

DEPAUL IRELAND



Gender Pay Gap Report 2025



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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, 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 with an action plan which informs our Equality, Diversity, Inclusion agenda.

Our gender pay gap in 2025 has decreased compared to 2024, in 2024 it was minus 1.22% whilst in 2025 it is now minus 25.32%. That shows a change of -24.1%. The median rate has which was minus 1.49 in 2024 is at minus 11.29% for 2025. This is reflective of the social care sector and care profession being considered predominantly more a female profession.

We remain committed to maintaining a gender pay gap close to zero.



BREAKING DOWN THE NUMBERS

HOURLY REMUNERATION GAP – ALL EMPLOYEES



Mean -25.32%



Median -11.29%

There is a negative 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 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”. We are fully compliant with the new Pay transparency legislation and have always advertised all vacant roles with transparent salary details.

Focusing specifically on the -25.32% mean and -11.29% 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, with a breakdown as 63% female and 37% male, this breakdown has remained static since 2024, however, there has been an increase in female numbers in the higher quartiles compared to 2024 and an increase in male numbers in the lower quartiles.

As is common within the community and voluntary sector, a significant proportion of our workforce is female. As stated we continue to see growth in the female staff in to the upper middle quartiles, whilst the figure of female representation decreased within the lower and lower middle quartile. The upper quartile has remained relatively unchanged. This is reflective of a larger number of males securing entry level roles over females as well as more females moving into middle management roles. Whereas the opposite is reflective in the lower and lower middle quartiles, there is an increase in males and a decrease in females, reflecting an increase in males in operational 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



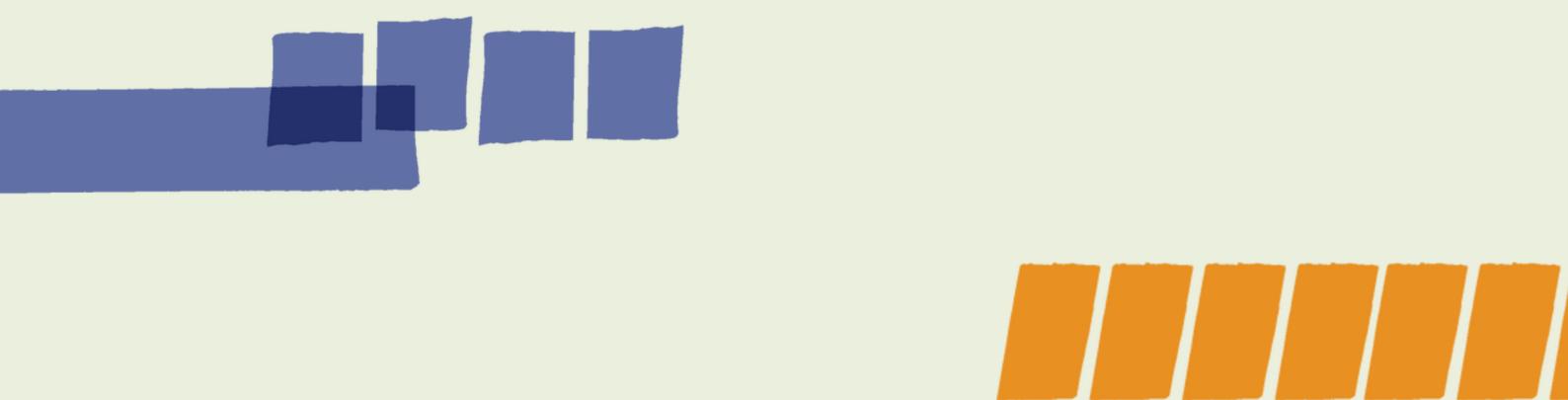
Mean 26.74%



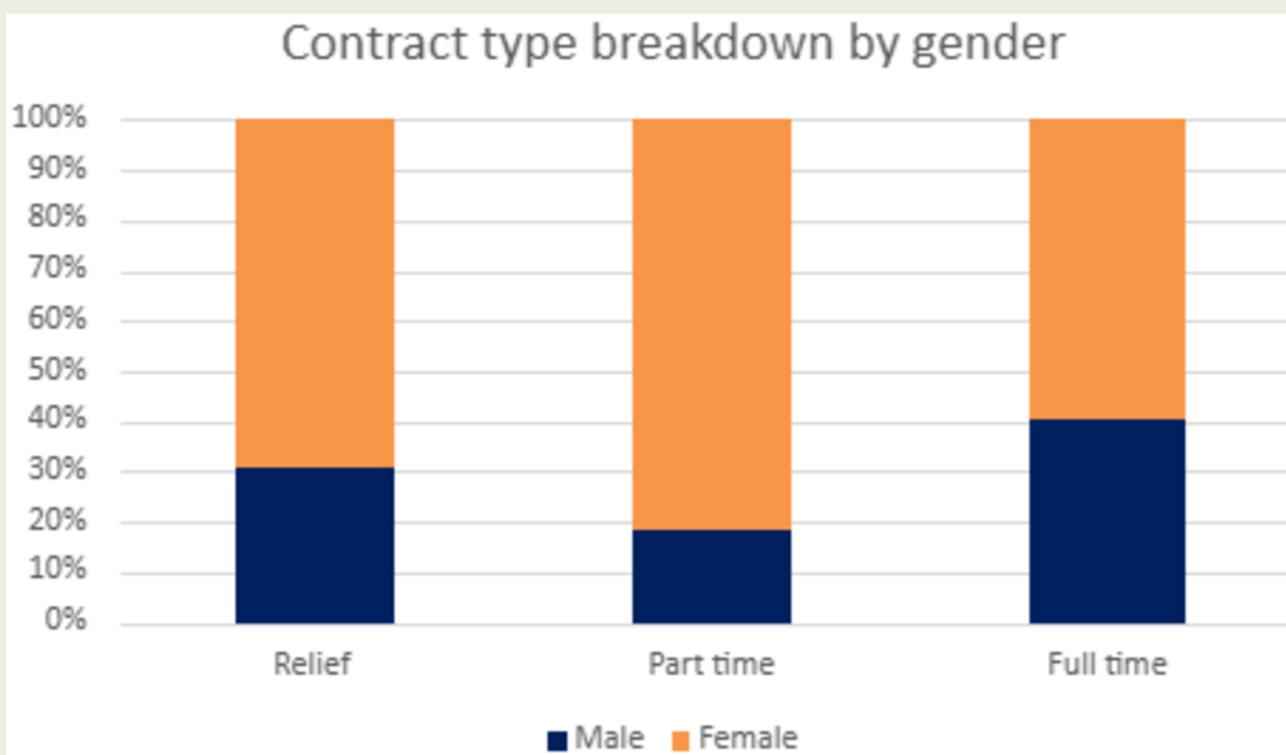
Median 2.03%

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 break-down of all contract types are outlined in the graph below.

Unlike the remuneration gap for all employees, there is a divide for part-time employees. The mean hourly gap for part-time employees increased to 26.74%, whilst the median has decreased to minus 2.03%. The reason behind this increase in the mean rate is related to one male staff member on a fixed term part time consultant contract which has impacted the part time figures.



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 38% of overall staff. Furthermore, 34% of all Depaul employees are on part-time contracts, with 81% of these being female part time staff and 18% being male part time staff.



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. We have on going evaluation of our new recruitment online system to ensure it is fit for purpose, maintaining consistency and transparency.
- 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.

Our Service user involvement group An Glon Mór has continued to grow and ensure our service users voice is heard.



GENDER PAY GAP METRICS

Table 1: 2023 vs 2024 Gender Pay Gap Information Act 2001 Reporting Requirements (Snapshot date 30 June 2024)	2024 %	2025 %
1. Mean hourly gender pay gap (All)	0.01	-25.32
2. Median hourly gender pay gap (All)	0.00	-11.29
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)	-0.03	26.74
6. Median hourly gender pay gap (part time)	0.00	-2.03
7. Mean hourly gender pay gap (Temp contract)	0.01	23.09
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	14.72 (F) 10.28 (M)	13.03% (F) 12.02% (M)
11b. Percentage of employees within lower middle remuneration quartile	16.61 (F) 8.39 (M)	14.03 (F) 10.82 (M)
11c. Percentage of employees within upper middle remuneration quartile	16.93 (F) 8.07 (M)	20.44 (F) 4.61 (M)
11d. Percentage of employees within upper remuneration quartile	14.87 (F) 10.13 (M)	14.83(F) 10.22 (M)