



2022

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 EDI agenda. Our gender pay gap is close to zero as a result of our ongoing work to ensure pay parity across our organisation.

Whilst we know we still have work to do on our EDI agenda, we are committed to maintaining a low gender pay gap.

BREAKING DOWN THE NUMBERS

Hourly Remuneration Gap – All Employees



Mean 0.23%



Median 0.57%

There is a significantly small pay gap divide, which was expected. All our roles are graded within Depaul and this ensures that there are no gender differences in regard to pay for each role. The outcome of this is that there is complete equity between genders when it comes to salary.

Focusing specifically on the 0.23% mean and 0.57% median gap, there are two main historical factors contributing to this. Firstly, there are some differences in salary grade levels, due to a historical salary scale, which existed pre-2008. With natural attrition, this imbalance has largely been reduced.

Secondly, Depaul acquired a number of services throughout the years, where employees transferred from another employer. In compliance with TUPE regulations, the employee's terms are protected during the transfer process, and this includes the employee's salary. More recently, in 2021, Depaul increased its headcount by approximately 25% and as a result inherited some differences in salary. These two factors combined contribute to the hourly remuneration gap.



Depaul puts their words into action

Part-time Employees

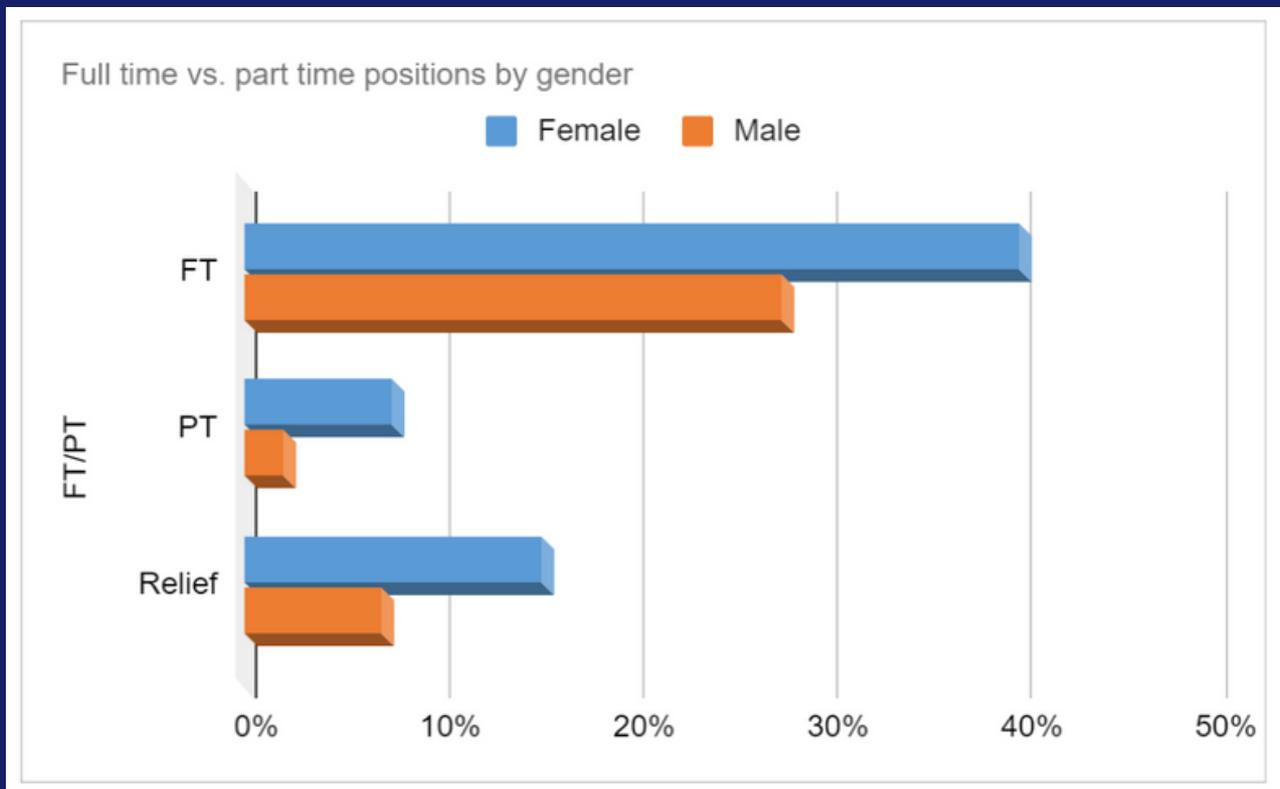


Mean 3.6%



Median 3.7%

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 all contract types are outlined in the graphic below.



Similar to the remuneration gap for all employees, there is a small divide for part-time employees. The mean hourly gap for part-time employees stands at 3.6%, whilst the median stands at 3.71%. The reasoning 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 for part-time employees.

Like many employers in the community and voluntary sector, Depaul employs more females, with females accounting for 63% and males accounting for 37% of the workforce. Furthermore, 32% of all Depaul employees are on part-time contracts, with 23% of female employees working part-time and 9% of male employees working 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, unvouched 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
- EDI policies in place
- Diversity and Inclusion training
- Unconscious bias training
- A lunch and Learn series that includes EDI topics such as “ABC’s of LGBTQI+”
- Equal management and leadership development opportunities on offer
- Strong record of internal progression into management and leadership roles
- Greater flexibility in the way work is structured through our Hybrid Working policy
- A VMV 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. We will carry out an evaluation of our process in 2023 to ensure it continues to be fit for purpose and if required make the necessary adjustments.

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. This will support gender equality in the workplace while also helping to make it the norm for partners to play a more active role in their children's lives.

We aim 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: 2022 Gender Pay Gap Information Act 2021 Reporting Requirements
(Snapshot date 30 June 2022)**

1. Mean hourly gender pay gap (All)	0.23%
2. Median hourly gender pay gap (All)	0.57%
3. Mean bonus remuneration gap	N/A
4. Median bonus remuneration gap	N/A
5. Mean hourly gender pay gap (Part-Time)	3.60%
6. Median hourly gender pay gap (Part-Time)	3.71%
7. Mean hourly gender pay gap (Temporary contract)	0%
8. Median hourly gender pay gap (Temporary contract)	0%
9. Percentage of male/female bonus remuneration	N/A
10. Percentage of male/female benefit-in-kind remuneration	N/A
11a. Percentage of employees within lower remuneration quartile	15.7% (F) 9.3% (M)
11b. Percentage of employees within lower middle remuneration quartile	15.7% (F) 9.3% (M)
11c. Percentage of employees within upper middle remuneration quartile	15.7% (F) 9.3% (M)
11d. Percentage of employees within upper remuneration quartile	15.9% (F) 9.1% (M)