



Society of St. Vincent de Paul



Gender Pay Gap Report

December 2023



1. Introduction

At SVP, we are committed to investing in our talent, who consistently deliver life-changing services for those experiencing poverty in our society. Diversity, Equity and Inclusion (DE&I) is a core element of our organisational ethos and is essential for making SVP a workplace where our people feel like they belong and where they can make a meaningful impact.

We are pleased to be publishing our second Gender Pay Gap report this year, with a **mean pay gap of 0.1%**, which has been reduced from last year's pay gap of 1.8%. While we are proud of the progress we have made, we are looking forward to continuing to strengthen DE&I in our organisation and have a positive impact on our people's experience. For us, Gender Pay Gap reporting is more than a regulatory requirement; it is an essential tool in evaluating our progress to improve gender diversity.

SVP is fully committed to creating an environment where employees can bring their authentic selves to work and reach their full potential.

Rose McGowan

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

2. Introduction to Gender Pay Gap Reporting

This year we are pleased to be publishing our second gender pay gap and starting the next chapter of our journey in progressing our DE&I agenda and making a meaningful impact in the arena of gender diversity.

Gender pay and Equal pay are two different concepts which have distinct meanings. A Gender Pay Gap is often driven by the organisation's distribution of employees and is characterised by the difference between the average hourly pay of a male employee compared to the average hourly pay of a female employee, across all organisational levels.

Equal Pay refers to the principle that men and women should receive equal pay for doing the same job or work of equal value and cannot be discriminated against in terms of pay based on any of the nine grounds for discrimination, including gender.

The presence of a gender pay gap does not imply an organisation does not adhere to equal pay principles, although it may suggest that an organisation has a gender imbalance across different organisational levels.

3. Why it Matters

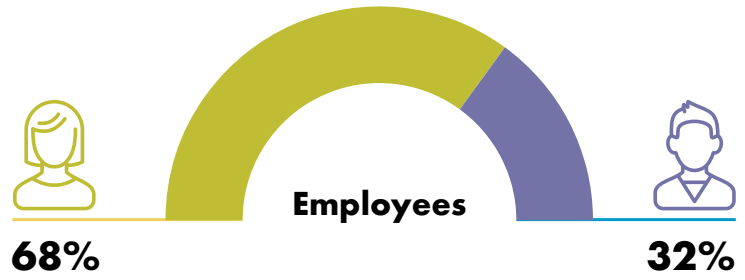
Understanding our gender pay gap is an essential step for SVP to achieve a gender-balanced workforce, thus promoting DE&I. The data provides us with an important opportunity to inform our processes and procedures so that we are aligned with best practices and can enact meaningful change.

We have engaged an external professional services firm to assist us with the interpretation and application of government guidelines throughout this report, for our second reporting year. We utilised the output of our analysis to inform our roadmap over the next year to further embed DE&I as a core component of our organisational culture and ethos.

The not-for-profit sector has historically been female-dominated. We understand that we have an important role to play in challenging the status quo and working towards creating an organisation where employees feel that they are valued and appreciated, irrespective of gender.

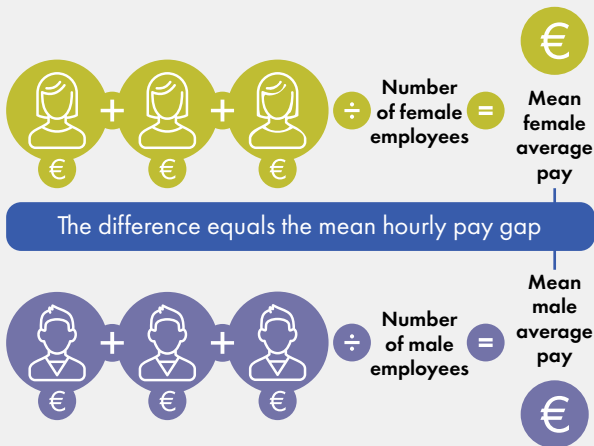


4. Our Data



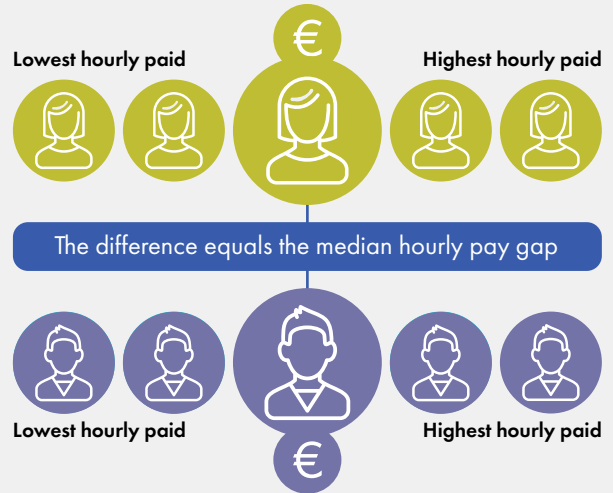
Calculating the Mean Gender Pay Gap

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.



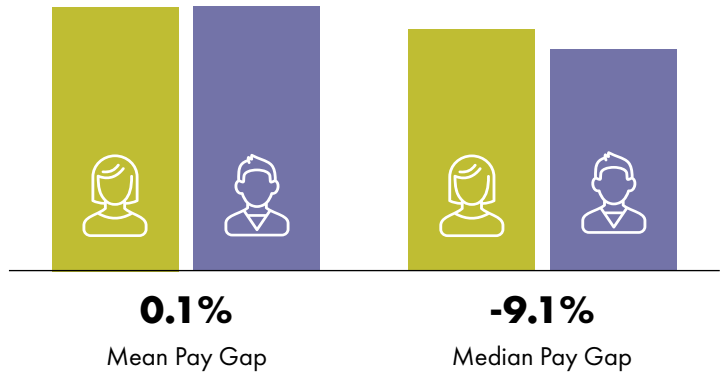
Calculating the Median Gender Pay Gap

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.

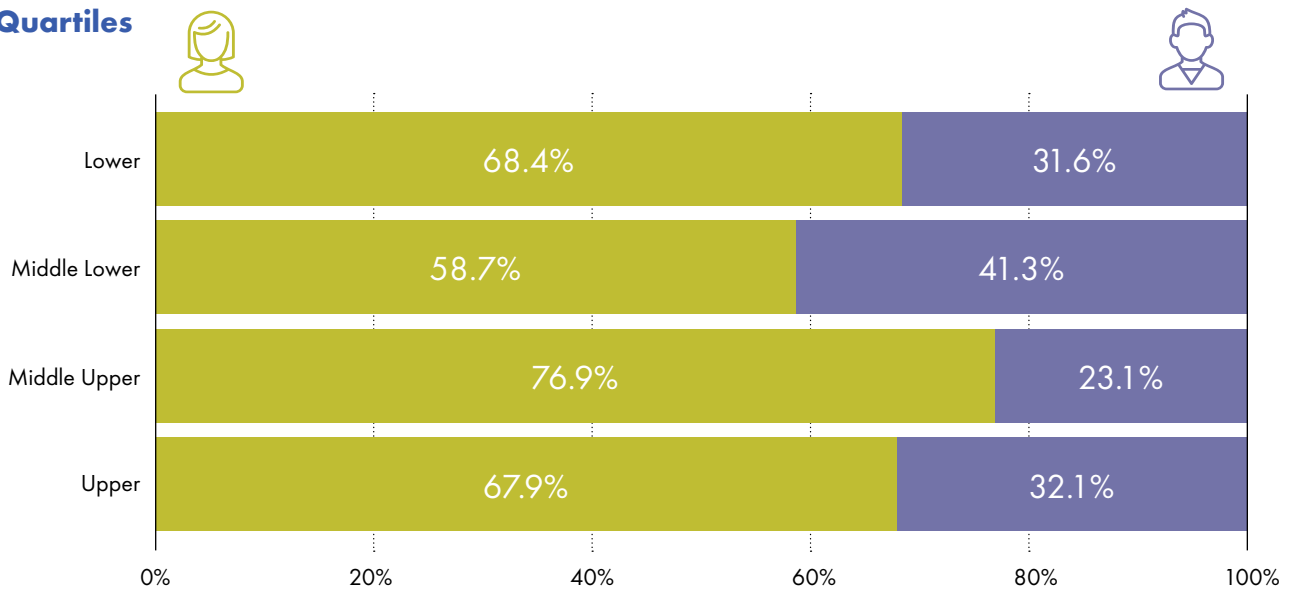


Mean and Median Gender Pay Gap

The mean gender pay gap is 0.1%. This means that, on average, a male earns approximately 0.1% more than a female. The median pay gap is -9.1%. This means that the middle/typical female earns approximately 9.1% more than the middle/typical male. This means that, on average, women in mid-level positions earn 9.1% more than their male counterparts.



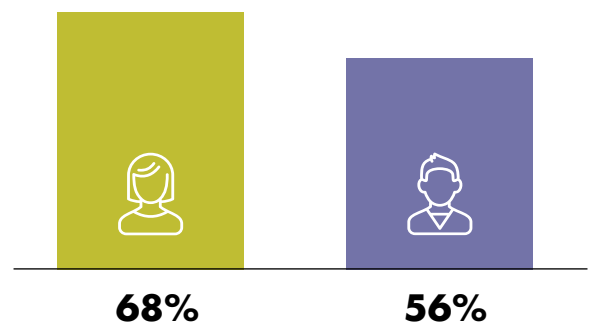
Quartiles



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 68% to 32%.

Benefit in Kind

The only benefit in kind provided to employees is in the form of a Christmas voucher. All SVP employees employed in December 2022 received this voucher; the overall percentages shown below reflect the fact that the Snapshot Date is 30 June 2023 and includes employees who joined after the December 2022 Christmas voucher was paid.



5. Understanding the Gap

Female Representation in Our Sector

The community, voluntary and charitable organisations sector tend to have a higher representation of female employees, which is also true for SVP. While this has been a challenge for promoting gender diversity, we continue to challenge the norms through attracting more male candidates to establish a more balanced workforce. While we have made good progress, we acknowledge that continued efforts are necessary to progress our DE&I agenda and ensure that SVP is an attractive organisation for a person of any background, irrespective of any sexual orientation, gender, race, ethnicity, disability, family status, civil status, and / or religious beliefs.

6. Actions Taken to Date

Employee Recruitment

In the last year, we have placed a specific focus on employee recruitment, including the roll-out of our unconscious bias training to improve the overall equity of our procedures. We are now fully utilising our PeopleHR system for employee recruitment which facilitates greater diversity in recruitment. Roles are individually advertised, and key questions are selected as an initial screening. We have continued our commitment to gender diverse interview panels to reduce any risk of potential biases and to foster a sense of relatability between the applicant and our interviewers. A focus has also been placed on further promoting our Secondment Policy to attract new talent and encourage internal development.

Learning and Development

SVP have continued to include diversity and inclusion training as mandatory for induction into the organisation and for all existing staff as part of our commitment to embed diversity and inclusion into our culture. We also ensure that equal opportunities are provided to all employees to support and encourage each person to have access to reach their full potential.

Flexible Working

Since the introduction of the Flexible Working Policy, we have iteratively reviewed it to ensure it continues to support employees in engaging with flexible working arrangements. This includes term-time working, working remotely and compressed hours. This flexibility continues to be reflected on our website, job descriptions and is actively promoted in our organisation.

Policies Development

SVP has continued to include our people policies over the last year that contribute to a culture of diversity and inclusion, including sabbatical/career break leave and fertility treatment leave.

Workplace Wellness

In 2023, we launched our workplace wellbeing committee, which operates cross-functionally and has been identifying further DE&I initiatives, as well as gathering meaningful feedback in this area.

We have also celebrated several days and events that matter to our employees. During our run-up to Christmas in Retail Charity Shops, we celebrated our multicultural workforce, inviting our staff to share their cultures experiences of food, clothes and traditions. We had great fun celebrating and learning about the variety of countries that our Vincent's staff are from. We also celebrated Thanksgiving in our National Office, learning about the American traditions some of our staff have experienced.

Wellbeing initiatives:

- Menopause information session (with our EAP)
- EAP onsite sessions
- Celebrated Thanksgiving and our multicultural workforce
- Meditation in December

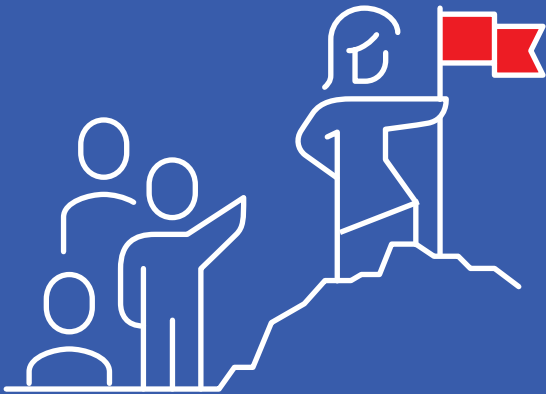
Several initiatives are planned for 2024 and we look forward to continuing to support our employees' wellness.



7. Actions to be Taken

This year, we will commit to creating a more diverse and inclusive working environment. While great progress has been made in advancing gender equality, we understand that the DE&I landscape is constantly evolving and requires consistent energy and commitment.

As such, we have identified some key specific actions that we will roll-out in 2024 to further embed DE&I in our working culture. The following areas will be of particular importance to SVP this year:



Leadership Development Programmes

Leadership Accountability and Commitment

We will focus on our coaching practices and ensure balanced gender representation in selecting candidates for organisation-designated leadership development programmes over 2024, providing equal opportunities to our employees.

Recruitment and Retention

Job Application Practices

This year, we will monitor our job applications to further analyse the types of applicants our organisation is attracting and how to draw a more diverse candidate pool. SVP will continue to attract and retain diverse talent to meet our Society's requirements and support our organisational strategy.



8. Appendix

2023 Gender Pay Gap Information Act 2021 Reporting Requirements Snapshot date: 30 June 2023

Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap	0.1%
Median hourly gender pay gap	-9.1%
Mean hourly gender bonus gap	NR
Median hourly gender bonus gap	NR
Percentage of employees per gender who received a bonus	NR
Percentage of employees per gender to receive benefit in kind (BIK)	68% (F) 56% (M)
Mean hourly gender pay gap (Temporary)	5.0%
Mean hourly gender pay gap (Part-time)	-2.9%
Median hourly gender pay gap (Temporary)	4.9%
Median Hourly gender pay (Part-time)	-0.5%
Percentage of employees per gender in the lower quartile	68.4% (F) 31.6% (M)
Percentage of employees per gender in the lower middle quartile	58.7% (F) 41.3% (M)
Percentage of employees per gender in the middle upper quartile	76.9% (F) 23.1% (M)
Percentage of employees per gender in the upper quartile	67.9% (F) 32.1% (M)

*NR= Not Reported. These figures are not reported as the categories are not applicable for disclosure.

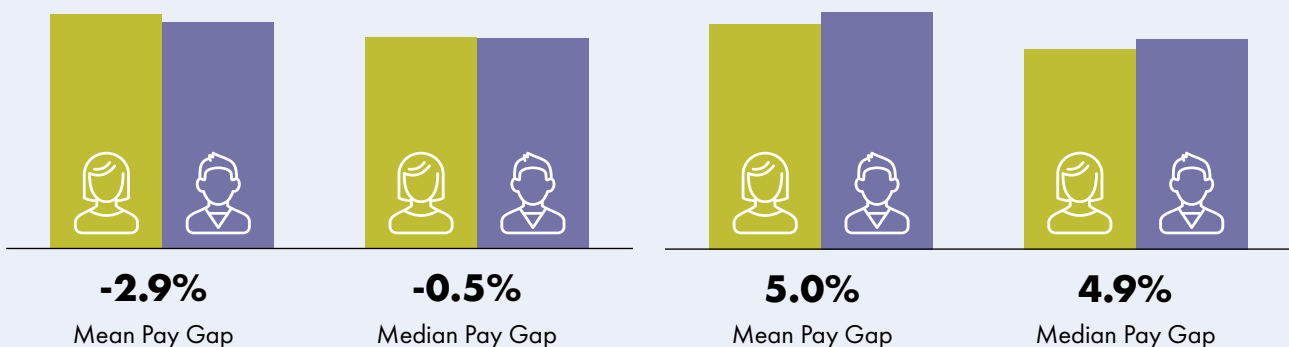
SVP does not grant bonuses, which is why this report does not include reporting on bonuses. Last year’s reporting on the mean and median bonus pay gap was an anomaly and is not in line with our regular procedures and processes.

Part-time Employees

The mean gap is -2.9%, signifying that on average, a part-time female earns approximately 2.9% more than a part-time male. This is because part-time females typically hold more senior part-time roles than males. The median pay gap shows that the “middle” part-time female earns approximately 0.5% more than the “middle” part-time male.

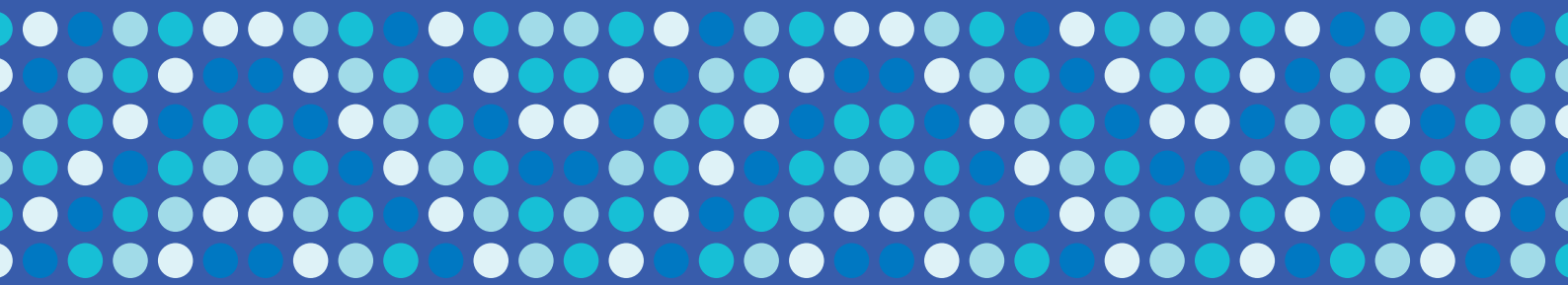
Temporary Contract Employees

There is a mean pay gap of 5.0% for our temporary contract employees. This signifies that on average, a male earns 5.0% more than a temporary contract female. The median result of 4.9% indicates that the “middle” male on a temporary contract holds a higher-paying role than the “middle” female.





Society of St.Vincent de Paul



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