



2023

GENDER PAY GAP

REPORT



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INTRODUCTION

Depaul is a leading homeless charity operating across the Republic of Ireland and Northern Ireland supporting some of the most marginalised individuals, couples and families experiencing homelessness.

Depaul is a values-led organisation, where we believe in the potential of people. We put our words into action, and we believe in rights and responsibilities. We also aim to take a role in wider civil society. Part of this is a commitment to equality, diversity and inclusion. We have policies in place and an action plan which informs our Equality, Diversity, Inclusion agenda. Our gender pay gap in 2023 has decreased compared to 2022, the mean rate has fallen slightly below 0% and our median slightly below 0%.

This is a result of the high level of female staff members compared to male staff members across all 4 quartiles. This is reflective of the ongoing work to ensure pay parity across our organisation. We remain committed to maintaining a low gender pay gap and remaining close to zero.

BREAKING DOWN THE NUMBERS

Hourly Remuneration Gap – All Employees



Mean -1.22%



Median -1.49%

There is a significantly small pay gap divide, which was expected. All our roles are graded within the organisation and this ensures that there are no gender differences regarding pay for each role. The outcome of this is that there is complete equity between genders when it comes to salary. This is in line with one of our core values; “We celebrate the potential in people”.

Focusing specifically on the -1.22% mean and -1.49% median gap, however, there are three main factors contributing to this. Firstly, a primary driver of the gender pay gap is the breakdown of female versus male staff, with a breakdown as 61% female and 39% male. As is common within the community and voluntary sector, a significant proportion of our workforce is female. We saw, in the upper middle quartile, the figure of female representation increase from 15.7% in 2022 to 16.33% in 2023. We conclude that the higher salary level within this quartile has contributed to the minus figure.

Secondly, there are some slight differences in salary grade levels, due to length of service, and the historical salary scale system, which ceased to exist in 2008. Thirdly, over the years we have also had a number of TUPE staff with protected terms and conditions. With natural turnover, this imbalance has largely been reduced. However, some remain which has a slight impact on the numbers.



Depaul puts their words into action

Part-time Employees

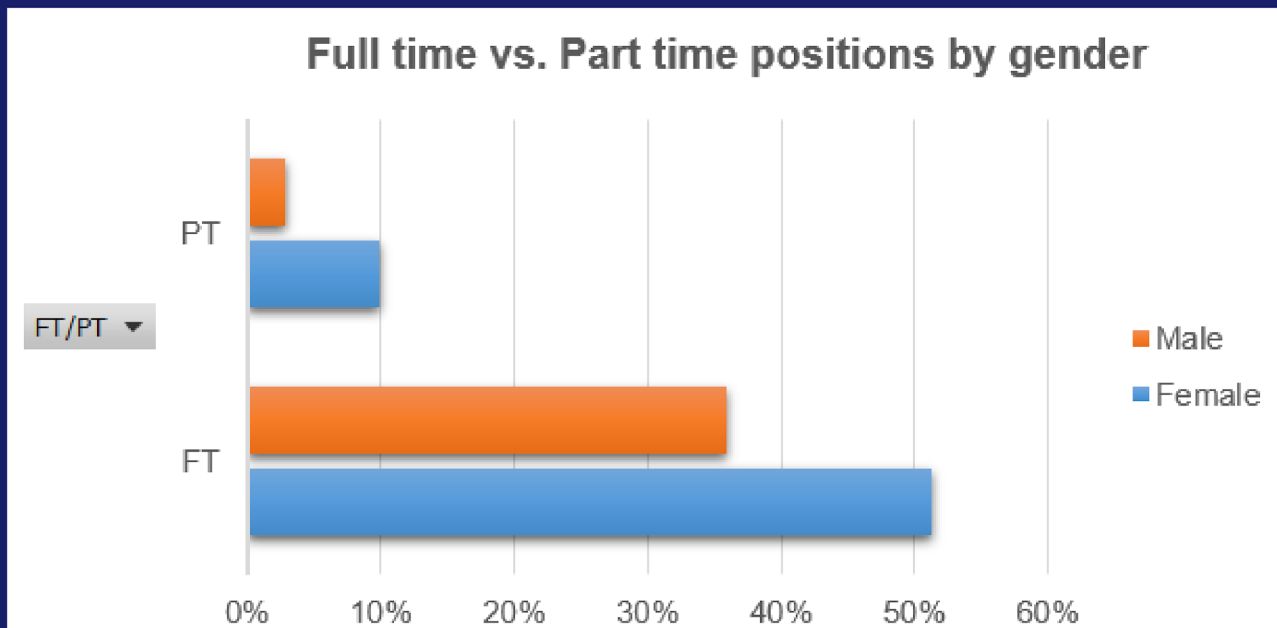


Mean 1.45%



Median 0%

Focusing on the mean and median hourly remuneration gap for part-time employees. Two part-time contract types exist; part time and relief, which is a casual purpose contract. Gender breakdown of part time and full time contract types are outlined in the graph below.



Like the remuneration gap for all employees, there is a small divide for part-time employees. The mean hourly gap for part-time employees decreased to 1.45%, whilst the median decreased to 0%. The reason behind this is similar to the hourly remuneration gap for all employees. That being said however, it is important to focus on the actual gender breakdown in terms of headcount.

Like many employers in the community and voluntary sector, Depaul employs more females, with females accounting for 61.2% and males accounting for 38.8%. Furthermore, 41.3% of all Depaul employees are on part-time contracts, with 28.93% of overall staff being female part-time staff with 12.47% being male part time.



Bonus and Benefit-in-Kind Remuneration Gap

As Depaul is a charity, financial governance is a high priority, taking the issue of transparency and accountability very seriously. Depaul do not operate with salary top-ups, bonus payments, un-vouched expenses or other perks or entitlements. Further information on this can be found [here](#).



WHAT WE ARE ALREADY DOING

- Robust recruitment process
- Transparent job advertisements outlining salaries
- No salary negotiations ensuring equal and fair pay for all staff
- Shortlisting element carried out on anonymous application forms
- Equality, Diversity and Inclusion policies in place
- Diversity and Inclusion training
- Unconscious bias training
- A lunch and Learn series that includes EDI topics.
- Management and leadership development opportunities on offer to all staff
- High level of internal progression into management and leadership roles
- Greater flexibility in the way work is structured through our Hybrid working policy
- A Vision Mission and Values Committee that champions the vision, mission and values of Depaul

PUTTING OUR WORDS INTO ACTION

-We aim to continue our fair and transparent recruitment process for all roles. An evaluation of our recruitment process will commence in Q1 2024, to ensure it continues to be fit for purpose, with a view to addressing our gender divide.

-We aim to be a more inclusive workplace where all staff members feel accepted, supported and valued – a place where every employee feels they belong. We will look to achieve this through further championing our Dignity and Respect at Work Policy.

-We aim to further promote our Family Leave policies specifically in regards to Paternity and Parents Leave to support fathers. As well as the recent legislative change.



-We continue to deliver our service user involvement strategy to ensure that our service users have more influence over decision-making and that service user involvement is embedded in the culture of the organisation

GENDER PAY GAP METRICS

Table 1: 2022 vs 2023 Gender Pay Gap Information Act 2001 reporting Requirements (Snapshot date 30 June 2023)	2022	2023
1. Mean hourly gender pay gap (All)	0.23%	-1.22%
2. Median hourly gender pay gap (All)	0.57%	-1.49%
3. Mean bonus remuneration gap	N/A	N/A
4. Median bonus remuneration gap	N/A	N/A
5. Mean hourly gender pay gap (part time)	3.6%	1.45%
6. Median hourly gender pay gap (part time)	3.71%	0%
7. Mean hourly gender pay gap (Temp contract)	0%	1.45%
8. Median hourly gender pay gap (Temp contract)	0%	0%
9. Percentage male/female bonus remuneration	N/A	N/A
10. Percentage male/female benefit-in-kind remuneration	N/A	N/A
11a. Percentage of employees within lower remuneration quartile	15.7% (F) 9.3% (M)	16.07% (F) 8.93% (M)
11b. Percentage of employees within lower middle remuneration quartile	15.7% (F) 9.3% (M)	13.78% (F) 11.22% (M)
11c. Percentage of employees within upper middle remuneration quartile	15.7% (F) 9.3% (M)	16.33% (F) 8.67% (M)
11d. Percentage of employees within upper remuneration quartile	15.7% (F) 9.3% (M)	15.05% (F) 9.95% (M)