



Society of St. Vincent de Paul



# Gender Pay Gap Report

December 2022



SVP is committed to equality, diversity, and inclusion. We see this as an essential part of everything we do, and it aligns with the mission, values and ethos of SVP. We strive to create an environment where all employees thrive and are supported to progress in their careers, regardless of gender. We recognise the performance benefits of a diverse workforce. Being open to different perspectives helps us better understand and support those we assist in society, identifying enhancements and innovations in supporting those experiencing poverty and disadvantage.

Gender Pay Gap reporting is a helpful tool for identifying opportunities to improve the diversity of our workforce. It has recently been introduced as a legislative requirement in Ireland for organisations of our size. Whilst traditionally, the nature of the work of the not-for-profit sector has attracted more female employees, our gender pay gap data allows us to work towards and improve the current gender balance within SVP.

For our first year of reporting, our results demonstrate a mean gender pay gap of 1.8% and a median gender pay gap of -7.1%. These results compare very favourably to the mean National and European figures, which are currently estimated at 11.3% and 13% (Eurostat, 2019)<sup>1</sup>

*Rose McGowan*

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

<sup>1</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender\\_pay\\_gap\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics)

# Gender Pay and Equal Pay

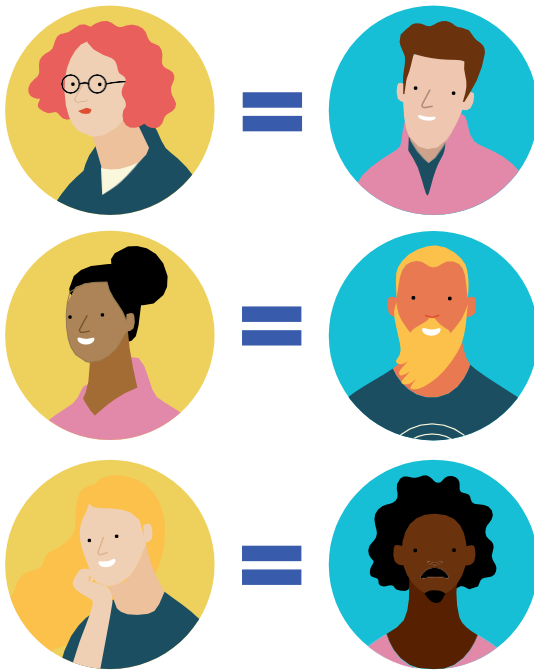
The Gender Pay Gap Information Act, introduced in May 2021, puts an onus on organisations with 250+ employees to publish their gender pay gap by the end of Q4 2022.

The gender pay gap is the difference in the average hourly wage of males and females across the workforce ([Department of Children, Equality, Disability, Integration and Youth](#)).

Gender pay and equal pay, although often used synonymously, refer to two separate concepts. In Ireland, employers have a legal onus to pay employees an equal wage for equal work or work of equal value, which the Irish Human Rights and Equality Commission governs. A gender pay gap is different from an equal pay gap and does not imply bias or discrimination. Instead, a gender pay gap illustrates a gender representation gap and is often driven by the organisation's distribution of employees.

## Equal Pay

means that men and women performing the same role receive the same pay (Legal Requirement)



## The Gender Pay Gap

indicates the difference in average earnings between men and women (Reporting Requirement)



# Our Data

Our results are based on our workforce data on a snapshot date of June 30th, 2022.



69%



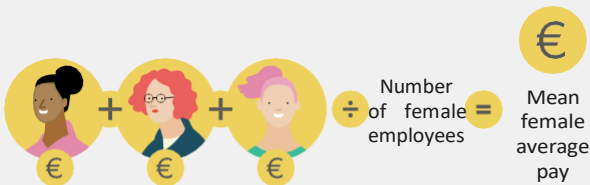
Employees



31%

## 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.

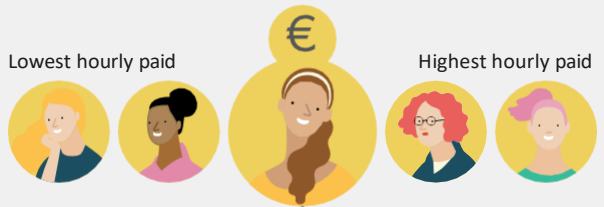


The difference equals the mean hourly pay gap

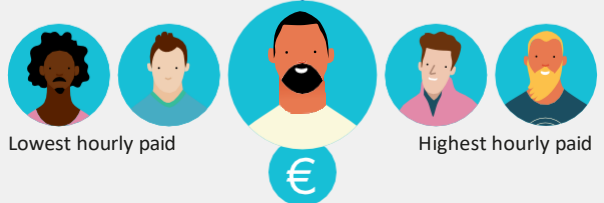


## How is the median gender pay gap calculated?

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.



The difference equals the median hourly pay gap





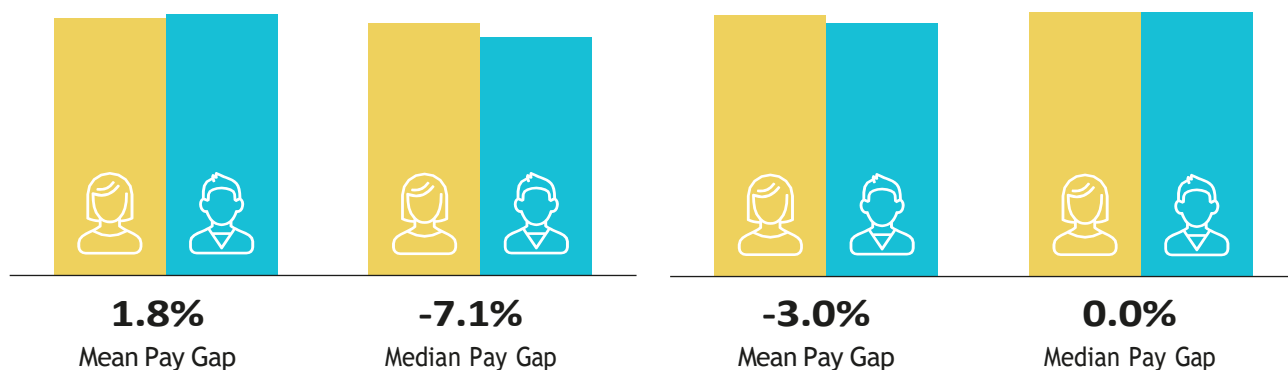


### Mean and median gender pay gap

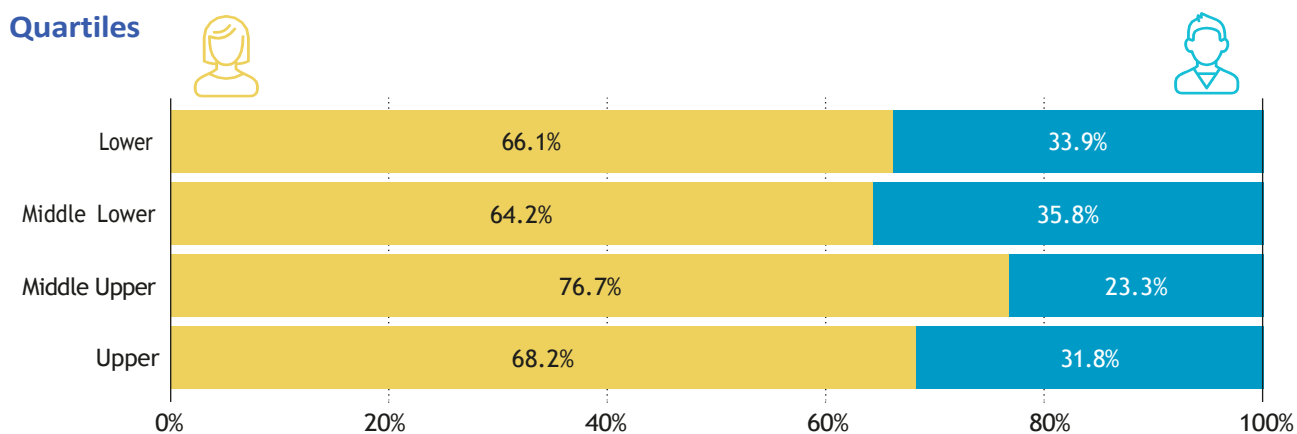
The mean gender pay gap is 1.8%. This means that, on average, a male earns approximately 1.8% more than a female. The median pay gap is 7.1% in favour of females. This means that the middle/typical female earns approximately 7.1% more than the middle/typical male.

### Mean and median bonus pay gap

The mean bonus pay gap is -3.0%. This indicates that, on average, a female earns a bonus approximately 3.0% higher than a male. Based on our figures, the median bonus gap is nil as the typical/middle male and female earn the same bonus amount.



### Quartiles



The use of 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 69% to 31%.



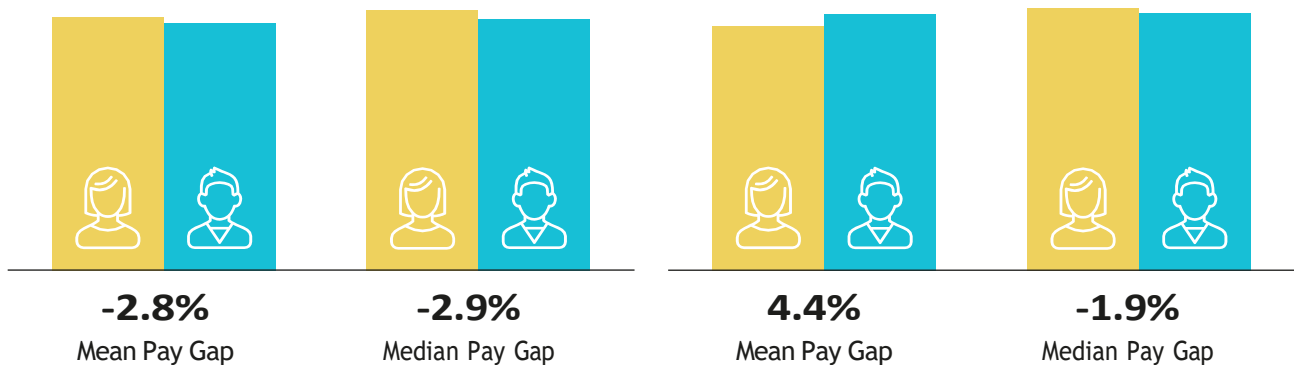
### Part-time Employees

The mean pay gap is -2.8%, which illustrates that on average, a part-time female earns approximately 2.8% 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 shows that the middle/typical part-time female earns approximately 2.9% more than the middle/typical part-time male.

### Temporary contract Employees

This year we are reporting a mean pay gap of 4.4% for our temporary contract employees. On average, a male earns 4.4% more than a temporary contract female.

The median result of -1.9% in favour of females implies that the middle/typical female on a temporary contract holds a higher paying role than the typical/middle male, resulting in a -1.9% gap in favour of females.



## Understanding the Gap

At SVP, in our first year of reporting, we have recorded a mean gender pay gap of 1.8%.

A primary driver of our gender pay gap is our organisational distribution with females making up a significant proportion of our workforce. Despite this, we aim to challenge the status quo and recruit more males to ensure our workforce has a balanced gender diversity profile. Although we have made great efforts to progress diversity and inclusion, we acknowledge this as a continuous effort and a fundamental aspect of our growth and progression as an organisation.

# Actions Taken to Date

At SVP, diversity and inclusion are fundamental to our mission, values and ethos. To date, we have established the below initiatives which foster diversity and inclusion:



## Recruitment:

- At SVP, we strive for diversity within our recruitment processes and decision-making, to ensure fair, balanced and non-discriminatory outcomes.
- We utilise gender-neutral language in our job descriptions.
- We use structured recruitment and promotion procedures that are competency, merit and ability based, prevent discrimination, take account of diversity, and promote equality.
- We strive to have a gender-balanced interview panel for the interviewing process.



## Flexibility:

- At SVP, we facilitate people to work flexibly, where possible and encourage senior leaders to be role models, working flexibly and championing flexible working.
- Our flexible working policy, which has been in place since 2019, documents and includes details on flexible working arrangements, including term-time working, working from home and compressed hours.
- Our website and job descriptions reference flexible working.



## Society Policies:

- We have communicated and implemented policies encouraging family-friendly practices, including our enhanced maternity, paternity and adoption leave policies. We also have introduced a menopause policy to support employees experiencing symptoms of varying stages of menopause.
- We have an Employee Assistance Programme open to all our employees.



## Training and Development:

- We ensure opportunities for training and development are available to all employees to support and encourage them to develop to their fullest potential.
- Diversity and Inclusion training is provided as part of induction for all staff and for existing staff as part of our commitment to embedding diversity and inclusion into our culture.
- We have implemented a further education policy open to all staff to encourage further career development.



## Succession Planning and Progression:

- We are committed to embedding a thorough and objective approach to succession and talent planning, identifying future opportunities and putting in place actions to ensure a level playing field and gender balance when promotions become available.
- We strive for gender balance in our leadership positions. Currently, 50% of our National Management Team are female (7 male and 7 female). Our Volunteer National Management Council (Trustees), including our National President, are 7 Female and 5 male.
- We promote all job opportunities internally and encourage internal recruitment and female colleagues to apply for promotion. 5 out of 8 of our Regional Coordinators are female (67%) and over 70% of the Regional Retail Managers are female.



## Reward and Benefits:

- We have developed a compensation and benefits policy with clear job groups and job salary ranges.
- We implement regular reviews of our employee rewards and benefits offering and benchmark against similar organisations and comparable services.

# Actions to Address the Gap

Although we expect our results to fall below the national mean gender pay gap, we will focus on continuous improvement as part of our diversity and inclusion journey. As a result, we have identified several actions we will focus on throughout 2023 and beyond:



## Recruitment:

- Applying unconscious bias training for interviewers to ensure our practices align with our overarching goals about diversity and inclusion and promote gender diversity.
- Further utilisation of systems that facilitate diversity in recruitment.
- Further promotion of our Secondment Policy to encourage internal development.

## Workplace Wellness /Diversity and Inclusion

- We have plans to launch our workplace wellness committee. This will be a cross-functional working group to identify and further develop our diversity and inclusion initiatives. With the formation of this employee resource group, we will look to promote gender diversity and celebrate the days and events that matter to our employees.
- We must be our best selves at work and home to encourage people to speak up for what's important to them and incorporate healthy habits into their routines.



## Policies Development:

- Further development of policies that will contribute to a culture of diversity and inclusion, including sabbatical/career break leave and fertility treatment leave.



# Appendix: 2022 Gender Pay Gap Information Act 2021 Reporting Requirements

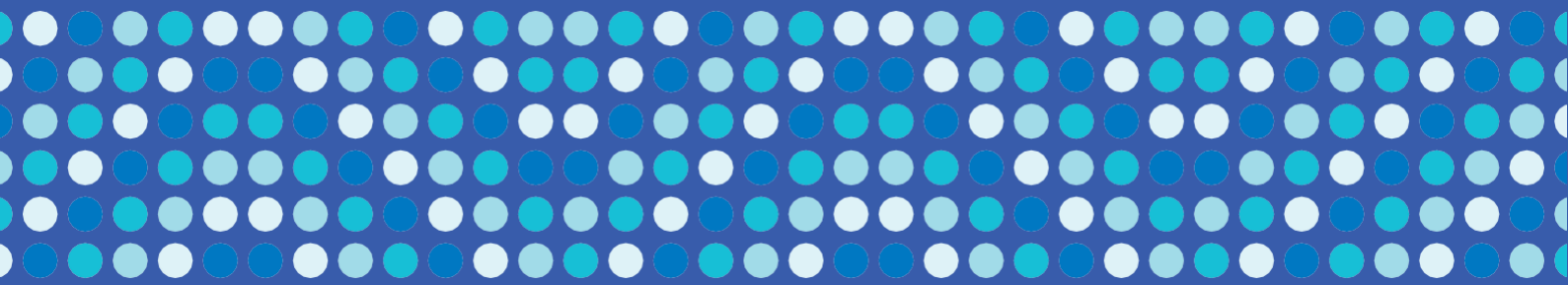
Snapshot date: 30th June 2022

Metric	Percentage %
Mean hourly pay gap	1.8%
Median hourly gender pay gap	-7.1%
Mean Hourly bonus gender pay gap	-3.0%
Median Hourly bonus gender pay gap	0.0%
Percentage of employees per gender who received a bonus	1.7% (F) 1.0% (M)
Percentage of employees per gender to receive a benefit in kind (BIK)	NR
Mean hourly gender pay gap (Temporary)	4.4%
Mean hourly gender pay gap (Part-time)	-2.8%
Median hourly gender pay gap (Temporary)	-1.9%
Median Hourly gender pay (Part-time)	-2.9%
Percentage of employees per gender in the lower quartile	66.1% (F) 33.9% (M)
Percentage of employees per gender in the lower middle quartile	64.2% (F) 35.8% (M)
Percentage of employees per gender in the upper middle quartile	76.7%(F) 23.3%(M)
Percentage of employees per gender in the upper quartile	68.2% (F) 31.8% (M)

\*NR = Not Reported. These figures are not reported as the categories of part-time and temporary employees are not applicable for disclosure.



Society of St. Vincent de Paul



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