



Society of St.Vincent de Paul



Gender Pay Gap Report

November 2025

1. Introduction

Since 1844, the Society of St. Vincent de Paul has supported communities across Ireland, helping those facing adversity and disadvantage. Our network of over 900 employees and 10,000 volunteers is united by a commitment to social justice.

As the newly appointed National President, I am proud to present our fourth consecutive gender pay gap report. This year, **SVP's mean gender pay gap stands at just 1.1%**, a slight improvement from 2024, reflecting our ongoing efforts to create a fair and equitable workplace.

Guided by our strategic plan, "*Journey Together 2024-2028*", we continue to serve socially excluded members of Irish society and support a diverse team. Our goal is to empower all volunteers, members and employees to reach their full potential.

Looking ahead to 2026 and beyond, SVP remains dedicated to advancing diversity, equity, and inclusion across the Society. We are committed to investing in and nurturing talented individuals who drive our mission and vision forward.

Teresa Ryan

Teresa Ryan,
National President,
Society of St. Vincent de Paul



2. Introduction to Gender Pay Gap Reporting

We are pleased to publish our fourth annual gender pay gap report, which covers a range of diversity metrics and is aligned with the Gender Pay Gap Information Act 2021 (“Irish Regulations”). Under this Act, organisations in the Republic of Ireland with 50 or more employees are required to publish the gender pay gap for relevant employees, based on a chosen snapshot date in June 2025. For SVP, the snapshot date was 30 June 2025, reflecting employee data from the previous 12 months.

Equal pay and gender pay are terms that are often used interchangeably; however, it is important to note that they have different meanings. Equal pay requires that individuals performing the same work within the same employment receive the same compensation, regardless of gender. Gender pay, on the other hand, relates to the overall difference in average earnings between males and females within an organisation.

The presence of a gender pay gap does not imply that an organisation does not comply with equal pay principles. Instead, it often reflects the distribution of male and female employees across different roles and levels within the organisation. Addressing the gender pay gap requires broad, strategic actions - such as promoting diversity in leadership, offering flexible working arrangements, and supporting career progression for all employees.

3. Why it Matters

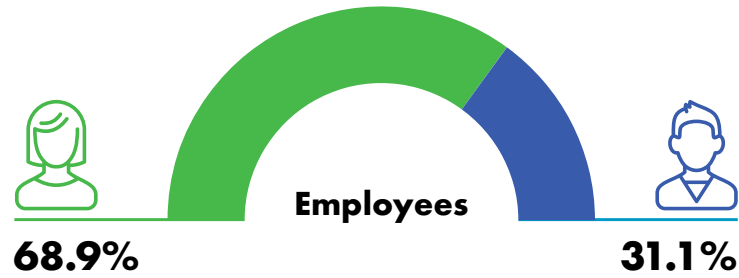
Consistently monitoring and addressing the gender pay gap is key to building a fair and inclusive workplace. By being transparent and sharing our pay data, SVP demonstrates its commitment to equity and accountability, strengthening trust among employees and stakeholders. Early action on pay disparities helps remove barriers to career advancement and fosters equal opportunities for all. These efforts enhance employee engagement, improve retention, and strengthen SVP’s ability to attract and sustain a diverse, high-performing team.

To ensure the highest standards in our reporting, SVP has engaged an external professional services firm to interpret and implement government guidelines for this report. The insights gained from this collaboration have shaped our roadmap for the coming year, with a particular focus on further embedding diversity, equity, and inclusion as core elements of our organisational culture and values.

The not-for-profit sector has traditionally seen a predominance of female professionals. SVP recognises its important role in challenging the status quo and is committed to fostering an organisation where every employee feels valued and appreciated, regardless of gender.

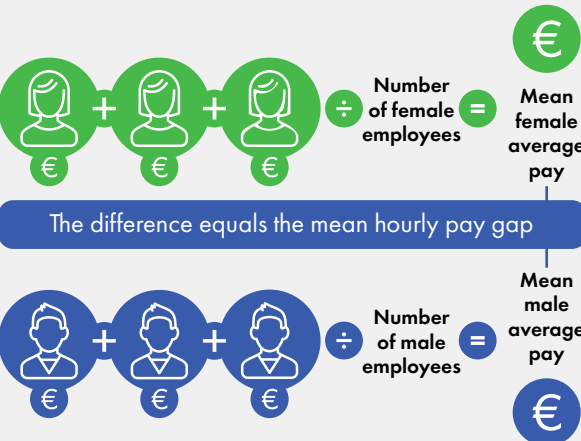


4. Our Data



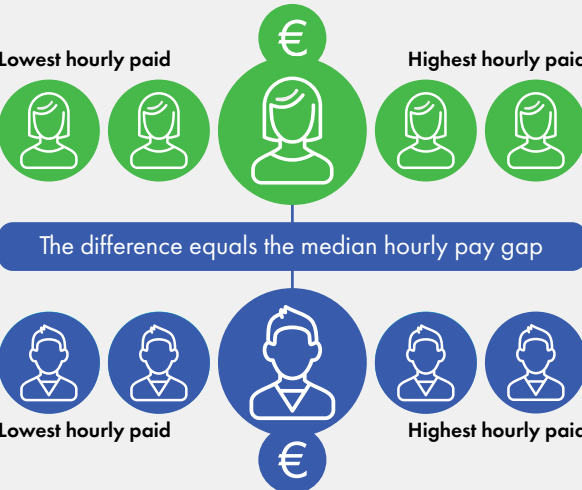
How is the mean gender pay gap calculated?

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.



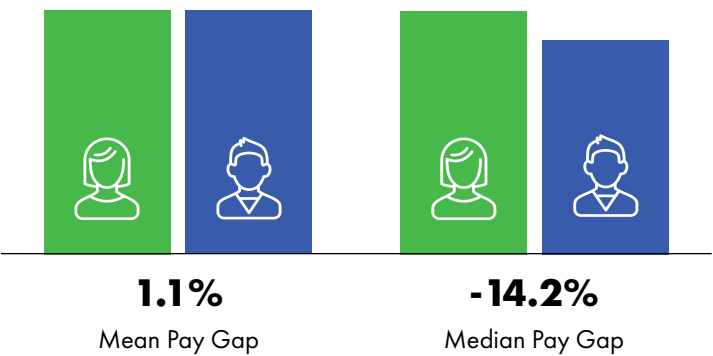
How is the median gender pay gap calculated?

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. The hourly wage of the male or female in the middle is then taken.

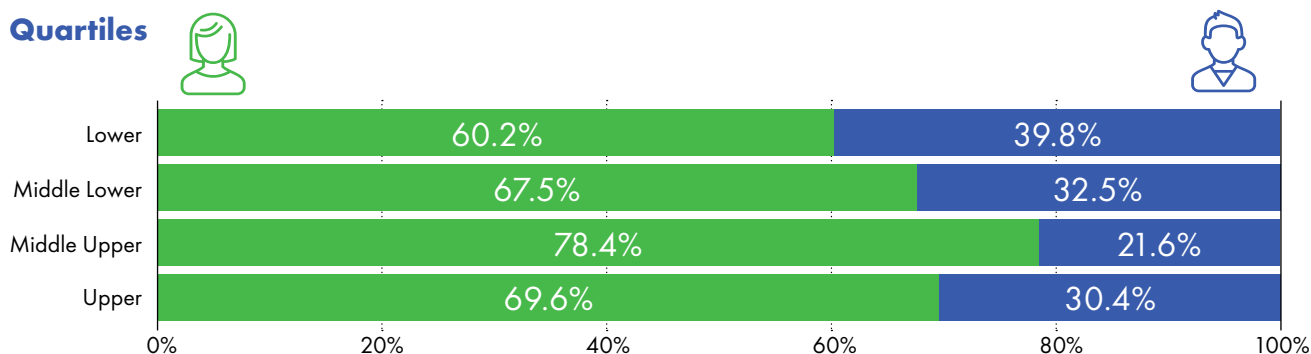


Mean and Median Gender Pay Gap

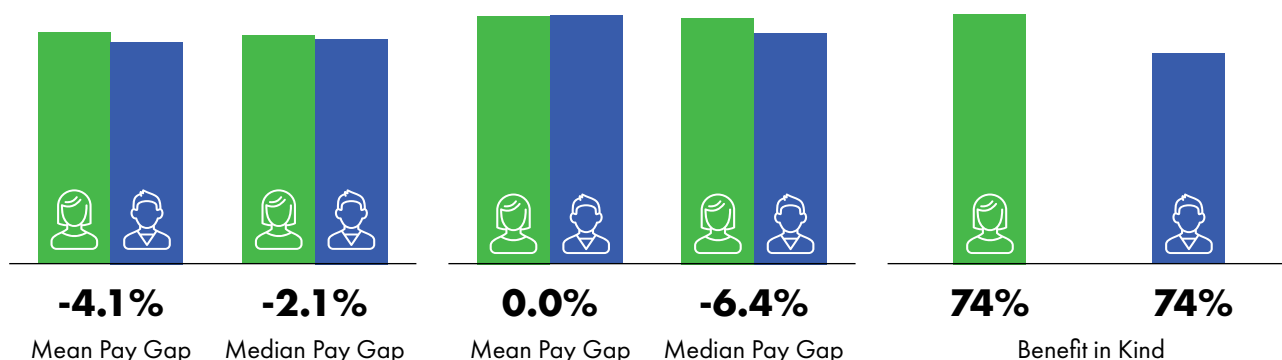
The mean gender pay gap this year is 1.1% meaning that, on average, male employees earn 1.1% more than female employees. The **median gender pay gap this year is -14.2%**, indicating that the middle earning female earns 14.2% more than the middle earning male employee. This outcome is driven by the higher proportion of females in middle and upper-level positions within the organisation, as reflected in our quartile analysis.



Quartiles



Quartile analysis divides employees into four equal groups based on hourly pay, providing a clear picture of how male and female employees are distributed across pay ranges. At SVP, females represent 68.9% of the workforce, while males account for 31.1%. Notably, women are more prevalent in the middle upper and upper quartiles, occupying a greater share of senior roles. This concentration of female employees in higher-level positions is a key factor behind SVP's low gender pay gap.



Part-time employees

This year, the mean gender pay gap for part-time employees at SVP is -4.1%, indicating that, on average, part-time female employees earn 4.1% more than their male counterparts. **The median gender pay gap stands at -2.1%**, meaning the middle earning part-time female employee earns 2.1% more than the middle earning part-time male employee. These results reflect the positive impact of SVP's flexible working policies, which are accessible to all genders and roles, and are particularly utilised by female employees.

Temporary contract employees

This year, the **mean gender pay gap for temporary contract employees at SVP is 0%**, indicating that, on average, there is no difference in pay between male and female temporary contract employees. **The median gender pay gap stands at -6.4%**, meaning the middle earning temporary contract female employee earns 6.4% more than the middle earning male employee. SVP is committed to fair compensation practices, ensuring that every employee receives at least the living wage rate of €14.80 per hour. No employee earns below this threshold.

Benefit in Kind

All employees employed in SVP in December 2024 with 6 months service, received a Christmas voucher, which is classified as a benefit in kind. The percentages displayed include all employees as of December 2024 and do not include those who have joined us since January 2025.

5. Understanding the Gap

The main driver of our **1.1% pay gap** is slight shifts in workforce composition throughout the year, including the impact of new joiners, departures and promotions. We recognise that within the Society, females represent a significantly higher proportion of our employees. To address this, we remain attentive to gender balance during recruitment for open roles and challenging traditional norms. While meaningful progress has been made, we acknowledge that this is an ongoing journey. SVP is dedicated to continuous improvement, striving to be an attractive and inclusive organisation for all – an essential foundation for our long-term growth and success.

6. Actions Taken to Date

In alignment with our organisational strategy “Journey Together 2024–2028”, SVP continues to prioritise building a diverse, inclusive, and equitable workplace. Our ‘One SVP’ approach focuses on creating an environment where all employees can realise their full potential, supported by fair and consistent people practices that promote gender balance across all levels of the Society. The initiatives undertaken in 2024 and 2025 reflect our commitment to sustained progress and closely align with actions highlighted in previous Gender Pay Gap reports.



1. Recruitment & Retention

In early 2025, we undertook a comprehensive review of our recruitment model to strengthen fairness, consistency, and transparency across all hiring activities.

Key actions included:

- We introduced a dedicated Talent Acquisition Officer to oversee end-to-end recruitment, ensuring a unified and equitable approach to candidate selection.
- Further developing our Applicant Tracking System (ATS) and providing training to hiring managers to support consistent recruitment decisions.
- Redesigning job descriptions to improve clarity, accessibility, and inclusivity, with a particular focus on language that encourages applications from a diverse talent pool.

Retention continues to be a priority. Throughout this reporting period, several employees were promoted to mid-level and senior roles, including internal appointments of our Chief Executive Officer, Chief Financial Officer, and Head of HR. These internal progressions demonstrate our commitment to developing and supporting talent from within the organisation.



2. Learning and Development

Recognising the central role of learning and organisational development, we appointed a Learning and Organisational Development Lead with extensive expertise in this area. This role is responsible for designing and implementing development strategies to support volunteers, members and employees of the Society. We remain focused on providing opportunities for career advancement and skill development, which are essential for addressing gender disparity in senior roles over time.



3. Organisational Redesign

To ensure our HR structures and processes fully support the needs of the Society, we undertook a full departmental review in 2024–2025 and subsequently implemented a redesigned operating model. This included the establishment of a Process and Systems Operations team, led by a HR Process and System Manager, with dedicated HR Officers responsible for Recruitment, Employee Lifecycle, Compensation and Benefits, and HR Systems and Projects. These changes have already improved efficiency and consistency, and as the new structure becomes embedded, we expect further enhancements in support for employees and managers.



4. Workplace Wellness

Employee wellbeing is central to our inclusive culture. Throughout this reporting period, our Wellness Committee organised a wide range of events celebrating diversity, cultural awareness, and wellbeing. Activities included international cultural celebrations (such as Chinese New Year, Ramadan, and Lent), a Society-wide Readathon, a Summer Step Challenge, Coffee Mornings, and ongoing access to wellbeing resources via the Wellbeing Hub. These initiatives foster a sense of belonging and ensure all employees feel valued and represented within SVP.

7. Actions to be Taken

While we are pleased with this year's gender pay gap results, we recognise that pay gaps can fluctuate over time. SVP remains committed to regular review, transparency, and continuous improvement. Building on our progress, we have identified two key initiatives for 2026 to further embed diversity, equity, and inclusion into our workplace culture.



1. Fostering a Unified and Inclusive Culture

We will continue to promote our 'One SVP' culture, ensuring consistent and effective support for volunteers, members and employees so everyone can reach their full potential. To support this, we will:

- Develop and roll out a new Code of Conduct Charter
- Implement diversity-focused onboarding and engagement strategies
- Enhance internal communication channels and launch targeted campaigns for stakeholder engagement
- Promote our unified culture through values-based workshops
- Integrate SVP values into performance metrics and guidelines



2. Enhancing Information Management

SVP is committed to reimagining how we capture and use information to achieve our strategic goals. We aim to streamline internal data collection and reporting to better meet our diversity, inclusion, and people objectives. To support this, we will:

- Develop robust procedures to improve impact measurement
- Invest in systems such as CRM, IT, and monitoring tools
- Conduct regular reviews of key services to ensure responsiveness and effectiveness
- Select relevant metrics to measure people management efficiency and track diversity and inclusion targets
- Communicate HR and people insights effectively to inform decision-making

8. Appendix

2025 Gender Pay Gap Information Act 2021 Reporting Requirements

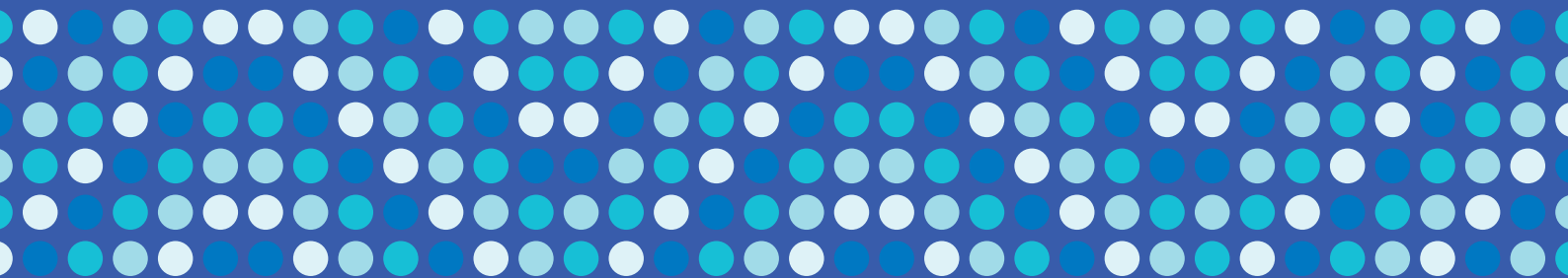
Snapshot date: 30 June 2025

Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap	1.1%
Median hourly gender pay gap	-14.2%
Mean hourly gender bonus gap	N/A
Median hourly gender bonus gap	N/A
Percentage of employees per gender who received a bonus	N/A
Percentage of employees per gender to receive benefit in kind (BIK)	74% (F) 74%(M)
Mean hourly gender pay gap (Temporary)	-0.0%
Mean hourly gender pay gap (Part-time)	-4.1%
Median hourly gender pay gap (Temporary)	-6.4%
Median hourly gender pay gap (Part-time)	-2.1%
Percentage of employees per gender in the lower quartile	60.2% (F), 39.8% (M)
Percentage of employees per gender in the lower middle quartile	67.5% (F), 32.5 (M)
Percentage of employees per gender in the middle upper quartile	78.4% (F), 21.6% (M)
Percentage of employees per gender in the upper quartile	69.6% (F), 30.4% (M)

N/A = Not Applicable for SVP. These figures are not reported as the categories are not applicable to SVP for disclosure.



Society of St.Vincent de Paul



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