

GALWAY SIMON COMMUNITY GENDER PAY GAP REPORT 2025





At Galway Simon Community, we are committed to fairness, equality, and transparency in how we recognise and value our employees. As a charity working in the areas of homelessness and social care, we value the contribution of every employee and strive to ensure that pay and progression are based on role, responsibility and performance, not gender.

This is Galway Simon Community's second year reporting on our Gender Pay Gap as required under the Gender Pay Gap Information Act 2021.

The Gender Pay Gap shows the average percentage difference in pay between men and women across an organisation, regardless of role or seniority. It is not the same as equal pay, which refers to men and women being paid equally for performing the same or similar work. Rather, the gender pay gap reflects the representation of men and women across different roles and levels within the organisation.



Legislative Requirements

Under the Gender Pay Gap Information Act 2021, employers are required to publish the following gender pay gap metrics annually:

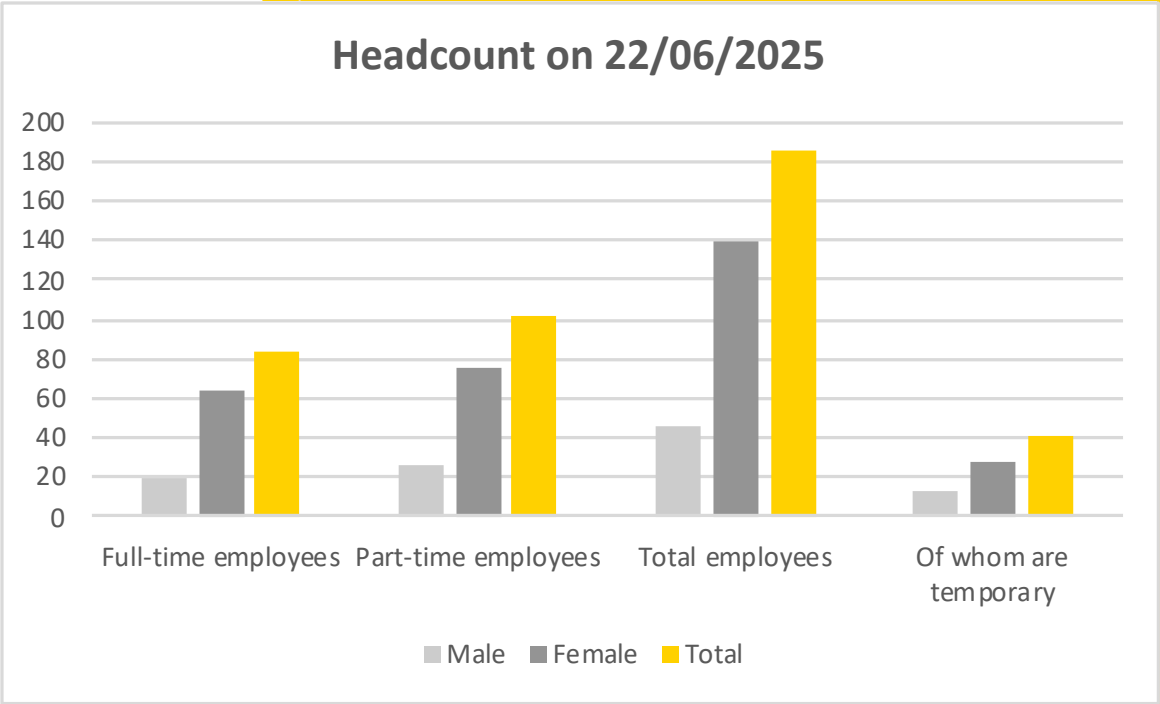
1. The mean and median hourly pay gap between male and female employees
2. The mean and median hourly pay gap between part-time male and female employees
3. The mean and median hourly pay gap between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
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

Headcount on Snapshot Date

The snapshot date for this report is 22nd June 2025, covering the reporting period from 23rd June 2024 to 22nd June 2025. On the snapshot date Galway Simon Community employed 189 people, of whom 185 were within scope.

Of the remaining 4 employees outside of scope:

- 1 was on career break for more than 12 months,
- 1 identified as non-binary,
- 2 had no recorded hours from which to calculate an hourly rate.



Compared to Galway Simon Community’s first Gender Pay Gap report in 2024, the number of employees in scope has increased by 10, comprising of 4 males and 6 females.

Headcount	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	20	26	46	13
Female	64	75	139	28
Total	84	101	185	41

Our Gender Pay Gap Results

Our Gender Pay Gap is -11.16%, this means that, on average, female employees earned 11.16% more per hour than male employees. This represents a change of 2.82% from 2024, when our Gender Pay Gap was -13.98%. This shift reflects the fact that average hourly pay for male employees rose by 8.51% since 2024, compared with a 5.84% increase for female employees within Galway Simon Community.

In 2024, 801 organisations published reports on PayGap.ie, with an overall mean gender pay gap of 11% and a median gap of 8.14%¹. Within the ‘Human Health and Social Work Activities’ sector, the mean gap was 7.4% and the median just 0.3%².

While many of our figures remained relatively stable, the median gender pay gap for temporary contracts shifted by almost 12%. This was partly due to the reclassification of approximately 11 employees from temporary to permanent status. A key learning from our 2024 report was that some employees recorded as temporary were, in fact, permanent employees of the organisation who happened to be working under temporary contracts during the reporting period. As a result, these employees have now been reclassified as permanent.

Our mean and median gender pay gaps for part-time employees also changed significantly. This can be attributed to a reduction in average weekly hours worked. In 2024, 98 part-time employees worked an average of 19 hours per week, while in 2025, 101 part-time employees worked an average of 14 hours per week which amounted to a total difference of 23,296 hours. These figures include all employees, including our casual relief employees and Community Employment participants.

¹ [PayGap.ie Reporting Year on Year Change](#)

² [PayGap.ie Reporting Industry Year on Year](#)

All Employees		
2024		2025
13.98%	Mean Gender Pay Gap	11.16%
9.52%	Median Gender Pay Gap	10.58%

Part-time Employees		
2024		2025
17.21%	Mean Gender Pay Gap	7.42%
18.13%	Median Gender Pay Gap	1.62%

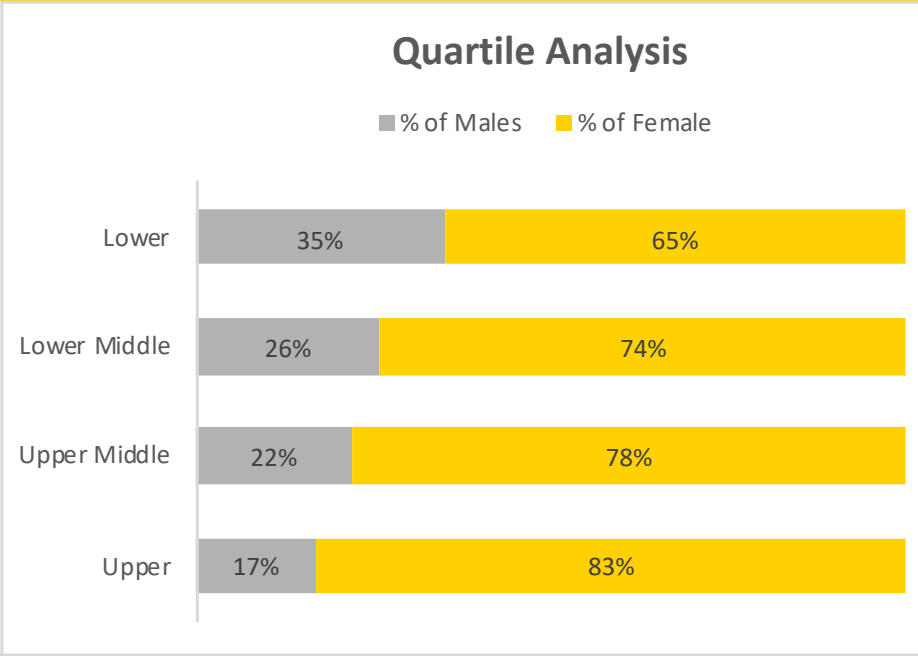
Temporary Employees		
2024		2025
12.87%	Mean Gender Pay Gap	13.29%
6.59%	Median Gender Pay Gap	18.52%

Pay Band Quartiles

The quartile analysis ranks all employees' hourly pay from lowest to highest and then divides this into four equal groups (quartiles). The proportion of male and female employees within each quartile is calculated to show gender representation across different pay levels.

Key Findings

Our data shows a negative gender pay gap in both the mean and median calculations. This means that the average hourly rate of women is slightly more than men across the organisation. This reflects the structure of our organisation, where women make up a significant proportion of employees. We take pride in the strong representation of women



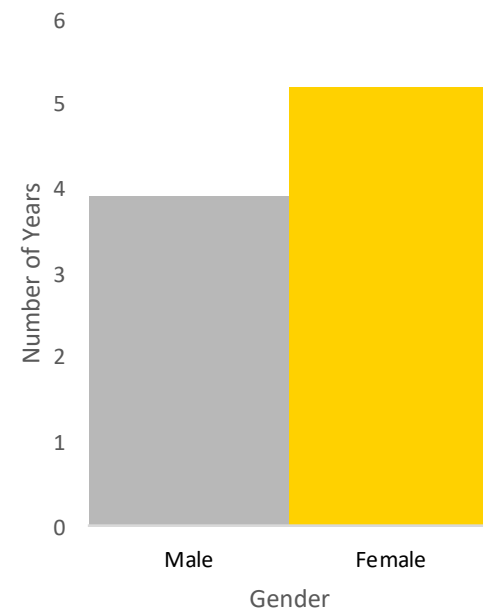
Gender Pay Gap Percentages	
Mean Gender Pay Gap	-11.16%
Median Gender Pay Gap	-10.58%
Mean Bonus Gender Pay Gap	0
Median Bonus Gender Pay Gap	0
Mean Gender Pay Gap (Part-time)	-7.42%
Median Gender Pay Gap (Part-time)	1.62%
Mean Gender Pay Gap (Temporary contracts)	-13.29%
Median Gender Pay Gap (Temporary contracts)	-18.52%
Percentage of male and female employees who received bonus pay	0
Percentage of male and female employees who received benefit in kind	0



throughout our organisation, including all levels of management. Our gender pay gap figures reflect the broader characteristics of the social care sector, which is predominantly staffed by women. Women make up over three-quarters (76.6%) of employees in the 'Human Health and Social Work' sector according to the CSO's Women in the Labour Market for 2023-2024 . Solas also found in 2024, 83% of roles in the health and social work sector were female dominated. In the context of Galway Simon Community, this representation 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 national trends across the social care and community sector.

Female employees also have a longer average length of service (5.23 years) than male employees (3.91 years), contributing to higher incremental pay levels. Galway Simon Community operates structured salaries based on service and responsibility, ensuring transparency and consistency. Increments and salary increases are awarded in line with length of service, contributing naturally to a higher average female hourly rate. This is reflected in our Upper Quartile Pay Band, which is made up of 83% female employees.

Average Length of Service (Years) by Gender





How We Are Supporting Gender Equality

Creating a workplace where everyone feels respected, included, and supported is central to who we are. Our goal is to be an employer where people choose to work and grow, knowing their contributions are valued. Inclusion and diversity are not standalone initiatives but principles that guide our leadership, culture, and everyday decisions.

Recruitment

Our recruitment practices are grounded in fairness and merit. Roles are filled based on skills, experience, and potential; never on gender or any other protected grounds under the Employment Equality Acts 1998-2015. We ensure our job advertisements and selection processes use inclusive, gender-neutral language.

Learning and Development

Employees have access to professional development programs and leadership opportunities, actively supporting career growth and enabling employees to progress within the organisation.



Diversity and Inclusion

Equality, diversity, and inclusion are integral to everything we do. As an organisation that supports individuals experiencing homelessness, we recognise that diverse experiences and perspectives strengthen both our culture and our impact. Our Dignity at Work and Code of Conduct policies underpin this commitment and are reviewed regularly to ensure they continue to promote a respectful, supportive, and inclusive workplace. We are proud to be an equal opportunity employer, committed to fairness in all aspects of recruitment, employment, and career development. By embedding inclusion into our practices, we continue to build a workplace that reflects the diversity of the communities we serve.

Recruitment Software

Our investment in new recruitment technology marks a significant step toward greater fairness and transparency in hiring. The system's built-in features help minimise unconscious bias and promote objective decision-making. To further support inclusive recruitment, we have benefited from an online Gender Bias Decoder ensuring that all job descriptions and advertisements are inclusive and unbiased.

Flexible Working and Family-Friendly Leave

We support the diverse needs of our employees through flexible work options and family-friendly policies, recognising that flexibility strengthens wellbeing, equality, and retention.



Award Winning Team

Galway Simon Community is proud to have received Galway Chamber's Accessibility, Diversity, and Inclusion Award in 2024, recognising our ongoing commitment to inclusivity.

We will continue to:

- Monitor our pay gap and demographics annually.
- Promote gender balance across all levels of the organisation.
- Strengthen our inclusive culture to ensure every employee feels valued and supported.





Together, we are building a workplace that reflects our belief in compassion, collaboration and equality, ensuring Galway Simon Community remains a place where everyone can thrive and contribute meaningfully to our shared mission.

