



## Gender Pay Gap Report

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The Gender Pay Gap Information Act, 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

As of 2024, organisations with over 150 employees are required to report on their Gender Pay Gap for the first time. This is Galway Simon Community's first year reporting on our Gender Pay Gap.

### **Legislative Requirements**

The Gender Pay Gap Information Act 2021 requires employers to report annually on the following gender pay gap metrics:

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles; Lower, lower middle, upper middle and upper

### **Our Gender Pay Gap**

Our Gender Pay Gap is **-13.98%**

This means that the average hourly rate of pay for male employees was -13.98% lower than the average hourly rate for female employees during the relevant pay period. This negative figure indicates that Galway Simon Community's average hourly rate for female employees is higher than that of males. This compares to Ireland's last reported national gender pay gap of 9.6% in 2022 according to the CSO<sup>1</sup>, and an EU average gender pay gap of 12.7%<sup>2</sup>. This indicates that the Gender Pay Gap in Galway Simon Community of -13.98% is significantly lower than the national level and EU average.

The Gender Pay Gap measures the percentage difference in average earnings between males and females, regardless of their roles. It is distinct from the concept of equal pay and focuses on gender representation in the workforce.

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<sup>1</sup> Central Statistics Office (2022) Structure of Earnings Survey 2022.

<sup>2</sup> European Commission (2021) The gender pay gap situation in the EU.

## Headcount on Snapshot Date

The snapshot date chosen for this report is 23<sup>rd</sup> June 2024 and its reporting period is 24<sup>th</sup> June 2023 to 23<sup>rd</sup> June 2024.

<b>Headcount</b>	<b>Full-time employees</b>	<b>Part-time employees</b>	<b>Total employees</b>	<b>Of whom are temporary</b>
<b>Male</b>	15	27	42	15
<b>Female</b>	62	71	133	37
<b>Total</b>	77	98	175	52

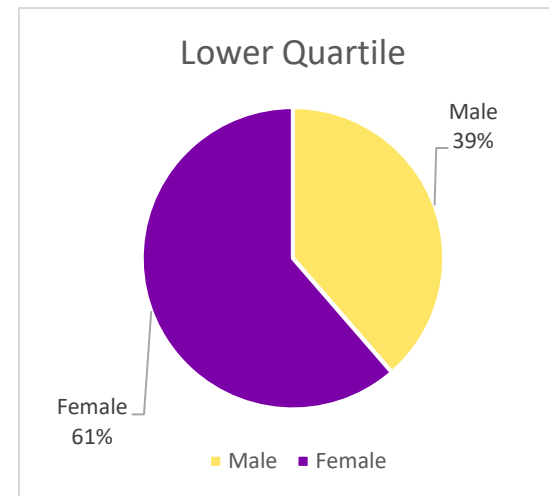
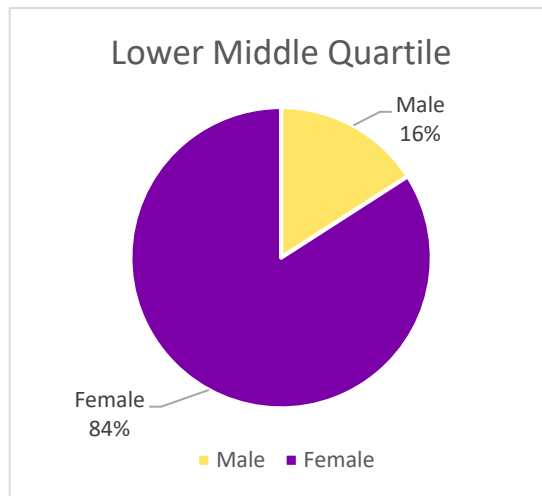
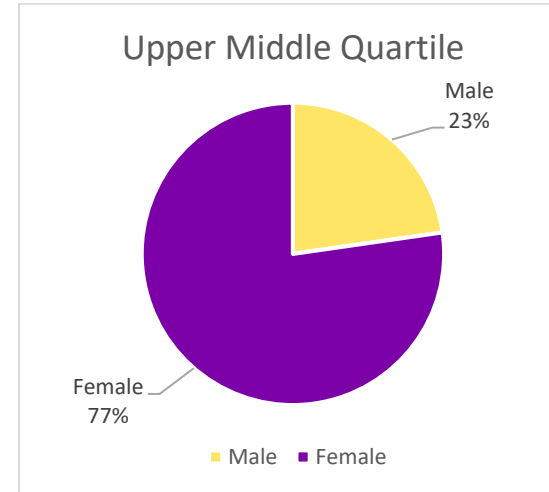
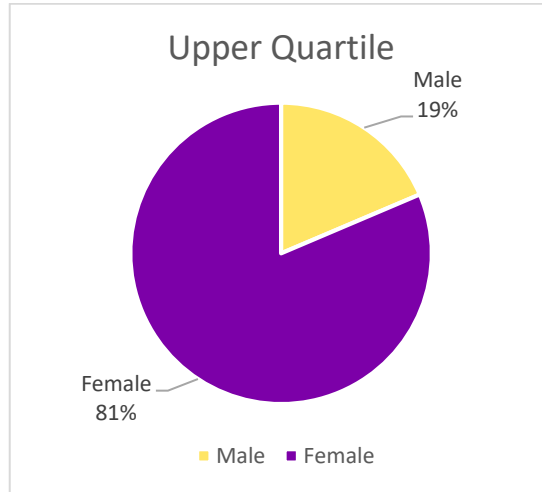
## Gender Pay Gap Percentages

Mean Gender Pay Gap	-13.98%
Median Gender Pay Gap	-9.52%
Mean Bonus Gender Pay Gap	0
Median Bonus Gender Pay Gap	0
Mean Gender Pay Gap (Part-time)	-17.21%
Median Gender Pay Gap (part-time)	-18.13%
Mean Gender Pay Gap (Temporary contracts)	-12.87%
Median Gender Pay Gap (Temporary contracts)	-6.59%
Percentage of male and female employees who received bonus pay	0
Percentage of male and female employees who received benefit in kind	0

These figures include all employees, including Relief Staff and Community Employment Staff.

## Pay Band Quartiles

The quartile analysis involves ranking the hourly pay rates for all employees, from lowest to highest, and dividing the data into quartiles. The proportion of male and female employees is then calculated within each quartile to provide an overview of gender representation across different pay levels.

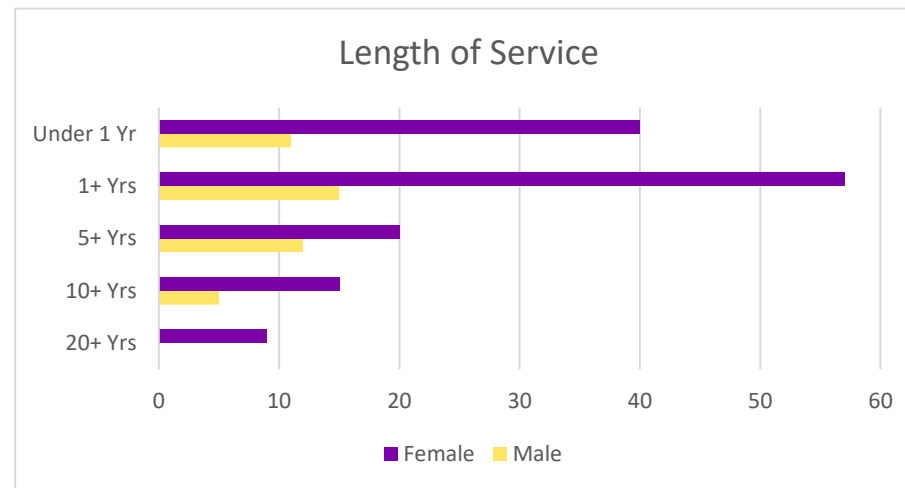
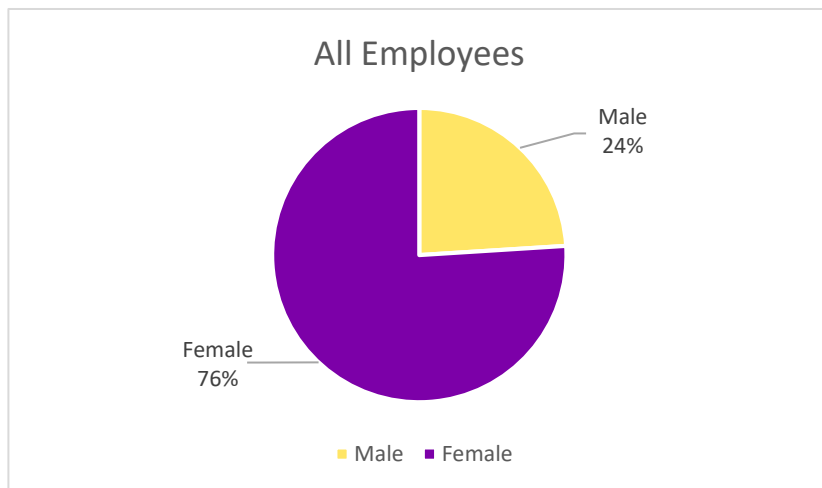


## Understanding the Figures

We take pride in the strong representation of women throughout our organisation, including all levels of management. We are committed to pay equity, ensuring that men and women in comparable roles are paid on the same pay scales.

Our gender pay gap figures reflect the broader characteristics of the social care sector, which is predominantly staffed by women. Research conducted by Social Care Ireland highlights that over 86% of respondents working in social care roles are female<sup>3</sup>, while findings from Solar indicate that 83% of jobs in health and social work are held by women<sup>4</sup>. Similarly, the European Commission has identified an overrepresentation of women in care, health, and education sectors as a key contributor to gender pay gaps across Europe<sup>5</sup> and a recent report from The Wheel reveals that 71% of individuals in the community and voluntary sector are women<sup>6</sup>. In the context of Galway Simon Community, this overrepresentation is mirrored in our gender pay gap data. We are confident that the reported gender pay gap does not indicate gender bias but rather reflects the sector we operate in.

Another contributing factor to our negative Gender Pay Gap is length of service. On average female employees have an additional 1.5 years' service in comparison to male employees. The average length of service for male employees is 3.25 years while the average length of service for female employees is 4.75 years. Galway Simon Community operates a salary scale structure whereby longer service equates to higher points on the scale.



<sup>3</sup> Social Care Ireland (2021) Recruitment and retention in social care work in Ireland: A Social Care Ireland survey.

<sup>4</sup> Solas (2024) Occupational gender segregation in Ireland.

<sup>5</sup> European Commission (2021) The gender pay gap situation in the EU.

<sup>6</sup> The Wheel (2024) Pay and Benefits in the community & voluntary sector.

## **How we are Supporting Gender Equality**

At Galway Simon Community, we are deeply committed to fostering an inclusive workplace and being an employer of choice. Guided by our values we strive to cultivate an environment where every individual feels valued, respected, and empowered to thrive. Our commitment to inclusivity is embedded in every aspect of our organisation.

### **Recruitment**

We believe in appointing the best candidate for each role, regardless of gender or any other discriminatory grounds under the Equality Act. We will continue to promote and advertise our roles in a gender-neutral way and seek opportunities to support the take-up of roles by men. We regularly review job descriptions and interview questions to ensure the use of inclusive language, reinforcing our dedication to removing barriers for all candidates.

### **Diversity and Inclusion**

We are committed to fostering equality, diversity, and inclusion in all aspects of our work. As an organisation dedicated to supporting those experiencing homelessness, we believe that embracing diverse perspectives strengthens our mission and impact. Our Dignity at Work and Code of Conduct Policies are available to all employees and are reviewed regularly to ensure they remain relevant and effective. We strive to create an inclusive environment where everyone is valued and respected, regardless of their background. As an equal opportunity employer, we are dedicated to ensuring fairness in our recruitment and employment practices, promoting a workplace that reflects diversity.

### **Enhanced Gender Analytics Reporting**

The introduction of new recruitment software enables us to minimize unconscious gender bias in hiring decisions, supporting our goal of fair and equitable recruitment practices. We plan to utilise our new Human Resources Information System (HRIS) and recruitment system's advanced reporting capabilities to monitor data and trends while benchmarking against other organisations in the healthcare sector.

### **Flexible Working and Family-friendly Leave**

Recognising the diverse needs of our employees, we offer flexible working arrangements for relevant roles and family-friendly leave options, supporting employees to achieve a healthy work-life balance.

Galway Simon Community is proud to have received Galway Chamber's Accessibility, Diversity, and Inclusion Award this year, an achievement that reflects our unwavering commitment to inclusivity. This recognition inspires us to continue our work in creating a space where diversity is not only embraced but celebrated, and where every voice is heard. Together, we are building a workplace that reflects our belief in the power of compassion and collaboration, ensuring that Galway Simon Community remains a place where everyone can contribute meaningfully to our shared mission.

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