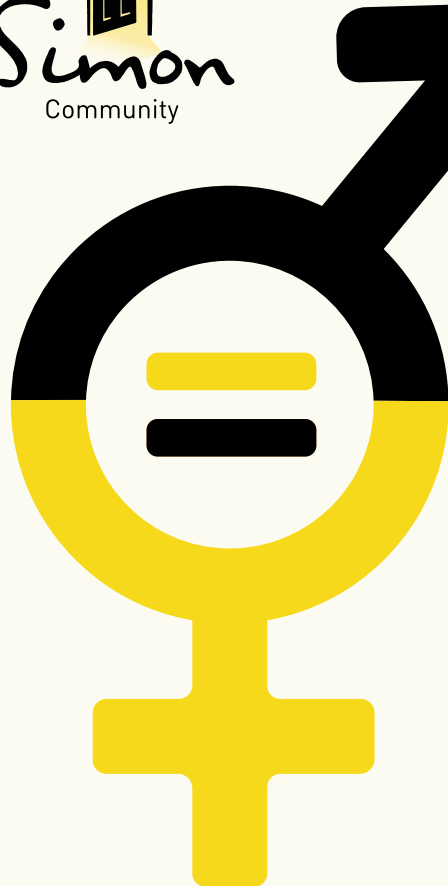


2024

Gender Pay Gap Report



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FOREWORD



I am delighted to introduce our 2024 Gender Pay Gap Report for Cork Simon and South East Simon Community.

This report marks an important milestone for us. Our employees are our most valuable resource. We believe it is essential that existing and prospective staff know that this community offers equality of opportunity and a workplace where all employees are valued and treated equitably. The gender pay divide is an important issue requiring attention across all levels of society, and we believe we must demonstrate leadership on the issue. Fostering an inclusive workplace is an ongoing process in which this report has a significant role. It complements our other initiatives at fostering an inclusive workforce. This year we successfully completed our first step towards accreditation with the Irish Centre for Diversity. Raising our standard of accreditation on all aspects of diversity and inclusion will remain on our strategic roadmap for the years ahead.

The data contained in this and future gender pay gap reports will continue to inform our resourcing, training and career development strategies for all our employees.

A handwritten signature in blue ink, consisting of a stylized first name followed by a surname, ending with a period.

November 2024

HOW WE REPORT ON THE GENDER PAY GAP.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

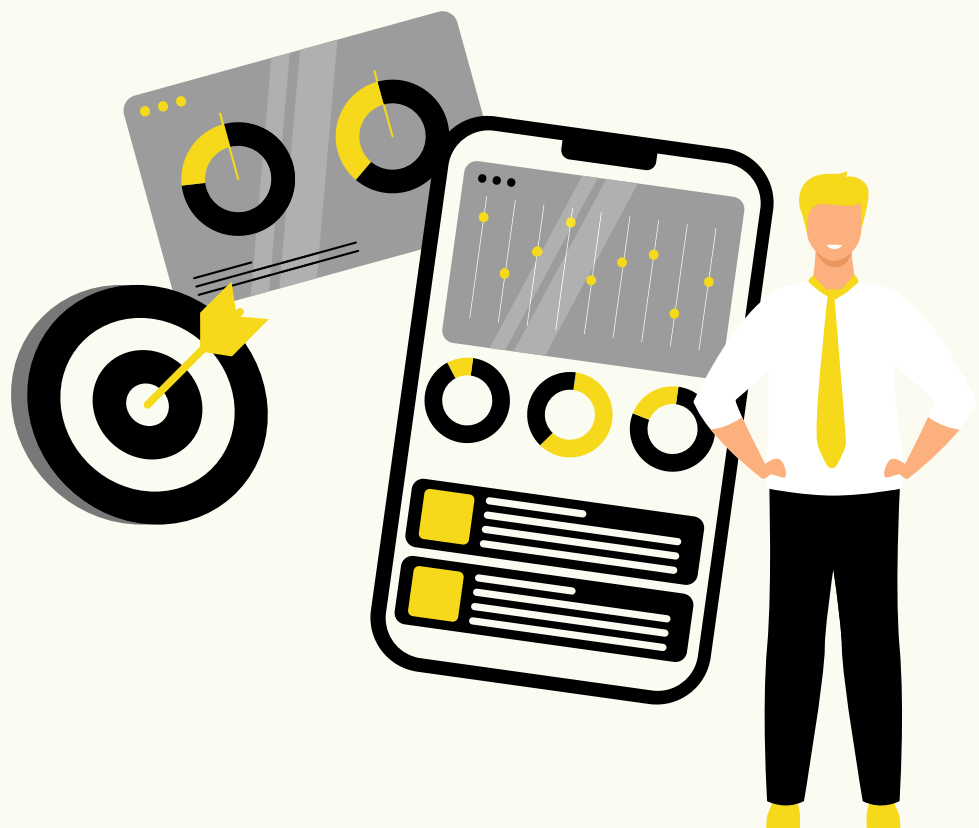
This is the first year that organisations with less than 250 employees but more the 150 employees are being asked to report on their gender pay gap.

The government has published detailed and prescriptive regulations on how we must make these calculations and report them. Full details of these regulations are outlined in the

- ▶▶▶▶ [Employment Equality Act 1998 \(Section 20A\) \(Gender Pay Gap Information\) Regulations 2022](#)

and in the

- ▶▶▶▶ [Employment Equality Act 1998 \(Section 20A\) \(Gender Pay Gap Information\) \(Amendment\) Regulations 2024.](#)



STAFF PROFILE BY GENDER

**Snapshot date:
07 June 2024.**

During the twelve-month reference period to June 2024 Cork Simon and South East Simon Community employed a total of 261 employees. 62.1% were female.

TOTAL	MALE	FEMALE
261	99	162
100.0%	37.9%	62.1%

Table 1: Snapshot of Cork Simon and South East Simon employees in the 12 months to 07 June 2024.

Recruitment

We recruit the majority of Cork Simon and South East Simon staff through our internal recruitment processes. We remove applicants' personal data from application forms before we commence selecting candidates for interviews. The personnel responsible for selecting candidates for interviews do not have sight of applicants' gender, age or nationality. We provide training to all interviewers to ensure the interview stages of recruitment are conducted according to legislative and policy requirements relating to equality, diversity and inclusion. All appointments are merit based. Where feasible, we aim to achieve gender balance on interview panels.

Analysis of pay

QUARTILES	% MALE EMPLOYEES	% FEMALE EMPLOYEES
Lower	55.4%	44.6%
Lower Middle	27.7%	72.3%
Upper Middle	33.8%	66.2%
Upper	34.8%	65.2%

Table 2: Pay band quartiles for male and female employees in the 12 months to 07 June 2024 at Cork Simon and South East Simon.

Our analysis of pay by quartile shows strong female representation across all four pay bands. We note that the ratios of female to male employees in the two higher quartiles - upper middle and upper, exceeds the ratio of females to males in the overall organisation. This reflects our successful recruitment and promotion of women within Cork Simon and South East Simon.

2024 GENDER PAY GAP STATEMENT

	MEAN HOURLY RATE			
	All	Male	Female	GENDER PAY GAP
All	€21.22	€20.57	€21.61	-5.1%
Part-time only	€18.91	€17.26	€19.86	-15.0%
Temporary only	€17.13	€16.40	€17.71	-8.0%

Table 3: Mean €-per-hour remuneration in the 12 months to 07 June 2024 at Cork Simon and South East Simon.

	MEDIAN HOURLY RATE			
	All	Male	Female	GENDER PAY GAP
All	€19.43	€19.25	€19.71	-2.4%
Part-time only	€18.16	€15.87	€19.03	-20.0%
Temporary only	€16.68	€15.28	€17.84	-16.7%

Table 4: Median €-per-hour remuneration in the 12 months to 07 June 2024 at Cork Simon and South East Simon.

There was no bonus remuneration or Benefit-in-Kind in the snapshot period.

We are reporting a negative gender pay gap of -5.1% among all staff. We cannot make a comparison with previous years as this is our first Gender Pay Gap report.

We note in particular:

- (i) There were 13 male participants and one female participant employed through our Community Employment Scheme¹ (CE) during the snapshot period (not including a CE supervisor and two CE staff who also work non-CE hours). By excluding these 14 Community Employment participants our negative gender gap reduces to -1%.
- (ii) Equality and Equity are integral to the overall values of Cork Simon and South East Simon. Our Board of Directors and senior management team have made significant efforts over many years to achieve gender equality across all levels of the organisation. The achievement of gender equality in the metrics of this Gender Pay Gap Report reflects that ongoing work. We do not view that positive result to be a signal to the organisation that this work is now complete. Ongoing focus, commitment and investment in equality across the organisation will continue to be a cornerstone of our strategy.

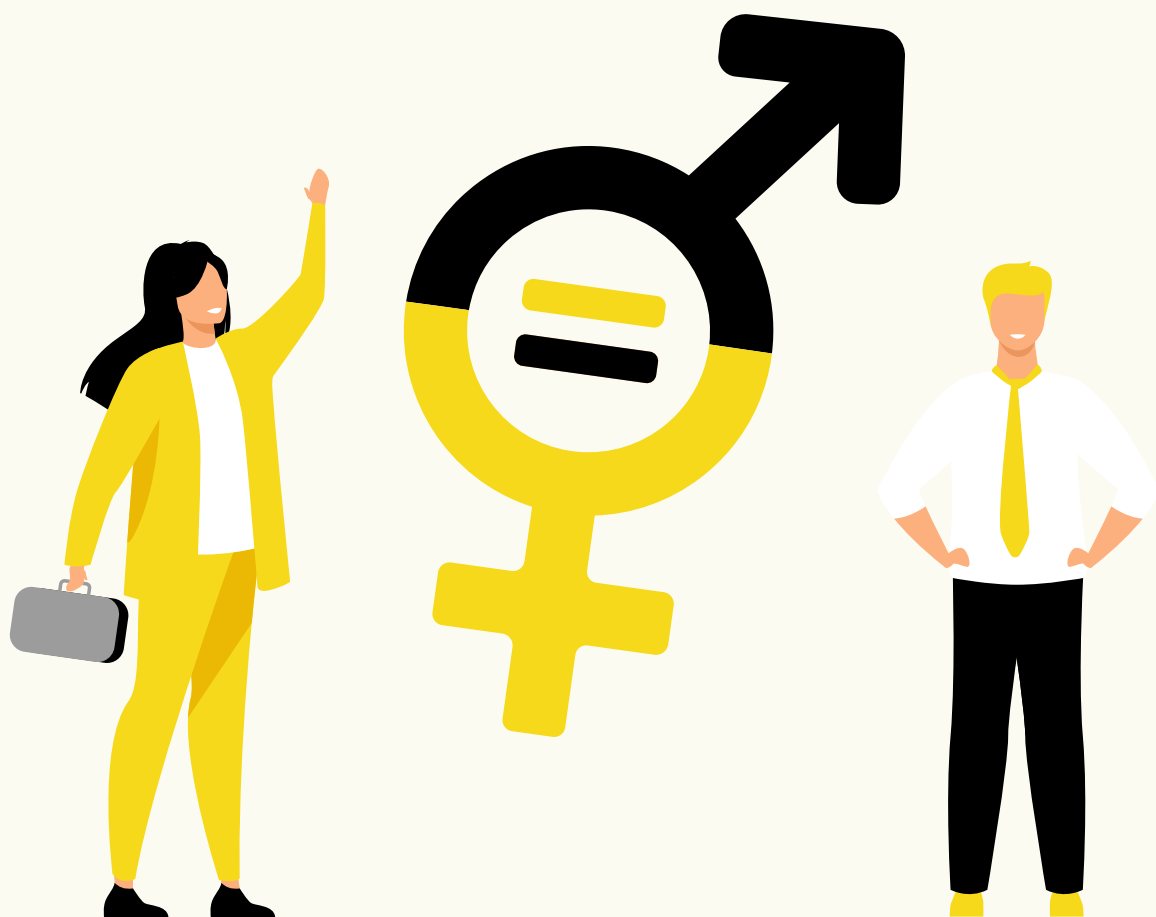
¹Department of Social Protection Community Employment (CE) programme.

ONGOING COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Equality, diversity and inclusion are embedded within the values of Cork Simon and South East Simon and will remain central to our strategic development. Our suite of policies, procedures and training promote a positive work environment where all staff are welcomed, valued and respected regardless of their gender, marital status, family status, age, disability, sexual orientation, race, religion or membership of the Traveller community.

As an equal opportunities employer, Cork Simon and South East Simon promote a culture of inclusion. We embrace genuine equality of opportunity through fair and transparent recruitment processes. We remove all personal information prior to our selection of candidates for interview. Our recruitment panels selecting candidates for interviews do not have sight of gender, age or nationality of applicants. We provide training to all interviewers to ensure the interview stages of recruitment are conducted according to legislative and policy requirements relating to equality, diversity and inclusion. All appointments are merit based. Where feasible, we aim to achieve gender balance on our interview panels.

This year, Cork Simon and South East Simon have achieved the first level of accreditation with the Irish Centre for Diversity. We are committed to working towards achieving the remaining accreditation standards in the coming years as a central strand in the organisation's strategic development.





Cork Simon
Community

Company Registration Number: 42511
Charity Number: 20022914
Revenue CHY Number: 9155

4 Lapp's Quay, Cork, T12 KT61.
www.corksion.ie



South East

Simon
Community

Company Registration Number: 376398
Charity Number: 20055141
Revenue CHY Number: 15749

4 Canada Street, Waterford.
www.southeastssimon.ie

