



Society of St.Vincent de Paul



# Gender Pay Gap Report

December 2024



## 1. Introduction

For 180 years, SVP have been involved with local communities across the island of Ireland, bringing much needed help and actively supporting individuals facing poverty and disadvantage. This work requires a committed workforce who support the ongoing work of the members and volunteers in meeting the needs on a daily basis.

2024 is our third year of reporting on the gender pay gap and we are encouraged to see a mean pay gap of 1.2%, which though slightly increased from 2023 reflects some changes within the structure of the organisation, including the turnover of leavers and joiners throughout the year. Despite these changes, we are pleased to maintain a low gender pay gap.

Having completed our strategic plan, "Journey Together 2024-2028", we continue to increase our expertise in working within a highly regulated charity sector.

We remain as always committed to improving the working lives of our staff through family friendly policies and look forward to 2025 and beyond valuing all of the contributions by staff irrespective of gender.

We will continue to improve diversity, equity and inclusion across the organisation as we look to the future, investing and growing talented people who support our mission and vision.

*Rose McGowan*

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Rose McGowan - National President, Society of St. Vincent de Paul

## 2. Introduction to Gender Pay Gap Reporting

We are pleased to publish our third gender pay gap report, reporting across a range of diversity metrics, as in line with The Gender Pay Gap Information Act 2021 (“Irish Regulations”). The Act requires organisations in the Republic of Ireland with 250+ employees to publish their gender pay gap metrics on their chosen ‘snapshot date’, which for SVP is 30 June 2024.

Equal pay and gender pay are often used interchangeably, however they have different meanings. Equal pay is a legal obligation and relates to when males and females do not receive the same pay for the same work.

Gender pay, on the other hand, relates to the overall difference in average earnings between men and women within an organisation. A gender pay gap is often driven by the organisation’s distribution of male and female employees, looking at the average hourly wage of males and females across all levels in the organisation.

The presence of a gender pay gap does not imply that an organisation does not comply with equal pay principles; it often suggests that there is a gender imbalance across different levels of the organisation.

Addressing the gender pay gap often requires broader strategies, such as promoting diversity in leadership, offering flexible working arrangements, and supporting career progression for all employees.

## 3. Why it Matters

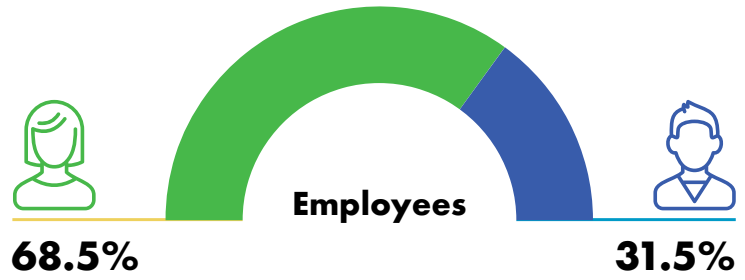
Reporting on and addressing the gender pay gap is crucial for fostering a fair and inclusive workplace. By transparently sharing gender pay gap data, we demonstrate our commitment to equality and accountability, building trust with our employees, stakeholders, and the wider community. Addressing the gender pay gap helps us identify and tackle systemic issues that may hinder the career progression of women, ensuring that all employees have equal opportunities to succeed. This not only enhances employee morale and retention but also attracts diverse talent, driving innovation and organisational success.

We have engaged an external professional services firm to assist us with the interpretation and application of government guidelines throughout this report for our third reporting year. The results of our analysis have been utilised to inform our roadmap for the upcoming year, with the objective of further integrating Diversity, Equity, and Inclusion (DE&I) as a fundamental aspect of our organisational culture and ethos.

The not-for-profit sector has historically seen a predominance of female professionals. We recognise our significant role in challenging the status quo and are committed to fostering an organisation where all employees feel valued and appreciated, regardless of gender.

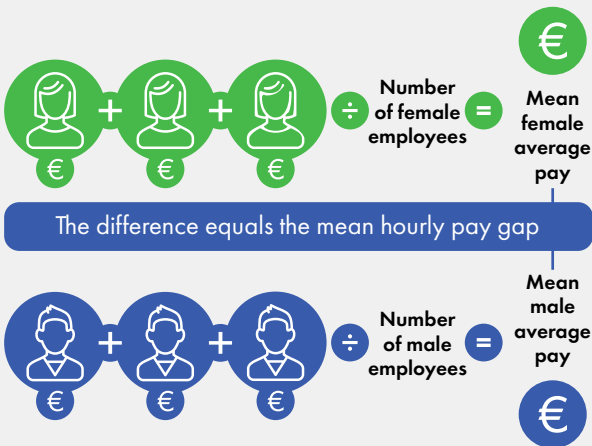


# 4. Our Data



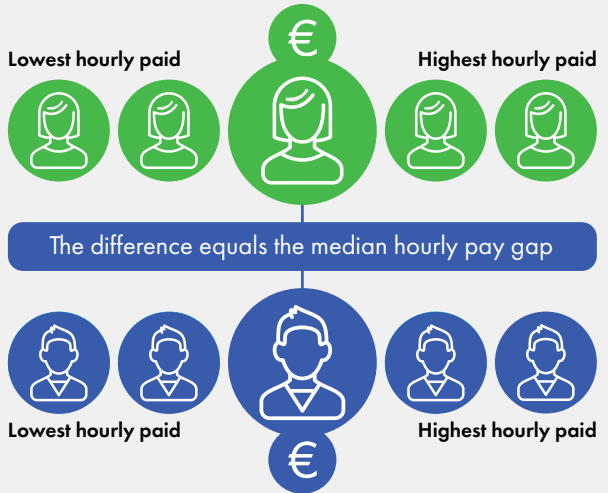
## How is the mean gender pay gap calculated?

The mean gender pay gap compares the average hourly pay of females to that of males. It is calculated by adding all the hourly pay for each gender and dividing it by the number of employees grouped by that gender and expressing it as a percentage.



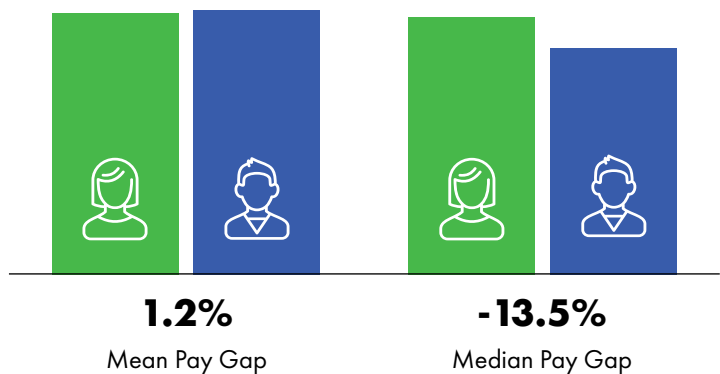
## How is the median gender pay gap calculated?

The median gender pay gap is the difference between the female median hourly wage (the middle-paid female) and men’s median hourly wage (the middle-paid male). The median hourly wage is calculated by ranking all employees, first by gender and then in ascending order by pay and taking the hourly wage of the male/female in the middle.



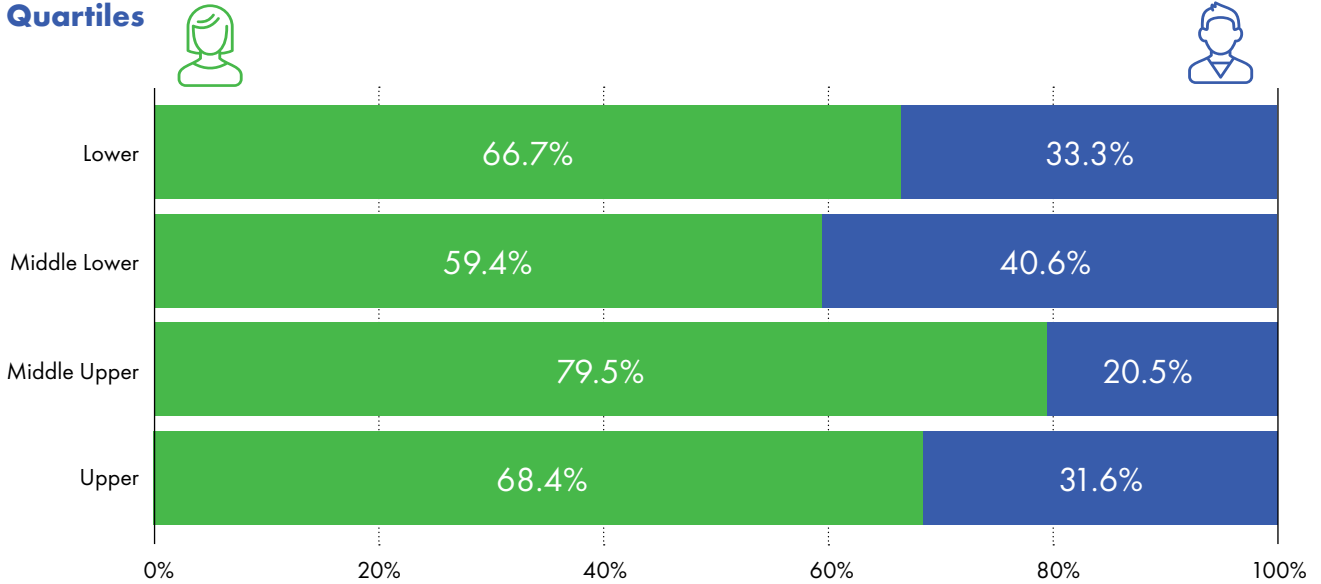
## Mean and Median Gender Pay Gap

This year, the mean gender pay gap is 1.2%. This means that, on average, a male earns approximately 1.2% more than a female. The median pay gap is -13.5%. This states that the middle/typical female earns approximately 13.5% more than the middle/typical male.





## Quartiles



Using quartiles (dividing the data into four equally sized groups based on hourly pay) enables us to review the distribution of male and female staff across pay ranges. Each quartile is broadly consistent with our overall female-to-male split of 68.5% to 31.5%.

### Part-time employees

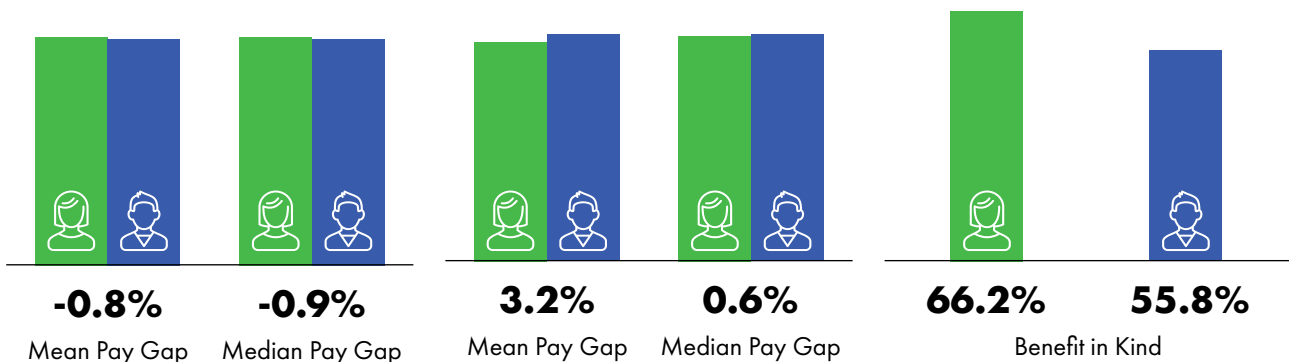
The mean pay gap is -0.8%, which illustrates that on average, a part-time female earns approximately 0.8% more than a part-time male. This is due to part-time females holding more senior part-time roles than males typically. The median pay gap of -0.9% shows that the middle/typical part-time female earns approximately 0.9% more than the middle/typical part-time male.

### Temporary contract employees

This year we are reporting a mean pay gap of 3.2% for our temporary contract employees. On average, a male earns 3.2% more than a temporary contract female. The median result of 0.6% represents that on average, the typical/middle male on a temporary contract holds a higher paying role than the typical/middle female, resulting in a 0.6% gap in favour of males.

### Benefit in Kind

All employees employed in SVP in December 2023, with 6 months service, received a Christmas voucher, which is classified as a benefit in kind. The percentages displayed include all employees as of December 2023 and do not include those who have joined us since January 2024.



## 5. Understanding the Gap

New joiners, leavers and promotions can all significantly impact the gender pay gap. The main driver of our 1.2% pay gap is due to leadership changes within SVP, coupled with the make up of our organisation with females representing a significantly higher proportion of our workforce. To address this, we are committed to challenging the status quo by remaining mindful of the gender makeup of our organisation when recruiting for open roles. While we have made significant strides in advancing DE&I, we recognise that this is an ongoing journey. We remain dedicated to making continuous improvements and being seen as an attractive and appealing organisation for all people, as fostering DE&I is essential to our organisation's growth and success.

## 6. Actions Taken to Date

As per our recent 'Journey Together 2024-2028' Strategic plan, SVP believes in a fair and just society for everyone including within our workplace. Our 'One SVP' team are focused on ensuring we have a diverse and inclusive organisation for all employees that allows them to realise their full potential in their careers.



### 1. Recruitment

- Over the last few years, we have made a conscious effort to strive for diversity within the recruitment process to ensure a fair and diverse process. We have continued our commitment to ensuring our interview panels are diverse and balanced, to eliminate a potential perception of bias. We also ensure the language used in all job descriptions for open positions remains gender neutral.
- We have been actively using our PeopleHR system in recruitment and this has provided us with enhanced reporting abilities to allow us to assess the diversity within our recruitment process.



### 2. Learning and Development

- At SVP, all staff are offered opportunities for upskilling and career development. This approach aims to create an environment where employees can grow professionally and advance their careers. In 2024, SVP launched an Executive Coaching programme for managers and senior managers to provide additional development opportunities.
- To further our commitment to DE&I, all staff members, including new employees, participate in a mandatory training session. This DE&I training aims to cultivate a collaborative and innovative environment by appreciating diverse perspectives.



### 3. Flexible Working

- Our Flexible Working Policy has significantly benefitted the organisation by encouraging and supporting employees to maintain a healthy work-life balance. The working arrangements outlined in the Flexible Working Policy encompass remote working, compressed hours, and term-time working. We actively encourage all staff, irrespective of gender, to take advantage of these flexible working options and these are highlighted on our website and our job descriptions.



### 4. Policy Development

- We have implemented new inclusive policies, including a fertility treatment leave policy, a menopause leave policy, and an updated bereavement leave policy with increased leave.
- Additionally, our recruitment policy has been updated to emphasise safe recruitment processes, and we have raised the retirement age to 66, enabling our colleagues to remain in the workforce longer.
- These policies align with the organisation's objective of fostering an inclusive environment that supports all employees. Our policies are regularly reviewed to ensure they adhere to best practices and updated legislation.



### 5. Workplace Wellness

- 2023 saw the launch of SVP's workplace wellbeing committee. This is a cross-functional working group which works to organise initiatives to further promote DE&I in the organisation.
- As part of this new initiative, we have held numerous events to showcase the various cultures represented in SVP. This year, we organised 'Food from around the World', an event where dishes from different countries were presented and tasted to highlight the organisation's cultural diversity. Additionally, we hosted a 'Punjabi Dance Class' to share and demonstrate traditional dances. We also share messages with employees regarding Christmas traditions from around the world, including those from Korea, Brazil, Japan and Portugal, among many others.
- This committee has also supported wellbeing initiatives such as seated yoga and healthy breakfasts. Over the past two years, we have thoroughly enjoyed hosting these events and plan to continue celebrating our colleagues with further events in 2025.

# 7. Actions to be Taken

While we are pleased with the progress we have made in SVP, we are committed to ensuring our organisation remains a diverse and inclusive place of work for all employees. We understand that this journey requires ongoing dedication and effort and we are dedicated to ensuring that we continuously improve and foster a more inclusive and diverse environment for all employees.

We are committed to promoting DE&I within SVP and will continue to invest and drive forward with our ongoing initiatives. To continue our focus, we have pinpointed several additional initiatives that we will implement throughout 2025 to further integrate DE&I into our workplace culture.



## 1. Recruitment & Retention

We will review our Recruitment and Retention strategies and assess where improvements can be made to make the process more diverse and fair for all applicants and employees applying internally. Reviewing these strategies will ensure a fairer distribution of opportunities amongst employees and ultimately lead to a more balanced and equitable workplace.



## 2. Leadership Development

This coming year, we will focus on developing our people internally to prepare them for senior leadership roles, growing our own internal pipeline. This will also align with our plans to enhance our succession and talent development initiatives.



## 3. Pay approach and trend analysis

This year, we plan to conduct thematic and trend analysis of our gender pay gap data from the past three years to identify any underlying issues and patterns that may be contributing to the gender pay gap. By analysing these themes and trends, we can identify specific areas which may require the development of targeted strategies to address the inequities.

We are committed to paying our people a living wage and will be reviewing our pay approach at all levels within the organisation.



## 4. Create a Wellness Hub on our internal site

Following on from the huge success of our Wellness Committee, we will create a Wellness Hub on our intranet to promote all of the activities that take place in the organisation which promote our inclusive nature. We hope this will drive further engagement and awareness of our diverse initiatives.



## 5. Learning and Development

Learning and development remain one of the priorities for the coming years across the society and we will continue to add to our eLearning capabilities for staff to provide them with further opportunities for growth within the society.

## 8. Appendix

### 2024 Gender Pay Gap Information Act 2021 Reporting Requirements

Snapshot date: 30 June 2024

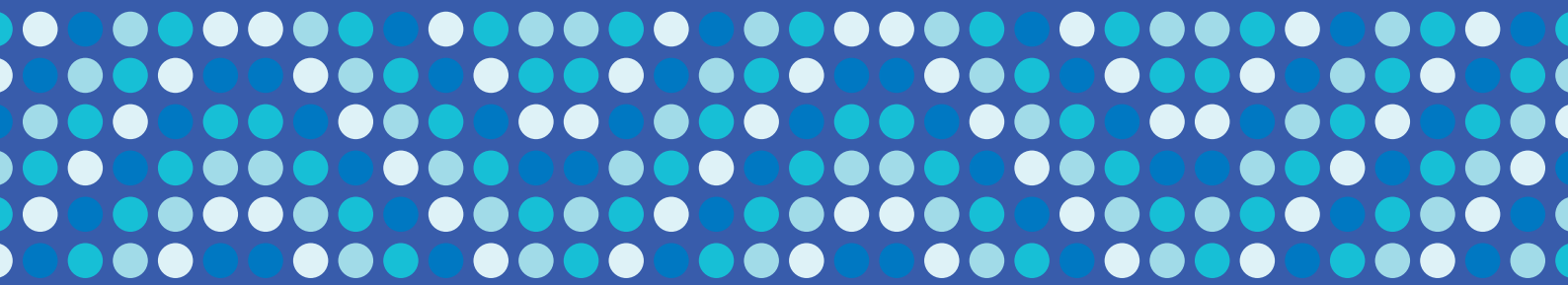
Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap	1.2%
Median hourly gender pay gap	-13.5%
Mean hourly gender bonus gap	NR
Median hourly gender bonus gap	NR
Percentage of employees per gender who received a bonus	NR
Percentage of employees per gender to receive benefit in kind (BIK)	66.2% (F) 55.8% (M)
Mean hourly gender pay gap (Temporary)	3.2%
Mean hourly gender pay gap (Part-time)	-0.8%
Median hourly gender pay gap (Temporary)	0.6%
Median Hourly gender pay (Part-time)	-0.9%
Percentage of employees per gender in the lower quartile	66.7% (F) 33.3% (M)
Percentage of employees per gender in the lower middle quartile	59.4% (F) 40.6% (M)
Percentage of employees per gender in the middle upper quartile	79.5% (F) 20.5% (M)
Percentage of employees per gender in the upper quartile	68.4% (F) 31.6% (M)

\* NR = Not Reported. These figures are not reported as the categories are not applicable for disclosure.





Society of St.Vincent de Paul



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