



Reporting our Gender Pay Gap 2022

Our CEO message

As an organisation with more than 250 employees, we are very happy to report on our gender pay gap in line with the requirements set out in the Information Act 2021. CRC has become one of the largest and most progressive providers of services to children and adults with disabilities in Ireland, and it is very important to us that we respect and reflect the diversity in the community that we serve.

We are strongly committed to supporting a fair and equal workplace, and publishing our gender pay gap helps us to benchmark our position, and progress in this important care sector. We are a team of professional and highly committed experts in our field, and we will use the data from this report to inform the culture pillar which is part of our 5-year strategic plan.

We are somewhat unusual in that our gender pay gap is a negative rather than a positive figure, which reflects the existing gender balance in our current structures. However, that will not diminish our intent, as with all other employers reporting across Ireland, to drive progress in building our talent in an equal and progressive way.

Alison McCallion, Interim CEO

Why are we talking about Gender Pay Gap now?

The Gender Pay Gap Information Act 2021 was signed into law in Ireland in 2021 and requires all organisations with 250 or more employees to publish their gender pay gap information on an annual basis, commencing in December 2022, including plans to address any gaps.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workplace. It compares the pay of **all** working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience

We are required to report on 7 key areas (see appendix 1 for the full breakdown) and the two key measures are

- **The mean pay gap** - which is calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
- **The median pay gap** – which is calculated by finding the midpoint across all employees' hourly pay

Our Gender Pay Gap 2022

What is our Gender Pay Gap, and what is driving it?

Our gender pay gap arises because more senior positions within the CRC are held by women; and those women in senior roles have, on average, more service, driving higher increments.

While men make up 26% of our overall workforce, in June 2022 when this snapshot of data was taken, only 16% in the upper quartile and 9% in the upper mid quartile were male, whereas 35% of the lower paid quartile were male.

384	
Total Headcount	
74% Female	26% Male
Mean Gender Pay Gap	
-16.89%	
Median Gender Pay Gap	
-28.96%	

What are we doing to address our Gender Pay Gap?

Talent and Culture are one of the key pillars in our current 5 year strategic plan. Using the outputs of gender pay gap reporting, we will add a specific lens to areas where we can encourage greater gender balance in all roles. In particular, we will focus on

Recruitment – reviewing our advertising and selection processes to ensure we aim to attract a more balanced applicant pool for all vacancies

Progression – examining our internal progression processes to ensure there are no barriers to progression based on gender

Training – reviewing all our internal training processes to encourage open access for all as part of career progression to more senior roles.

Frequently Asked Question

Why is our gender pay gap a negative figure?

Because our team profile has an unequal representation of men at senior versus lower grades our gender pay gap is a negative figure. If the unequal representation was female led, the gap would be a positive figure.

How can a gender pay gap be possible if pay discrimination is illegal?

The primary factor that drives a gender pay gap is the under representation of one gender over another in higher paid roles, relative to the overall gender balance in the company, which creates a gap when you average all salaries.

Unequal representation is very different to unequal pay which occurs where men and women are potentially paid a different rate for the same or equal value role. Ireland has a very robust legal framework to prevent this form of discrimination, and equal pay for equal work is already enshrined in the law.

Does this gap mean men in CRC are being paid less than their female counterparts for the same jobs?

No, as an organisation within the Public Services Sector we consistently apply the required pay scales applicable to each grade, regardless of gender. The gap is an average figure that reflects that there are fewer men in higher paid senior roles than women, and slightly more men in lower paid roles relative to the overall male : female ratio of 26% : 74% across the organisation

Are there penalties for having a gender pay gap?

No. A gender pay gap is not a sign of an organisation doing something wrong, instead it is a metric at a point in time that is strongly influenced by unequal representation in higher paid roles versus lower paid roles.

Is this a once-off exercise?

We will be required to report on an annual basis going forward, and to comment on our progress in addressing the gap as time moves on.

If you have any further questions, please contact your relevant member of the Senior Management Team or the HR Department.

Appendix 1

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is based on extract data as at June 2022.

REPORTING CRITERIA					
			Mean (average)	Median (mid-point)	
1. All employees – hourly pay			- 16.89%	- 28.96%	
2. All employees – bonus pay			0%	0%	
3. Part time employees – hourly pay			- 49.68%	- 46.3%	
4. Temporary contract employees – hourly pay			- 3.3%	- 7.73%	
			Male	Female	
5. Percentage of employees who received a bonus			0%	0%	
6. Percentage of employees who received a benefit in kind			0%	0%	
7. Employees by pay quartile		Lower	Lower Mid	Upper Mid	Upper
		M: 35.42%	M: 28.12%	M: 9.38%	M: 15.62%
		F : 64.58%	F: 71.88%	F: 90.62%	F: 84.38%