Galway Simon Community

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GALWAY SIMON COMMUNITY GENDER PAY GAP REPORT 2026





Gender Pay Gap 2026

This is Galway Simon Community's third year publishing a Gender Pay Gap Report. The gender pay gap provides a view of the difference in average hourly earnings between male and female employees across the organisation as a whole, irrespective of the roles they hold. The Gender Pay Gap calculation does not measure whether men and women are paid equally for the same or similar roles.

At Galway Simon Community, we want our workplace to be one where people are treated fairly, valued for the contribution they make and supported to develop and progress. We are committed to fair and transparent approach to pay, with pay determined based on factors such as the role, level of responsibility and length of service.



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 2026, covering the reporting period from 23rd June 2025 to 22nd June 2026. On the snapshot date a total of 196 people were employed by Galway Simon Community of whom 189 employees were in scope for gender pay gap reporting. The 7 employees who were out of scope included 5 female and 2 male employees; 1 employee was on career break for more than 12 months while 6 employees had no recorded hours during the reporting period and therefore no hourly rate could be calculated. The 189 employees in scope include Relief Panel employees, who work on a casual basis as well as participants on our Community Employment Scheme.

Headcount	Full-Time Employees	Part-Time Employees	Total Employees	Of Whom Are Temporary
Male	17	29	46	12
Female	63	80	143	31
Total	80	109	189	43

Headcount has increased steadily since 2024, rising from 175 employees to 185 in 2025 and 189 in 2026. This represents an overall increase of 14 employees over the three-year period. Female headcount increased from 133 in 2024 to 143 in 2026, while male headcount increased from 42 to 46. The most notable change has been in part-time employment, which increased from 98 employees in 2024 to 109 in 2026. In contrast, full-time employment increased from 77 in 2024 to 84 in 2025 before reducing to 80 in 2026. The number of employees recorded as temporary has also reduced overall, from 52 in 2024 to 43 in 2026. Overall, the figures show modest growth in our workforce, with the increase primarily reflected in part-time employment.

Our Gender Pay Gap Results

Our Mean Gender Pay Gap has continued to narrow over the past three years, moving from -13.98% in 2024 to -11.16% in 2025 and -8.38% in 2026. This represents a narrowing of 2.78 percentage points since 2025 and 5.60 percentage points since 2024.

Our Median Gender Pay Gap has remained broadly unchanged over the past year, moving from -10.58% in 2025 to -10.56% in 2026. Compared with 2024, when the median gap was -9.52%, the 2026 gap has widened by 1.04 percentage points.

Overall, our pay gap remains a negative figure signifying the average hourly rate for female employees is higher than the average hourly rate for male employees across all roles and levels within the organisation.

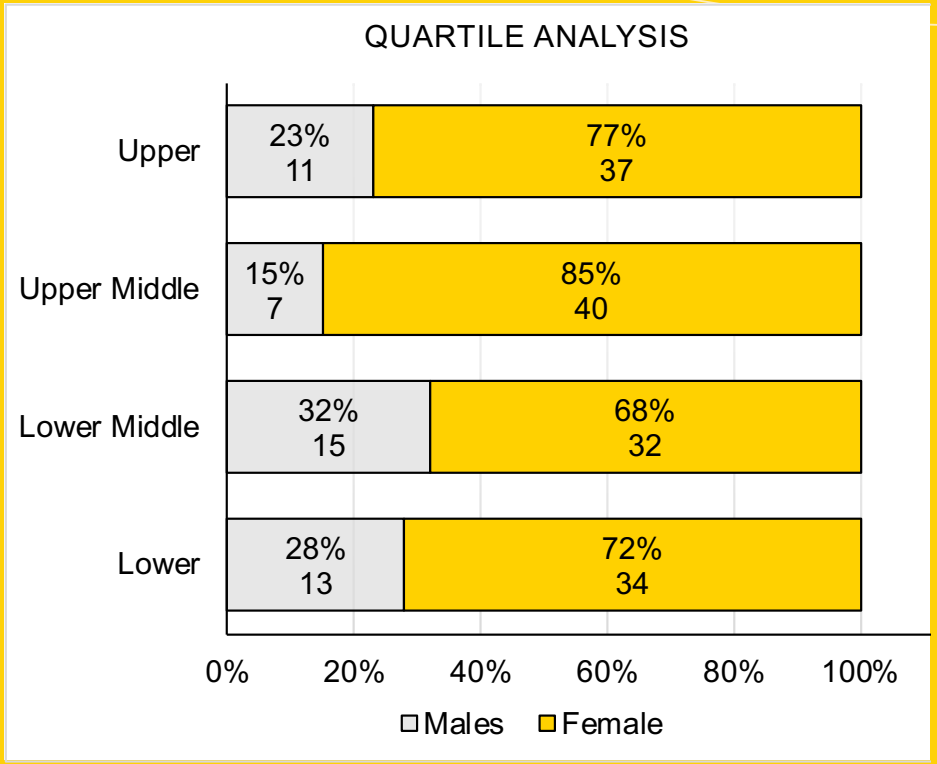
Gender Pay Gap Percentages	2026	2025	2024
Mean Gender Pay Gap	-8.38%	-11.16%	-13.98%
Median Gender Pay Gap	-10.56%	-10.58%	-9.52%
Mean Bonus Gender Pay Gap	0	0	0
Median Bonus Gender Pay Gap	0	0	0
Mean Gender Pay Gap (Part-time)	-3.86%	-7.42%	-17.21%
Median Gender Pay Gap (Part-time)	-10.89%	1.62%	-18.13%
Mean Gender Pay Gap (Temporary Contracts)	0.69%	-13.29%	-12.87%
Median Gender Pay Gap (Temporary Contracts)	5.06%	-18.52%	-6.59%
Percentage of Male and Female Employees Who Received Bonus Pay	0	0	0
Percentage of Male and Female Employees Who Received Benefit in Kind	0	0	0



Pay Band Quartiles

Pay Band Quartiles are calculated by grouping employees into four pay groups of equal numbers according to their hourly rate, ranging from the lowest to the highest paid. The gender breakdown within each quartile provides an overview of how male and female employees are represented across the organisation's pay range.

The 2026 quartile figures continue to show a strong representation of women across all pay levels, with women making up the majority of employees in each quartile. Female representation is highest in the Upper Middle Quartile at 85%, while Male representation is highest in the Lower Middle Quartile at 32%. Compared with previous years, there has been some movement in the gender balance across the quartiles, including an increase in male representation in the Upper and Lower Middle Quartiles, while women continue to account for 77% of employees in the Upper Quartile.

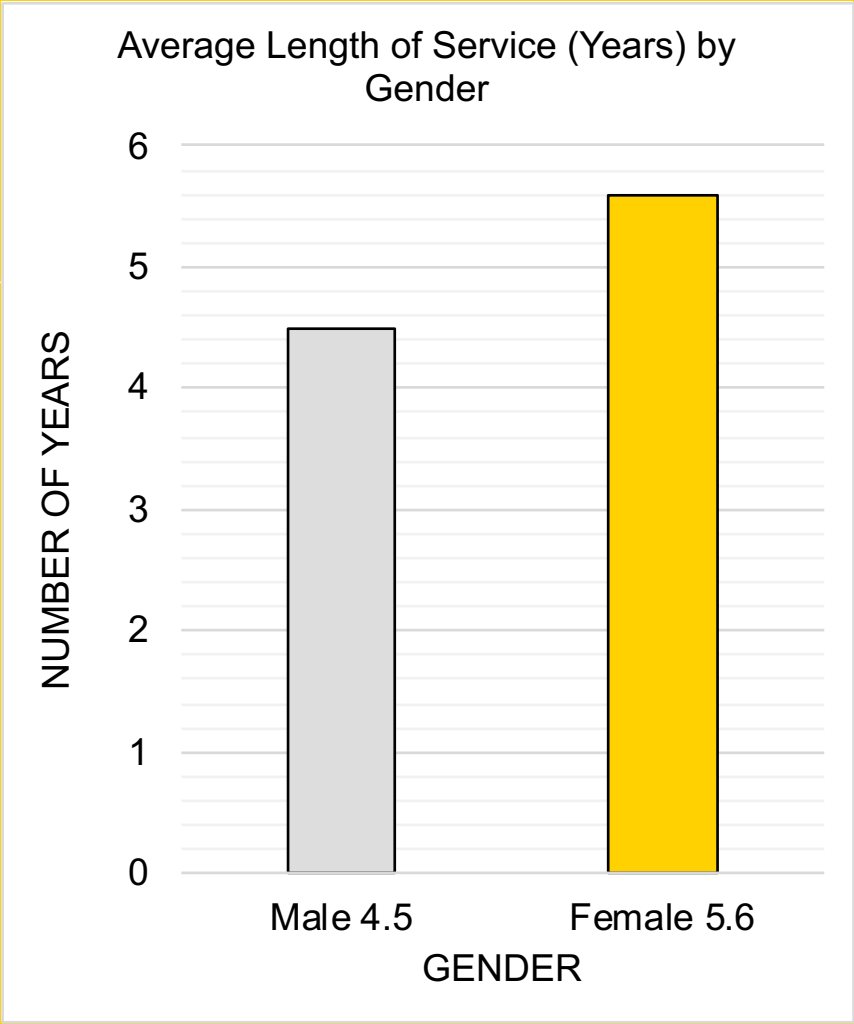


Key Findings

Our 2026 results show a negative gender pay gap in both the mean and median calculations, signifying the average hourly rate for female employees is higher than the average hourly rate for male employees across all roles and levels within the organisation. This aligns with the national figures for the 'Human Health and Social Work' sector which have consistently recorded lower percentage gaps in comparison to other sectors. The national mean gender pay gap across all sectors in 2025 was 10.86%, while the median was 7.85%[1]. However, within the Human Health and Social Work sector, the gaps were lower again in 2025, with a mean gap of 5.74% and a median gap of 0.94%[2].

The gender profile of Galway Simon Community also reflects the wider sector in which we operate. Women accounted for 76.3% of employees in the Human Health and Social Work sector in 2025, which had the highest proportion of female employment of any sector[3]. This strong female representation is also reflected within Galway Simon Community where women make up 75.66% of all employees and 76.19% of management.

Length of service is another factor influencing our results. The average length of service has increased for both male and female employees since 2025, with female employees continuing to have, on average, longer length of service. In 2026, the average length of service was 5.6 years for female employees compared with 4.5 years for male employees, a difference of 1.1 years. For many roles in Galway Simon Community, pay is linked to length of service through incremental salary progression. As female employees have, on average, longer service, this is one of the factors contributing to higher average hourly pay among female employees. This is also reflected in our Upper Pay Quartile, where 77% of employees are female. Together, these factors provide important context when considering our gender pay gap figures.



[1] PayGap.ie National Average Gender Pay Gap 2025
[2] PayGap.ie Industry Average Gender Pay Gap 2025
[3] CSO.ie Women in the Labour Market 2024 - 2025



How We Are Supporting Gender Equality

We want to foster an inclusive workplace where everyone has the opportunity to contribute, grow and feel that their work is valued. Our approach to gender equality reflects the values and ethos that underpin the work we do every day in our community.

Recruitment

We want everyone who applies to Galway Simon Community to have a fair and inclusive experience and the opportunity to be considered for what they can bring to the role. We believe in appointing the best candidate for each role based on skills, experience and competencies required for the role, without discrimination on any grounds.

We strive to use inclusive and gender-neutral language throughout our job advertisements and aim for gender balance on interview panels where possible. We regularly review job descriptions and interview questions and continue to use recruitment tools to support inclusive recruitment practices to help identify and remove potential barriers for candidates.

Learning and Development

We want all employees to have the opportunity to develop their skills and progress within Galway Simon Community, regardless of gender. Access to job-related training and opportunities for professional development supports employees at different stages of their careers and helps promote equal opportunities across the organisation. Our mandatory training programme also supports an inclusive workplace, and includes three Diversity, Equality and Inclusion courses, alongside Dignity at Work training. Together, these initiatives help build awareness and support a workplace culture based on equality, respect and inclusion.

Flexible Working and Family-Friendly Leave

We recognise that employees have different responsibilities and circumstances throughout their working lives and flexible working arrangements and a range of leave options can help employees balance work with family life, caring responsibilities and other commitments outside of work. These supports form part of our approach to gender equality by helping to create a workplace where employees of all genders can balance their work and personal responsibilities while remaining in employment and progressing their careers. We want these supports to be inclusive and accessible, recognising that caring and family responsibilities can form part of any employee's life.

Equality, Diversity and Inclusion

We value the different experiences, perspectives and backgrounds that our employees bring to the organisation. Our Dignity at Work and Code of Conduct policies support our commitment to maintaining a workplace where people are treated with dignity, fairness and respect. These principles reflect the wider values and ethos of Galway Simon Community and the work we do within our community. By embedding inclusion into our practices, we continue to build a workplace that reflects the diversity of the communities we support. In 2024, Galway Simon Community received Galway Chamber's Accessibility, Diversity and Inclusion Award, recognising our commitment to creating an inclusive organisation.



Our Ongoing Commitment

We know that supporting gender equality is an ongoing commitment. Reporting on our gender pay gap each year helps us understand how our workforce is changing, monitor gender representation across the organisation and identify areas where we can continue to focus our attention.

Alongside this, we will continue to support fair and inclusive recruitment practices, equal access to learning and development opportunities, and flexible working and leave arrangements that help employees balance work with responsibilities outside of the workplace. We will also continue to promote awareness of equality, diversity and inclusion through our training, policies and everyday employment practices.



We strive to create an environment where employees of all genders have fair opportunities to join, develop and progress within Galway Simon Community, and for equality and inclusion to be reflected in their everyday experience of working here.

By continuing to promote fair opportunities, inclusive practices and a supportive working environment, we can help reduce the barriers to joining, developing or progressing within our organisation. We recognise that there will always be more to learn, and we remain committed to listening, reviewing our practices and building on the progress we make.



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