organisations are required to report the proportion of employees who fall within each of the four hourly pay quartiles: lower, lower-middle, upper-middle, and upper quartile. Categorising employees into these pay bands from the lowest to the highest earners enables a clearer assessment of how pay is distributed across different levels within the organisation.

To assign employees to the Quartile Pay Bands, all employees are first ranked from the lowest to the highest based on their hourly pay rates. This list is then divided evenly into four groups, referred to as Quartiles.

Quartile	% Male	% Female
Q1 (Highest)	20%	80%
Q2	12%	88%
Q3	20%	80%
Q4 (Lowest)	24%	76%

Female representation is consistently high across all pay levels

Across all four quartiles, women make up the majority of employees ranging from 76% to 88%. This is broadly consistent with the organisation's overall workforce profile, where women represent 80.7% of employees.

Slight variation exists between quartiles

The highest quartile (Q1) is 80% female and 20% male, indicating strong female representation in higher-paid roles.

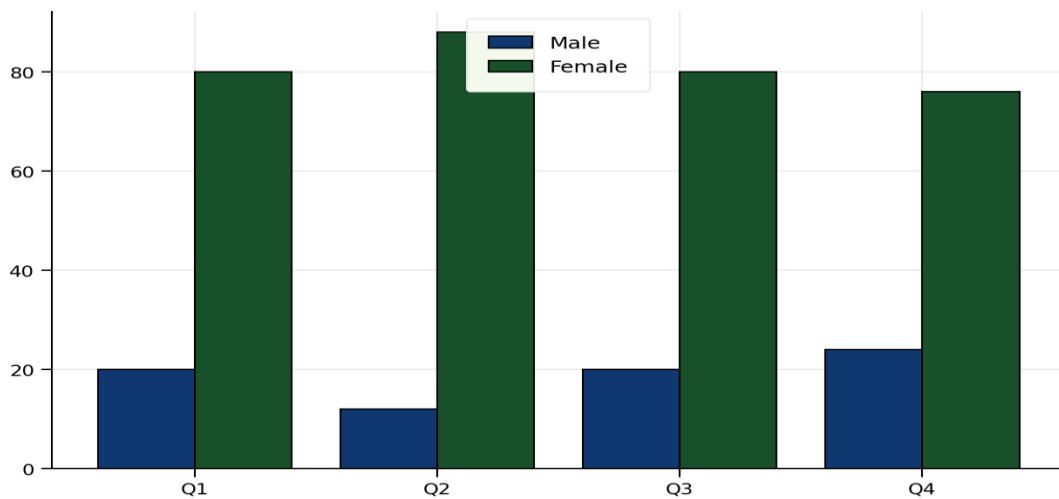
The lowest quartile (Q4) is 76% female and 24% male, which is slightly more balanced but still female majority.

The upper-middle quartile (Q2) has the highest proportion of women at 88%.

No evidence of gender concentration in lower-paid roles

In many organisations, the gender pay gap widens when women cluster in lower-paid roles. Sage's data does not show this pattern. Female representation remains strong at every pay level.

This aligns with our overall negative mean and median gender pay gaps, where women's average hourly earnings are higher than men's.



The quartile pay band graph illustrates the distribution of male and female employees across Sage Advocacy’s pay structure. In all four quartiles—ranging from the lowest to the highest paid roles—female employees form the clear majority. This reflects the organisation’s predominantly female workforce and the strong representation of women at every pay level. The consistency of female representation across all quartiles shows that women are not disproportionately concentrated in lower-paid roles and are well represented in higher-paid positions as well.

Reasons

Sage Advocacy is committed to ensuring that all employees receive equal pay for work that is the same, similar, or of equal value. Its gender pay gap results do not reflect unequal pay; rather, they are influenced by the structure and composition of our workforce. Several legitimate factors contribute to variations in average earnings across gender groups, including:

Workforce composition

Sage Advocacy has a predominantly female workforce, with women representing the majority of full-time and part-time roles across the organisation. As a result, gender pay gap figures—particularly where the gap favours women—reflect the high proportion of female employees, including in roles with higher hourly rates.

Small male cohorts in some groups

In certain categories, such as part-time staff, the number of male employees is very small. This means that even one or two higher-paid male positions can significantly influence averages or medians. This statistical effect can make gender pay gaps appear larger than they are.

Length of service

Incremental pay progression based on tenure means that employees with longer service may earn more than newer colleagues. If one gender has a higher proportion of longer-serving staff, this can influence average pay levels.

Occupational distribution

Sage Advocacy has a predominantly female workforce; however, male representation has gradually increased over the past two years. While this change is positive in terms of diversity, the overall gender balance remains strongly female. As a result, gender pay gap outcomes continue to reflect this structure, with women represented across a wide range of roles, including those with higher hourly rates.

Pay distribution differences

A small number of higher-paid positions can influence the average earnings for the gender group in which they sit. Where women hold a larger share of these roles, the gender pay gap may be negative (in favour of women), while in smaller cohorts such as part-time males individual higher-paid roles may inflate average male earnings.

A positive gender pay gap does not mean that women are paid less than men for the same work. Likewise, a negative gender pay gap does not mean that men are paid less for equal work. These results reflect the distribution of roles, the size of each gender group, and the structure of our workforce not differences in pay rates for equivalent work

Measures

Measures to Eliminate and Reduce the Gender Pay Gap

Regular pay audits

Ongoing reviews of salaries to identify and address any gender-based disparities.

Unconscious bias training

Training for managers and hiring teams to reduce bias in recruitment and promotion.

Return-to-work support

Programmes to support employees returning from leave, including phased returns or mentorship.

Transparent promotion and bonus criteria

Clearly defined and consistently applied standards for advancement and rewards.

Flexible working arrangements

Options like remote work or flexible hours to support work–life balance.

Diverse hiring practices

Use of mixed-gender panels and balanced shortlists to support inclusive recruitment.

Career development opportunities

Mentorship, training, and leadership pathways for women and underrepresented groups.

Looking Ahead

Our focus is to continue reducing gender pay gaps over time by strengthening our commitment to fairness, transparency, and ongoing improvement.

Sage Advocacy will continue to monitor our pay data regularly, publish our findings in line with the Gender Pay Gap Information Act 2021, and take targeted action where needed. This includes reviewing our policies and practices, ensuring fairness in recruitment and progression, supporting staff returning from leave, and removing any barriers that may contribute to unequal outcomes.

Sage Advocacy has a predominantly female workforce, and workforce and is committed to maintaining an equitable environment where all employees have access to fair and consistent opportunities. Sage Advocacy believes that everyone should be rewarded fairly for the work they do and is determined to build a workplace where pay equity is not just an aim but a standard. Achieving this goal forms part of the organisation's broader commitment to fostering a diverse, inclusive, and future-ready organisation.

Publication and Compliance Statement

This Gender Pay Gap Report is published on the Sage Advocacy website and is issued in accordance with the Gender Pay Gap Information Act 2021. Sage Advocacy confirms that the data and calculations contained within this report are accurate and based on the statutory reporting requirements.

CEO Declaration of Accuracy

I confirm that the information and data contained in this Gender Pay Gap Report are accurate and have been prepared in line with the requirements of the Gender Pay Gap Information Act 2021.

Bibiana Savin

CEO

Sage Advocacy CLG

Date: October 2025



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