

2025 GENDER PAY GAP REPORT

At a Glance

2025 Gender Pay Gap at a Glance

1.91%

Mean Hourly Pay Gap
A minimal gap shows male employees earn slightly more on average per hour.



0.92%

Median Hourly Pay Gap
The median gap is even smaller, indicating a balanced overall pay structure.



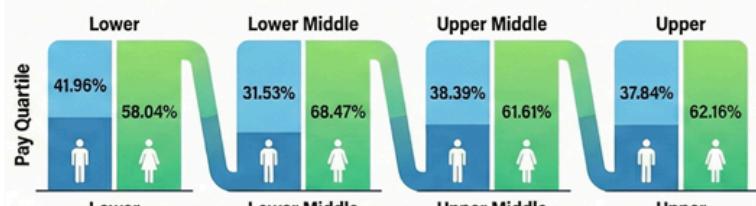
-17.55%

Mean Part-Time Pay Gap
Female part-time staff earn more on average than their male counterparts.



While the national pay gap remains a challenge for many, Dublin Simon Community has achieved a **near-neutral pay environment**.

This report highlights the **narrow margins and strong female representation** that place Dublin Simon Community ahead of national benchmarks.



CEO's Message



Catherine Kenny,
CEO

At Dublin Simon Community, our commitment is simple: fair, transparent and equitable pay for everyone who chooses to build their career with us. This year's analysis shows a near-neutral gender pay gap overall, with women well-represented at every level of the organisation, including at senior leadership. While the headline figures are positive, we will continue to challenge ourselves to understand the underlying drivers of any remaining gaps and to keep improving.

We already operate structured pay scales and publish salary ranges on our job advertisements. In the year ahead we will maintain transparent processes for recruitment and progression, support flexible work where roles allow, and keep a close eye on outcomes across all employment types and working patterns. We also welcome the State's new gender pay gap reporting portal and the forthcoming EU Pay Transparency measures, which together will raise the bar on clarity and accountability across our sector.

Most importantly, I want to recognise the people behind these numbers. Thank you to every colleague, on the frontline and behind the scenes, whose work enables us to support thousands of people experiencing homelessness across our region. Your professionalism, compassion and teamwork continue to define who we are.

Dublin Simon Community is committed to equality, diversity and inclusion across all areas of the organisation. This report sets out our gender pay gap data, explains the factors influencing the results, and outlines our ongoing commitment to fair and equitable pay practices. It includes data relating to our employees working in the subsidiary of Dundalk Simon Community.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics, including mean and median hourly pay gaps and the proportion of men and women across pay quartiles. The legislation requires employers to publish information on the average difference in pay between men and women across their workforce. Unlike equal pay legislation, which relates to paying men and women the same pay for the same work, gender pay gap reporting focuses on wider patterns of pay and representation across an organisation. These reports are published annually and are intended to improve transparency, highlight structural inequalities where they exist, and support broader equality and diversity objectives in Ireland.

The gender pay gap in Ireland is influenced by various factors including occupational segregation and discrimination. To address this issue, organisations must implement transparent pay structures and promote equal opportunities. The Structure of Earnings Survey (SES) is a nationwide survey of Irish employees conducted by the Central Statistics Office (CSO) and is carried out on a four yearly basis. According to the latest SES data, Ireland's Gender Pay Gap in 2022 was 9.6%, and Dublin Simon Community has consistently reported a lower gap each year.

Gender Pay Gap Overview

Since 2022, Dublin Simon Community's gender pay gap has remained close to neutral and has generally been in favour of female employees. The organisation operates within a predominantly female Social Care NGO sector, with those identifying as female representing approximately 63% of the workforce, including strong representation at senior leadership level.

Year	Mean Gap (Hourly)	Median Gap (Hourly)	Part-Time Mean	Part-Time Median
2023	0.61%	-0.77%	-18.32%	-12.66%
2024	-1.80%	-2.97%	-3.42%	-2.39%
2025	1.91%	0.92%	-17.55%	-4.20%

This report is based on hourly pay data captured at 30 June 2025.

Metric	Overall Gender Pay Gap
Mean Hourly Pay Gap	1.91%
Median Hourly Pay Gap	0.92%

These results show a small gender pay gap in favour of male employees, meaning that on average, male employees earn slightly more per hour than female employees across the organisation. The narrow gap indicates a relatively balanced pay structure overall.

Metric	Part-time Gender Pay Gap
Mean Part-time Hourly Pay Gap	-17.55%
Median Part-time Hourly Pay Gap	-4.20%

The negative figures indicate that female part-time employees earn more per hour on average than male part-time employees. This is largely influenced by the distribution of roles, experience levels, and responsibilities within part-time positions rather than differences in pay for comparable work.

The pay quartiles illustrate the gender distribution across four equal groups based on hourly pay, from lowest to highest.

Pay Quartile	Male	Female
Lower Quartile	41.96%	58.04%
Lower Middle Quartile	31.53%	68.47%
Upper Middle Quartile	38.39%	61.61%
Upper Quartile	37.84%	62.16%

Women are represented across all pay quartiles, including the upper quartile, demonstrating strong female representation across a range of roles and levels within the organisation.

Dublin Simon Community operates structured pay scales and applies consistent approaches to pay determination. The gender pay gap identified in this report is primarily influenced by:

- The distribution of genders across different roles and functions
- Variations in full-time and part-time working patterns
- Seniority and length of service within certain roles

The results of this report show a minimal overall gender pay gap and strong female representation across all pay quartiles. Dublin Simon Community will continue to promote inclusive practices that support fairness, equity, and opportunity for all employees.

Previous Gender Pay Gap reports

- 2022: Focus on inclusive recruitment, talent pipeline, and gender-proofing policies.
- 2023: Leadership completed Inclusive Leadership training, Respect & Inclusion working group established.
- 2024: Comprehensive Equality, Diversity & Inclusion training; HR strategy reviewed with commitment to pay transparency and family leave equality.
- 2025: Maintained Investors in Diversity Bronze.

In 2025 Dublin Simon continued our commitment to neutral pay gap by progressing on:

- Silver Diversity Award achievement
- Ongoing pay transparency measures including publishing pay practices.
- We are actively preparing for the EU Pay Transparency Directive and already include salary ranges in all job descriptions.
- Emphasize female leadership strength and inclusive culture, including the appointment of a female Chair of the Board.

Dublin Simon Community remains committed to:

- Maintaining transparent and equitable pay structures
- Supporting flexible working arrangements for all employees
- Ensuring fair access to progression, development, and leadership opportunities
- Regularly reviewing recruitment, promotion, and reward practices through an equality lens
- Committed to upholding the pay transparency reporting

We will continue to monitor our gender pay data annually and support gender balance and equality across the organisation.

