

### **A message from our CEO**

As an organisation of more than 250 employees we are very happy to report on our gender pay gap for the second year, in line with the requirements set out in the Information Act 2021. CRC is a large and progressive provider 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. This reflects the existing gender balance in our current structure. 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.

*Deborah Jacob, 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 employees or more to publish their gender pay gap information on an annual basis commencing December 2022 including any 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 in similar jobs, with similar working patterns 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:

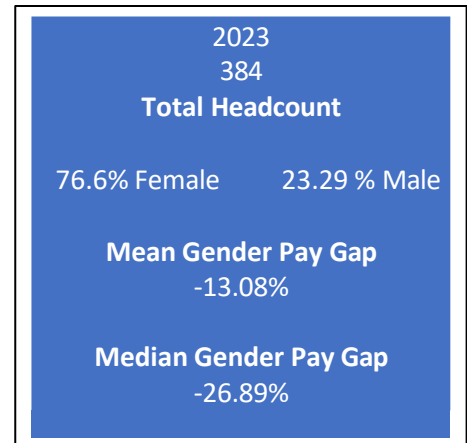
1. **The mean pay gap** – which is calculated by adding all employee’s pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
2. **The median pay gap** – which is calculated by finding the midpoint across all employees’ hourly pay.

## CRC Gender Pay Gap 2023

### 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 made up 23.29% of our overall workforce, in June 2023 when this snapshot of data was taken, only 12.37% in the upper quartile and 19.59% in the upper mid quartile were male, whereas 35.42% of these of the lower quartile were male.



### 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. In September 2023, we introduced Rezoomo – a Talent

Acquisition platform which provides the functionality to review metrics on applicants for all roles advertised at the CRC. We will utilise this to review and report on gender diversity of applicants.

- **Progression** – examine our internal progression processes to ensure there are no barriers to progression based on gender.
- **Training** – review all our internal training processes to encourage open access to all as part of career progression to more senior roles.

Frequently Asked Questions

**1. 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.

**2. How can a gender pay gap be positive 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 organisation, 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 of 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 legislation.

**3. Does this mean men in the 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 27% - 73% across the organisation.

**4. 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.

**5. Is this an annual exercise?**

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

## 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 of June 2023.

Comparison Gender Pay Gap fields - GPG Information Act 2021 Reporting at June	2022 %	2023 %
1. Mean hourly gender pay gap (All)	-16.89	-13.08
2. Mean hourly gender pay gap (Part-time)	-49.68	-35.83
3. Mean hourly gender pay gap (Temporary contract)	- 3.30	- 1.16
4. Median hourly gender pay gap (All)	-28.96	-26.89
5. Median hourly gender pay gap (Part-time)	-46.30	- 41.82
6. Median hourly gender pay gap (Temporary contract)	- 7.73	-11.07
7. Mean hourly performance related bonus pay gap (All)	N/A	N/A
8. Median hourly performance related bonus pay gap (All)	N/A	N/A
9. Percentage of employees pe gender to receive a performance related bonus	N/A	N/A
10. Percentage of employees per gender to receive benefit-in-kind	N/A	N/A

% Employees per quartile	Lower	Lower middle	Upper middle	Upper
2022	Female 64.58% Male 35.42%	Female 71.88% Male 28.13%	Female 90.63% Male 9.38 %	Female 84.38% Male 15.63%
2023	Female 62.24 % Male 37.76 %	Female 76.29% Male 23.71%	Female 87.63% Male 12.37%	Female 80.41% Male 19.59%



Openness



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