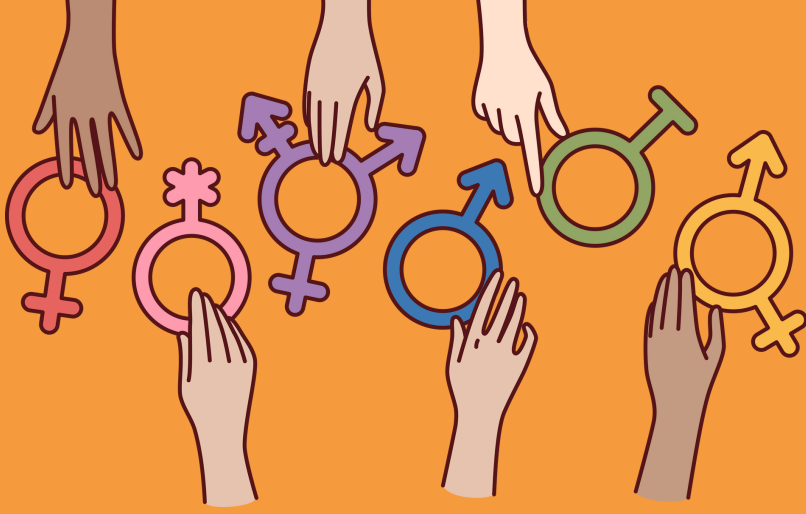


DEPAUL IRELAND



Gender Pay Gap Report 2024



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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 2024 has very slightly increased compared to 2023, in 2023 it was -1.2% and in 2024 we are at 0.1%. The mean rate has fallen slightly from -1.5% in 2023 0.01% in 2024, and our median which was -1.2% in 2023 is at 0% for 2024. 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 0.01%



Median 0%

There is a zero pay gap divide, which is a result of a number of areas. 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 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 0.01% mean and 0% median gap, 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, Depaul has a breakdown of 63% female and 37% male. As is common within the community and voluntary sector, a significant proportion of our workforce is female. It is evident within the lower and upper quartiles the figure of female representation decreased with the lower and upper middle quartiles increasing. This is reflective of slightly more males securing entry level roles over females as well as more males in manager and senior roles. Whereas the opposite is reflective in the middle lower and upper quartiles, there is an increase in females and a decrease in males, reflecting more females in operational, and professional roles.

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.

PART-TIME EMPLOYEES



Mean **-0.03%**



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.

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 -0.03%, whilst the median has remained at 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 63% and males accounting for 37% of overall employees. Furthermore, 21.8% of all Depaul employees are on part-time contracts, with 15.2% of overall employees being female part-time with 6.6% 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
- 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 new recruitment online system will be carried out in 2025, to ensure it is fit for purpose, maintaining consistency and transparency in line with our previous system.

-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 regard 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: 2023 vs 2024 Gender Pay Gap Information Act 2001 Reporting Requirements (Snapshot date 30 June 2024)	2023	2024
1. Mean hourly gender pay gap (All)	-1.22%	0.01%
2. Median hourly gender pay gap (All)	-1.49%	0.00%
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)	1.45%	-0.03%
6. Median hourly gender pay gap (part time)	0%	0.00%
7. Mean hourly gender pay gap (Temp contract)	1.45%	0.01%
8. Median hourly gender pay gap (Temp contract)	0%	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	16.07% (F) 8.93% (M)	14.72%(F) 10.28% (M)
11b. Percentage of employees within lower middle remuneration quartile	13.78% (F) 11.22% (M)	16.61% (F) 8.39% (M)
11c. Percentage of employees within upper middle remuneration quartile	16.33% (F) 8.67% (M)	16.93% (F) 8.07% (M)
11d. Percentage of employees within upper remuneration quartile	15.05% (F) 9.95% (M)	14.87%(F) 10.13% (M)