



# Gheel Autism Services

acceptance • empowerment • inclusion

## GENDER PAY GAP REPORT 2023



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## INTRODUCTION

The Gender Pay Gap (GPG) refers to the difference between the average hourly wages of men and women across the workforce. The Gender Pay Gap Information Act 2021 set the requirement for organisations with 250+ employees to publish their pay gap between women and men on both a mean and median basis. In addition, employers are required to publish the proportion of women and men distributed among each pay quartile. The Act outlines these specific metrics to promote consistent calculations across all organisations who meet the size criterion.<sup>1</sup>

This is Gheel Autism Services CLG's first year to report on the GPG and we welcome this opportunity as it serves to facilitate the wider conversations surrounding the progress for women at work. Aligned with two of our key values which are 'empowerment' and 'inclusion', we are eager to understand our gender pay gap and ultimately, improve gender diversity and representation within our workforce. Our figures have been calculated in line with the guidance provided in the Act and represent a workforce which is predominantly made up of female employees (65.6%).

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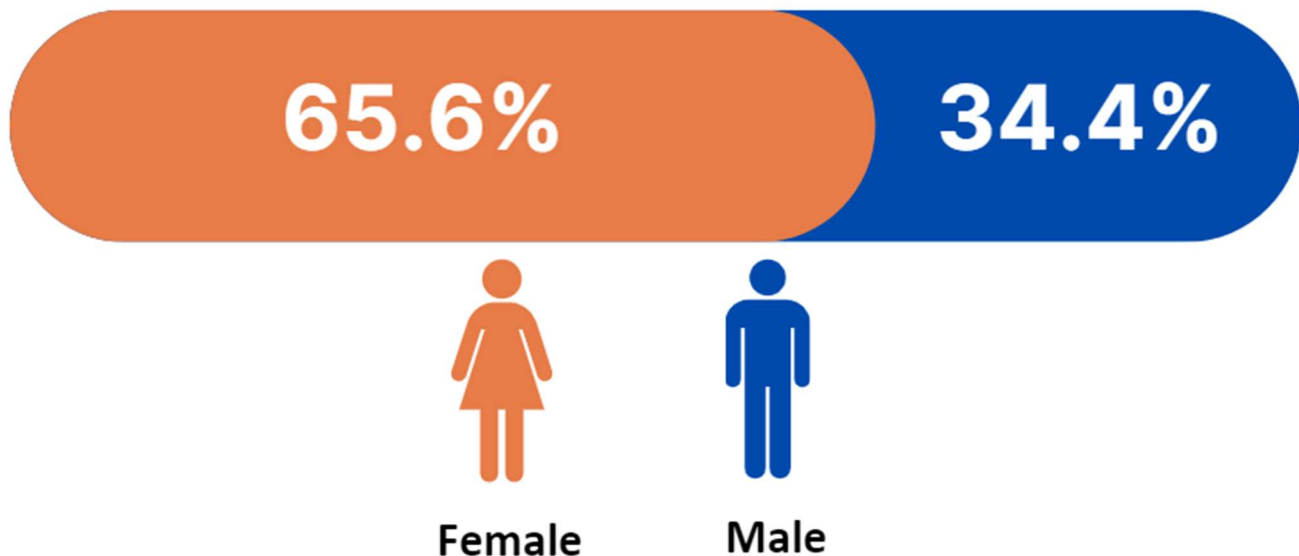
<sup>1</sup> Irish Statute Book (2023) 'Gender Pay Gap Information Act 2023', Dublin: Irish Statute Book

## BACKGROUND

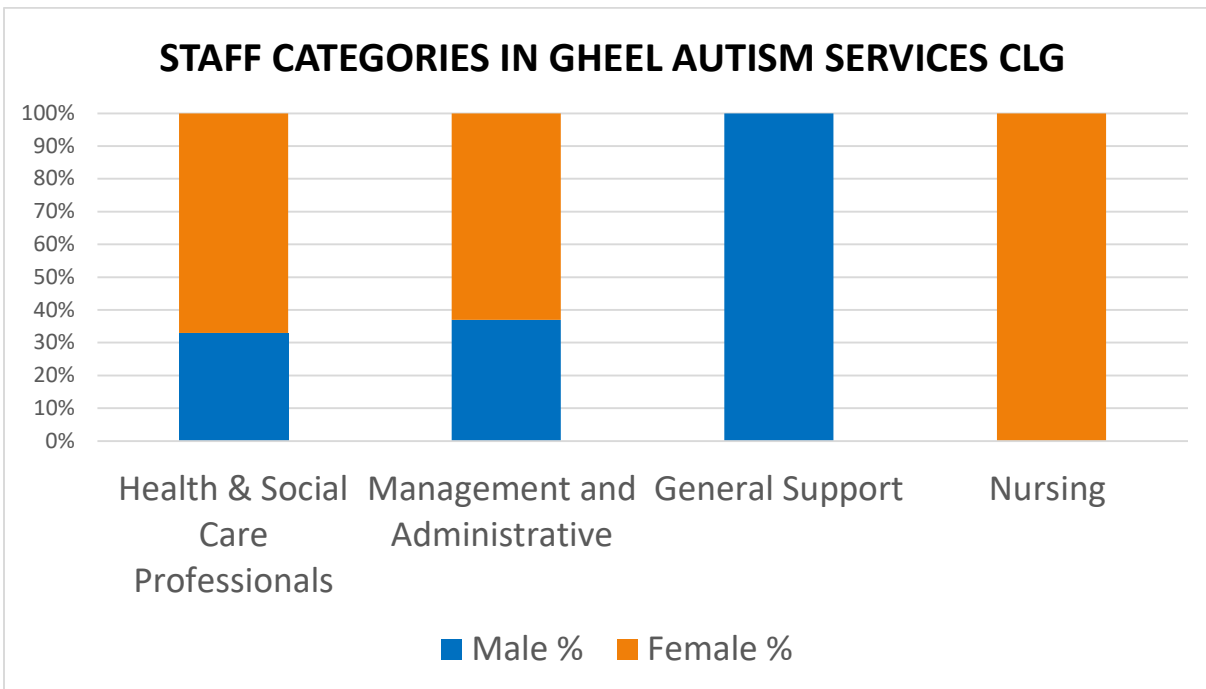
Gheel Autism Services CLG is a grant-aided Section 39 agency, meaning it provides services on behalf of the Health Service Executive (HSE). Gheel provides a wide range of services for autistic adults including day and vocational opportunities, outreach support and a variety of supported living options. These supports are provided throughout the Greater Dublin, Wicklow and North Kildare Region. Across our services we consider how each person thinks, learns, and processes information to develop a personalised plan of support. Considering individuals strengths and motivations, we enable people to obtain outcomes which are meaningful to them.

As typical in the social care sector, the majority of Gheel's staff are female. In the reference year, 65.6% of staff employed are female out of a total of 289 relevant employees. The snapshot date chosen for our GPG report is 1<sup>st</sup> June 2023 and therefore, the information provided in this report relates to the year from 31<sup>st</sup> May 2022 to 1<sup>st</sup> June 2023.

### GENDER REPRESENTATION WITHIN GHEEL AUTISM SERVICES CLG



Across our workforce, we report in 4 staff categories as follows: 1. Health & Social Care Professionals 2. Management & Administrative 3. General Support 4. Nursing. Gheel employees (excluding flexi-time relief staff 'if and when') are paid in line with HSE Consolidated Pay Scales, undifferentiated by gender. The employees receive an annual increment and move a point on the pay scale until they reach the maximum point. New employees joining Gheel may be entitled to incremental credit based on their years of experience.



Gheel also recognises the importance of offering flexible working patterns (i.e., including part-time working and relief hours working (also known as 'if and when'). In the reference year, 35% of staff were availing of part-time or 'if and when' contracts. Notably, 71% of these part-time and relief staff are female. This characteristic is important to the findings in our overall report. Flexi-time relief staff roles are paid at a set hourly rate and are paid in respect of hours actually worked.

It is important to highlight that Gheel does not make Benefit in Kind or Bonus Payments. Therefore, these calculations were excluded from this report and represented as N/A in the results section.

## RESULTS FOR GHEEL AUTISM SERVICES CLG

The reporting metrics for our organisation are set in the below tables.

| Reporting Metric  | Result |
|---|--------|
| <b>Mean Hourly Remuneration</b>   |        |
| Difference between mean hourly remuneration of male and female employees expressed as % of mean hourly remuneration of male employees   | 11%    |
| Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part-time male employees                               | 2%     |
| Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as % of mean hourly remuneration of male employees on temporary contracts     | 4%     |
| <b>Median Hourly Remuneration</b>   |        |
| Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees   | 18%    |
| Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part-time male employees                           | 14%    |
| Difference between median hourly remuneration of male and female employees on temporary contracts expressed as % of median hourly remuneration of male employees on temporary contracts | 26%    |
| <b>Mean Bonus Remuneration</b>  |        |
| Difference between mean bonus remuneration of male and female employees expressed as % of mean bonus remuneration of male employees   | N/A    |
| <b>Median Bonus Remuneration</b>  |        |
| Difference between median bonus remuneration of male and female employees expressed as % of median bonus remuneration of male employees   | N/A    |
| <b>Bonus and Benefit in Kind (BIK)</b>  |        |
| Difference in the percentages of male/female employees who received Bonus and BIK remuneration  | N/A    |

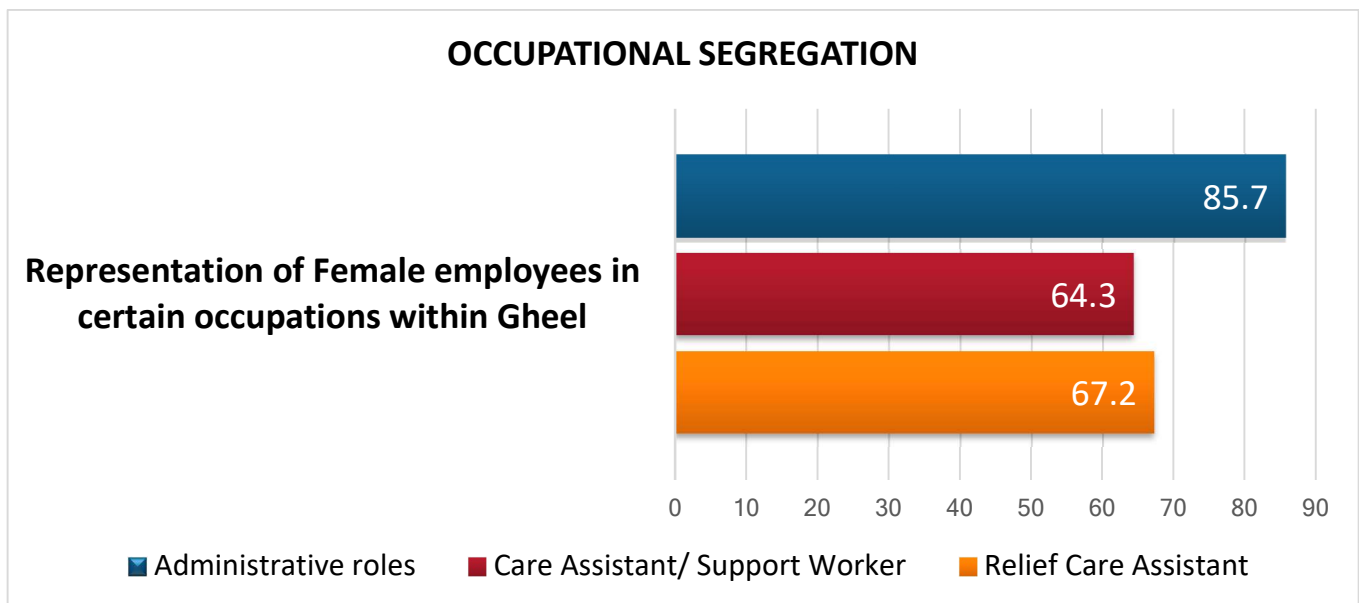
| Hourly Remuneration Quartiles |                     |                            |                            |                     |
|-------------------------------|---------------------|----------------------------|----------------------------|---------------------|
|                               | Quartile 1<br>Lower | Quartile 2<br>Lower Middle | Quartile 3<br>Upper Middle | Quartile 4<br>Upper |
| Male                          | 21%                 | 26%                        | 45%                        | 46%                 |
| Female                        | 79%                 | 74%                        | 55%                        | 54%                 |

Our figures show that Gheel has a positive gender pay gap which indicates that the average hourly wages of male employees is higher than female employees.

## EXPLAINING THE GAP

### Occupational Segregation:

Typically, some occupations attract a higher number of female rather than males, and vice versa. According to our data in the reporting period, a number of the lower paid roles within our organisation are gendered. For example, women are overrepresented in our Relief Care Assistant roles (67.2%), Care Assistant / Support Worker roles (64.3%) and Administrative level roles (85.7%). Interestingly, our pay quartile results suggest that 76% of our lower to lower middle quartiles are represented by female employees.<sup>2</sup>

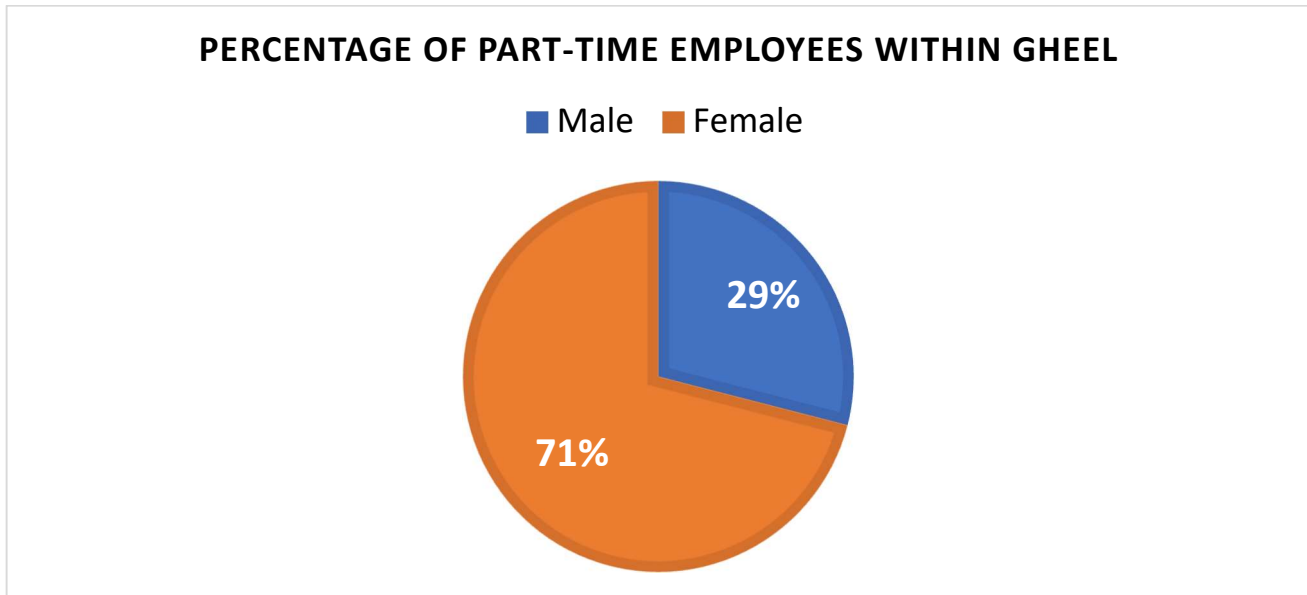


<sup>2</sup> Central Statistics Office (2022) 'Census of Population 2022 - Summary Results', CSO [online].



### Working Patterns (Part-Time work):

Part-time work appears to be most popular among our female cohort of employees. 72 out of our 101 part-time positions are filled by female employees. This means that 71% of our part-time staff are females and only 29% of the positions are filled by males.

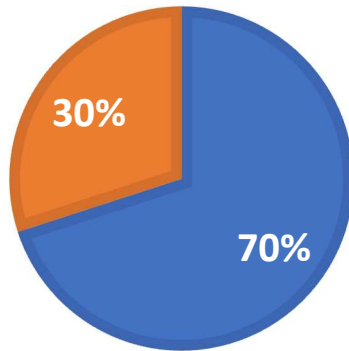


In total, 70% of the female workforce within Gheel are working full-time and 30% of females are working part-time. Many women choose part-time positions due to familial obligations and find it difficult to pursue further qualifications to support their career progression.<sup>3</sup> On the other hand, 76.5% of our male workforce within Gheel are working full-time and only 23.5% of males within Gheel are working part-time. This can amplify the GPG as often male counterparts are in a better position to earn more income, obtain opportunities for training and development and career progression.

<sup>3</sup> Central Statistics Office (2022) 'Census of Population 2022 - Summary Results', CSO [online].

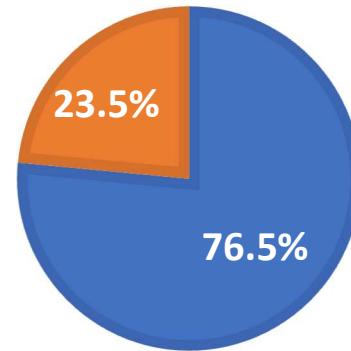
**PERCENTAGE OF FEMALE EMPLOYEES IN FULL-TIME VS PART-TIME POSITIONS WITHIN GHEEL**

■ Full-Time ■ Part-Time



**PERCENTAGE OF MALE EMPLOYEES IN FULL-TIME VS PART-TIME POSITIONS WITHIN GHEEL**

■ Full-Time ■ Part-Time



**More Working Patterns:**

It is evident from our data over the reporting period, that although there is a smaller proportion of males within part-time roles, they tend to achieve higher earnings. This may be due to their additional bandwidth to work additional hours or in particular, work on public Holidays, Sundays and unsociable hours. Individuals who work on these shifts are eligible to receive shift premiums which can significantly increase an employee's salary. The availability of female employees may be restricted by a lack of affordable childcare or imbalanced gender roles surrounding domestic duties.

**Length of Service / Years of Experience:**

Females who take breaks in employment (i.e., maternity leave, career break, leave work due to familial commitments) tend to reach incremental pay increases at a slower pace than their male colleagues. This is due to the fact that points on the HSE pay scales are allocated based on relevant years of experience/service and not gender. This process can amplify the gender pay gap.

**Temporary Contracts:**

Within our reporting metrics, the mean GPG and median GPG hourly rates for our temporary male employees, is significantly higher than their female counterparts. Upon further investigation, the data shows although the majority of our temporary employees are female (72% - 18 females out of 25 temporary employees), 28% of them are working on a part-time basis and only 27.7% of them are in management roles. On the other hand, only 14% of male temporary employees are working on a part-time basis and 57.1% of them are in management roles. The gender pay gap is evidently higher in favour of temporary males as there is a lower amount of temporary females working full-time and in higher paid management roles.

## CLOSING THE GAP

### Attraction & Hiring Process:

- Review our recruit practices
  - Seeking a gender balance in shortlists for certain roles (50/50 split for all roles)
  - Ensure that hiring managers and the HR Team participate in unconscious bias training
  - Ensure that interview panels are diverse (when possible)
  - Focus on diverse talent pipelining
- Review our job descriptions to ensure that it promotes gender neutral language
- Engage with EU Pay Transparent Directive 2023
- Implement a new online Applicant Tracking System which will increase our capabilities to assess the demographics of our applicants, create a diverse talent pipeline and promote a fair and transparent process

### Policies & Programmes:

- Focus on building a culture of diversity, equity, inclusion, belonging (DEIB) and respect within the organisation through policies and initiatives
- Implement more diversity and inclusion reporting metrics into our monthly HR report
- Engage in equality proofing of all Gheel policies and processes

### Progression & Development:

- Work on leadership development initiatives

- Introduce a Mentorship Programme (whereby senior female employees can mentor junior female employees on their career journey) to foster a culture of career progression and supports for our female workforce
- Raise awareness of maternity and menopause supports for females. Further promote the Employee Assistance Programme (EAP) confidential counselling and wellbeing supports to all employees
  - In particular, highlight supports available for parent coaching, infertility and pregnancy loss
- Promote our internal Educational Assistance Programme and start reviewing the profile of applicants with approved applications to ensure that opportunities are fair and balanced
- Develop managers and staffs knowledge and skills related to DEIB

## BIBLIOGRAPHY

Irish Statute Book (2023) 'Gender Pay Gap Information Act 2021', Irish Statute Book [online].

Central Statistics Office (2022) 'Census of Population 2022 – Summary Results', CSO [online].