

# Gender Pay Gap Report 2022

# Message from our CEO

At Dublin Simon Community we live our values of community & inclusion, respect & empowerment, excellence & innovation, accountability & integrity – these are the standards we set for ourselves, and we apply them to everything we do throughout our work. Our employee agenda is driven by wellbeing and diversity and we have received Investors in Diversity Bronze award this year.



Reporting on our gender pay gap has allowed us to interrogate our data and understand what our gender pay gap drivers are. It enables us to bring a renewed focus to diversity and gender representation.

*Catherine Kenny*  
CEO

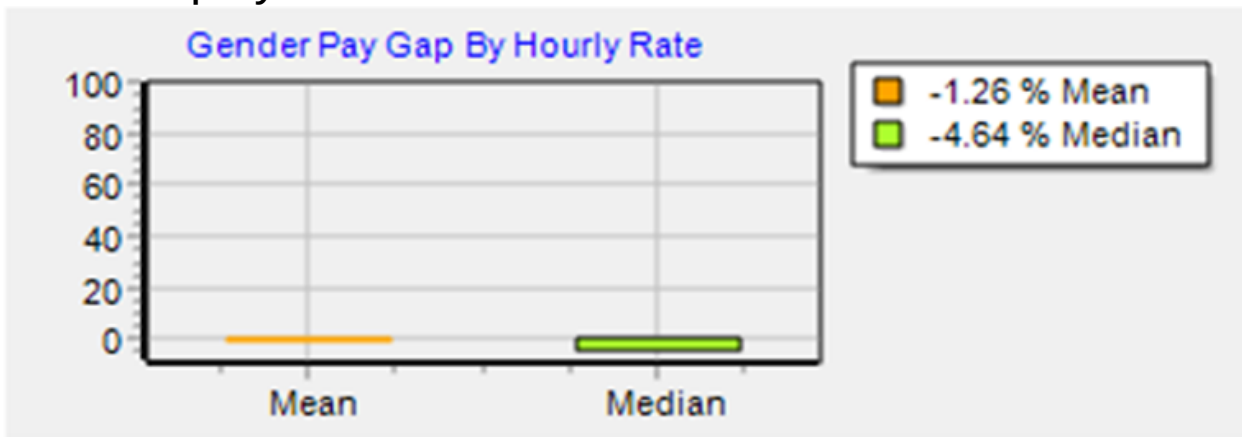
# Pay gap requirements and results

Our mean (average) hourly gender pay gap is close to neutral. Like all organisations with over 250 staff we are required to report on our gender pay gap and our snapshot date was 30th June 2022.

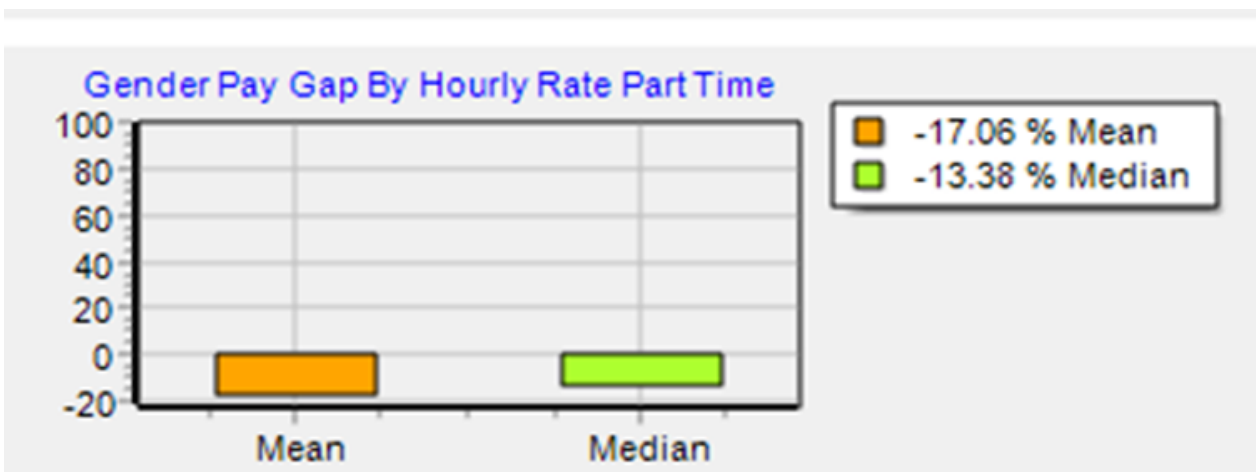
The calculation to determine the gender pay gap is: *male hourly pay subtract female hourly pay divided by male hourly pay*. As our gender pay gap is in favour of females it results in minus percentage figures.

The details reported are:

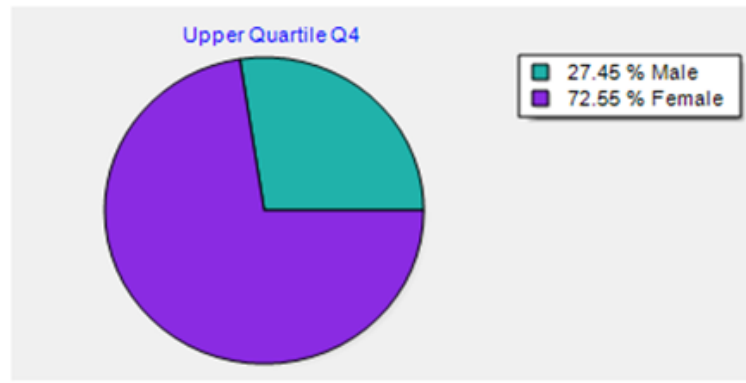
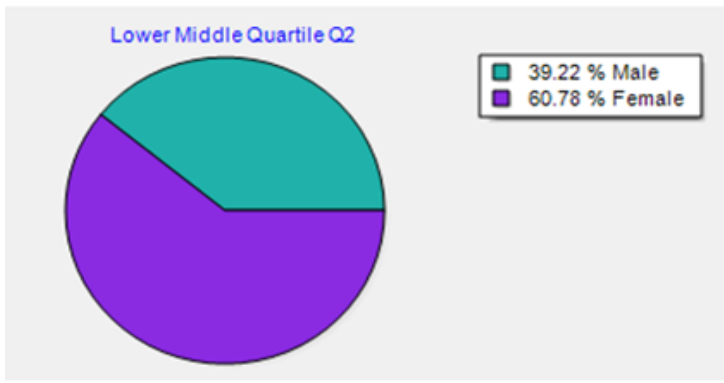
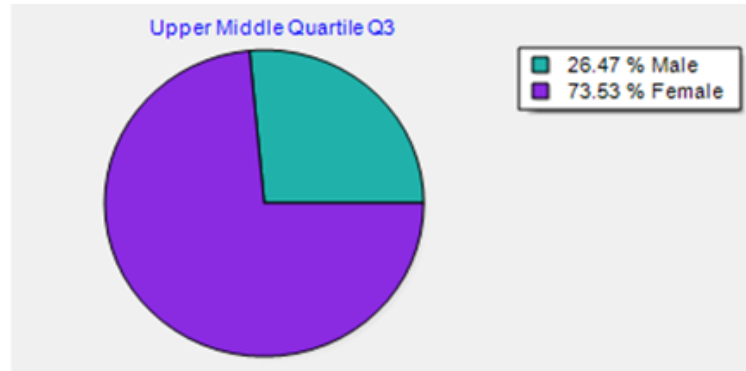
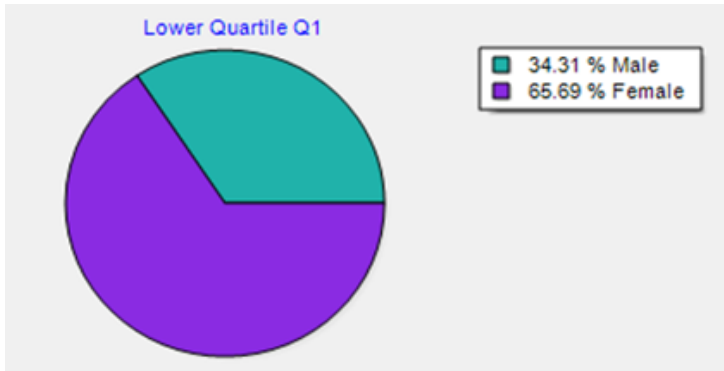
1. The mean and median pay gap in hourly pay between male and female employees



2. The mean and median pay gap in hourly pay between part-time male and female employees



### 3. The percentage of male and female employees in each of four pay band quartiles



The other reporting requirements set out in the legislation are not applicable to Dublin Simon Community;

- The mean and median pay gap in hourly pay between temporary male and female employees (no temporary contracts in the relevant reporting period)
- The mean and median bonus pay gap between male and female employees
- The percentage of male and female employees who received bonus pay
- The percentage of male and female employees who received benefit in kind

# Understanding our pay gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience. It does not indicate discrimination or bias, or even an absence of equal pay for equal value work.

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. Pay quartiles are calculated by splitting all employees in the organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

The sector in which we work is female dominated and 70% of our employees are female. Female representation is strong at all levels in the organisation including in senior leadership roles. We are proud to have a female CEO and a strong female presence on our leadership team.

# Addressing our pay gap

Our mean hourly gender pay gap is close to neutral and we are committed to having a neutral pay gap:

## Recruitment & Selection

We are continuously analysing our recruitment practices and in particular role profiles and job descriptions to ensure they are inclusive across a range of diversity criteria.

## Development & Succession

We will review our talent pipeline and ensure a range of stretch project and development opportunities are available with diversity of access.

## Culture

As we review our culture in 2023 we will increase awareness and promote good practice in gender proofing policies and processes in the workplace.