Gheel Autism Services

acceptance • empowerment • inclusion

Gender Pay Gap Report 2025

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INTRODUCTION

The Gender Pay Gap (GPG) represents the difference between the average hourly remuneration of men and women across an organisation's workforce. It does not measure equal pay for equal work but rather highlights broader gender representation across all roles and levels.

Under the Gender Pay Gap Information Act 2021 (as amended by the 2025 Regulations), from June 2025 all organisations with 50 or more employees are required to publish their mean and median hourly pay gaps, along with the differences for part-time and temporary contract employees, bonus payments, and benefits-in-kind (BIK). In addition, organisations must report on the gender distribution across four pay quartiles and provide a narrative explaining the reasons behind any gaps, as well as the actions being taken to address them.

This is Gheel's third annual Gender Pay Gap Report, reflecting our ongoing commitment to transparency, equality, and inclusion. We view this process as an opportunity to measure progress, identify challenges, and reinforce our dedication to building a workplace that values diversity at every level.

Our calculations are based on the Irish Government's 2025 reporting guidance and include all relevant employees on the snapshot date (1st June 2025). This includes relief ("if and when") staff who worked for more than 12 weeks during the reference period, ensuring that the data accurately represents our entire workforce.

BACKGROUND

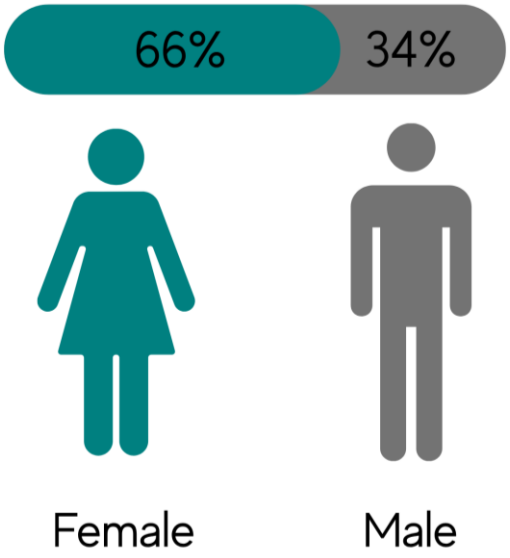
Gheel Autism Services CLG is a grant-aided Section 39 agency, providing services on behalf of the Health Service Executive (HSE). Gheel offers a broad range of supports for autistic adults, including day and vocational programmes, outreach supports, and a variety of supported living options. These services are delivered across the Greater Dublin, Wicklow, and North Kildare regions.

At Gheel, we recognise that every individual thinks, learns, and processes information differently. By focusing on each person's strengths, motivations, and goals, we develop personalised support plans that enable people to achieve outcomes that are meaningful to them and to live more independent and fulfilling lives within their communities.

As is typical within the social care sector, the majority of Gheel's workforce is female. In the reference year, 66% of staff were female and 34% were male, out of a total of 301 relevant employees.

The snapshot date for this Gender Pay Gap Report is 1st June 2025, and the data presented reflects the 12-month reporting period from 31st May 2024 to 1st June 2025.

GENDER REPRESENTATION WITHIN GHEEL AUTISM SERVICES CLG

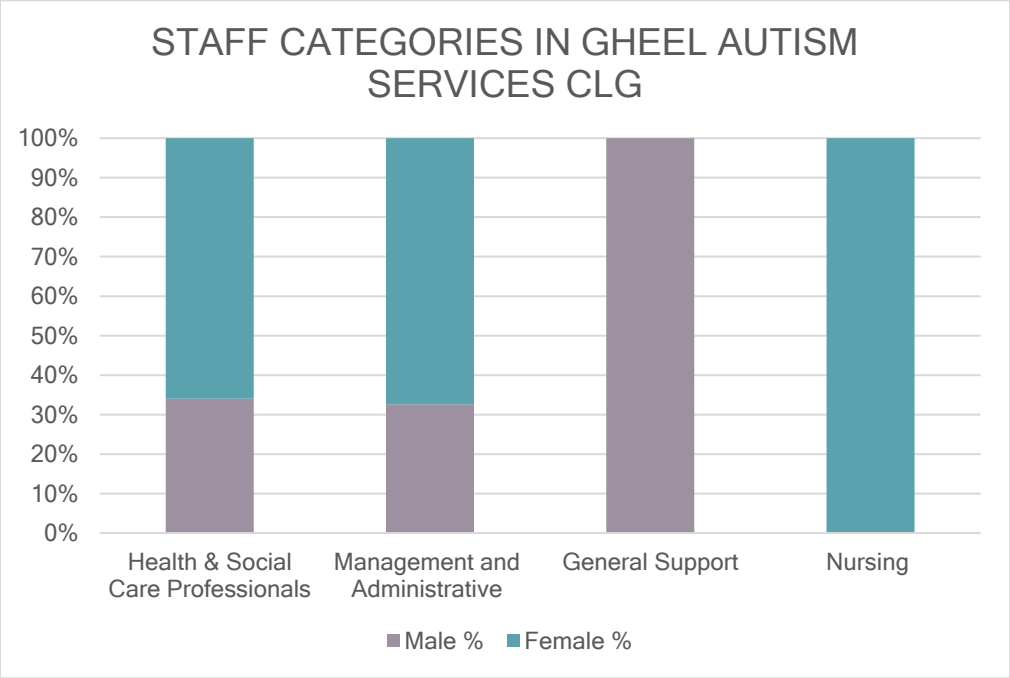


Across our workforce, Gheel reports within four staff categories**:**

1. **Health & Social Care Professionals**
2. **Management & Administrative**
3. **General Support**
4. **Nursing**

Gheel employees, excluding flexi-time relief ('if and when') staff, are remunerated in accordance with the Health Service Executive (HSE) Consolidated Pay Scales, which apply equally to all employees regardless of gender. Staff progress through these scales via annual increments, moving one point each year until they reach the maximum of their respective scale.

New employees may also be eligible for incremental credit upon joining, based on their previous relevant experience, ensuring fair and consistent alignment with public-sector pay standards.



Gheel recognises the importance of offering flexible working arrangements**,** including part-time roles and relief ('if and when') positions. In the reference year, 40% of staff were availing of part-time or relief contracts, and notably, 66% of these employees were female. This gender distribution is a key factor influencing the findings presented in this report.

Relief staff are paid at a fixed hourly rate for the hours actually worked, ensuring fair and consistent remuneration for flexible work patterns.

It is also important to note that Gheel does not provide Bonus Payments or Benefits-in-Kind (BIK)**.** As such, these categories have been excluded from the calculations and are represented as "N/A" in the results section of this report.

RESULTS FOR GHEEL AUTISM SERVICES CLG

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021, as amended by the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025 (S.I. No. 212 of 2025). All reporting metrics have been calculated and presented in line with the methodology and guidance issued by the Department of Children, Equality, Disability, Integration and Youth (2025).

All gender pay gap calculations were completed in line with the Government's 2025 guidance, using hourly remuneration data extracted directly from payroll records. The figures include all relevant employees, permanent, temporary, part-time and relief ("if and when"), who were employed on the snapshot date of 1st June 2025. Relief staff were included where they had worked 12 weeks or more during the reference period (31st May 2024 to 1st June 2025).

Employees who were in receipt of any salary or statutory pay from Gheel during periods of sick leave, maternity, or other statutory leave were included in the dataset based on the actual remuneration received. This includes employees on full pay, half pay, or statutory sick pay, as well as those on paid family leave.

Employees on unpaid leave, including unpaid sick leave and career breaks, were excluded from the calculations as they were not in receipt of remuneration from Gheel on the snapshot date. Similarly, employees on long-term illness who were receiving payments directly from a third-party insurer under a Permanent Health Insurance (PHI) scheme were excluded, as they were not paid by Gheel during the reference period.

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

Reporting Metric	Result
Mean Hourly Remuneration	
Difference between mean hourly remuneration of male and female employees expressed as % of mean hourly remuneration of male employees	10.37%
Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part-time male employees	14.19%
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	-23.22%
Median Hourly Remuneration	
Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees	12.74%
Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part-time male employees	19.25%
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	30.29%
Mean Bonus Remuneration	
Difference between mean bonus remuneration of male and female employees expressed as % of mean bonus remuneration of male employees	N/A
Median Bonus Remuneration	
Difference between median bonus remuneration of male and female employees expressed as % of median bonus remuneration of male employees	N/A
Bonus and Benefit in Kind (BIK)	
Difference in the percentages of male/female employees who received Bonus and BIK remuneration	N/A

Hourly Remuneration Quartiles				
	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	19%	26%	43%	49%
Female	81%	74%	57%	51%

Summary

Our analysis indicates that Gheel has a positive gender pay gap, meaning the average hourly remuneration of male employees is higher than that of female employees.

This outcome is consistent with trends across the social care sector, where female employees are more represented in front-line and part-time roles, while male employees are more likely to occupy management or higher-graded positions.

Across Gheel's workforce, female employees make up around 66% of total staff, with 81% of employees in the lowest pay quartile and 74% in the lower-middle quartile being female. Gender representation becomes more balanced in the upper quartiles, indicating that men are proportionally more represented in higher-paid roles.

Among part-time employees (excluding relief staff), female employees earn on average 14% less per hour than male employees, largely reflecting working patterns and role types, rather than unequal pay for equivalent work.

Within temporary contracts (Specified Purpose and Fixed Term), female employees earn 23% more on average (mean) but 30% less at the median, suggesting that a small number of higher-paid female employees influence the mean, while the majority of temporary female employees occupy lower-paid roles.

Importantly, some front-line rosters include premium payments and overtime. These additional pay elements can influence calculated hourly rates and are not uniformly available across all services, which can contribute to differences in averages.

Overall, Gheel's gender pay gap is influenced primarily by workforce composition, contract type, and role distribution, rather than unequal pay for equal work. The organisation remains committed to equity, transparency, and ongoing monitoring of pay practices across all employment categories.

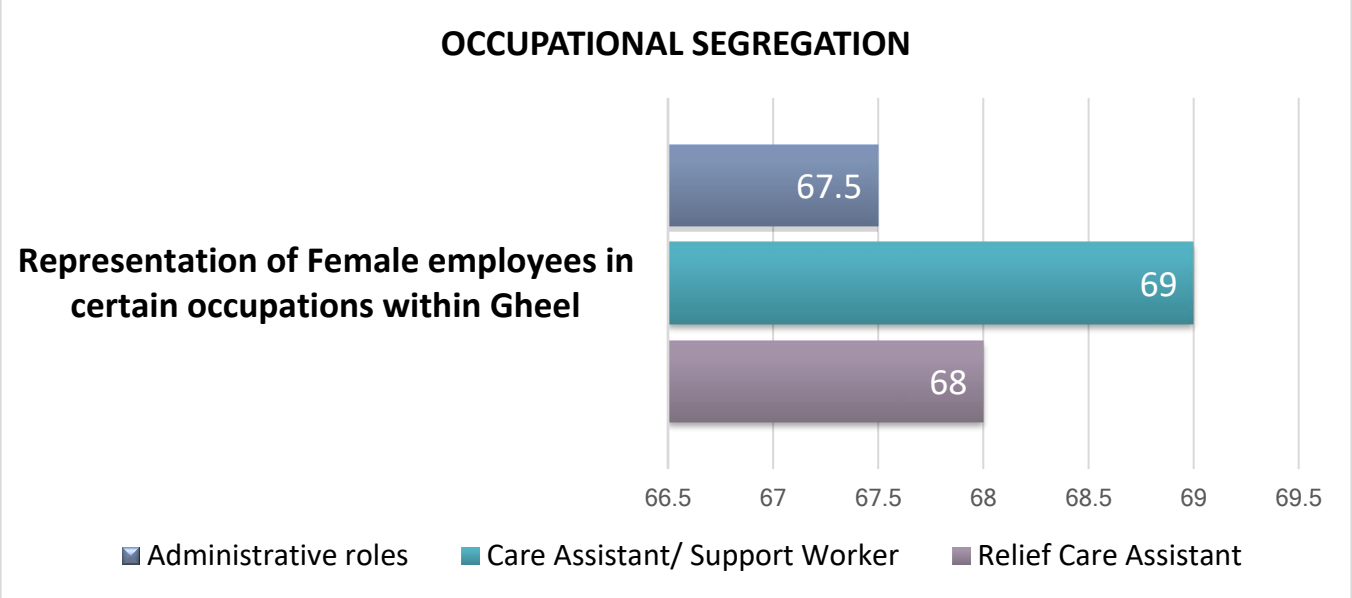
EXPLAINING THE GAP

Occupational Segregation:

Certain occupations traditionally attract a higher proportion of either female or male employees, and this pattern is reflected within Gheel. During the reporting period, several of the lower-paid roles within the organisation were gendered. For example, women are overrepresented in Relief Care Assistant roles (68%), Care Assistant and Support Worker roles (69%), and Administrative roles (67.5%).

The pay quartile analysis further illustrates this trend, with approximately 80% of employees in the lower and lower-middle quartiles being female. This distribution highlights the concentration of women in front-line and support roles, while male employees are more evenly represented across the upper quartiles.

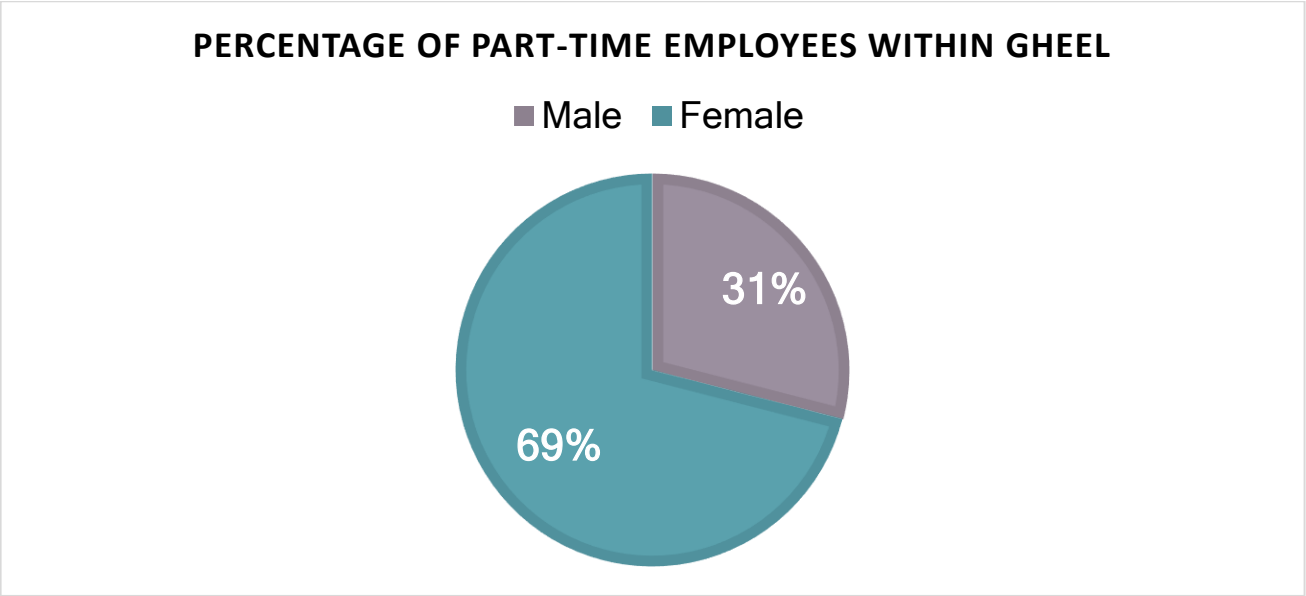
These patterns reflect occupational distribution and working patterns rather than unequal pay for equivalent work and are consistent with trends across the wider social care sector.



Working Patterns (Part-Time work):

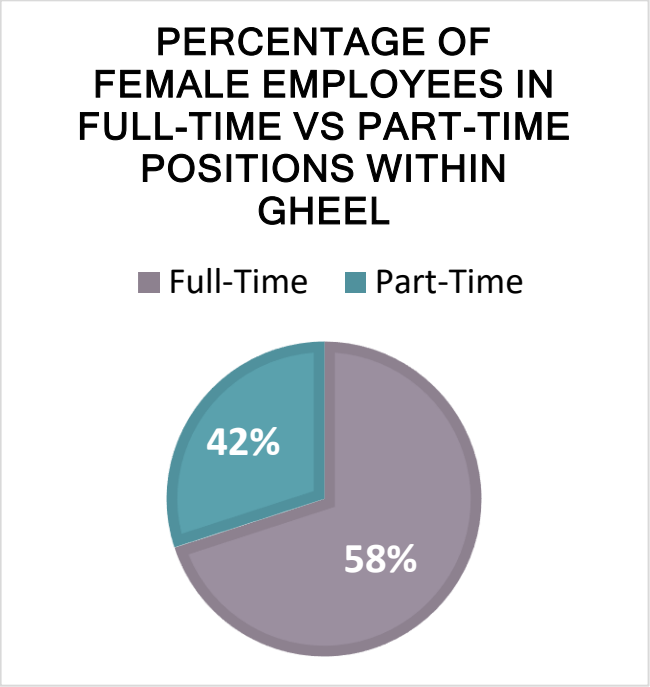
Part-time and flexible working arrangements continue to be most popular among our female employees. Of the 121 employees working on part-time or relief ('if and when') contracts, 83 are female and 38 are male. This means that 69% of our part-time and relief staff are female, compared with 31% male.

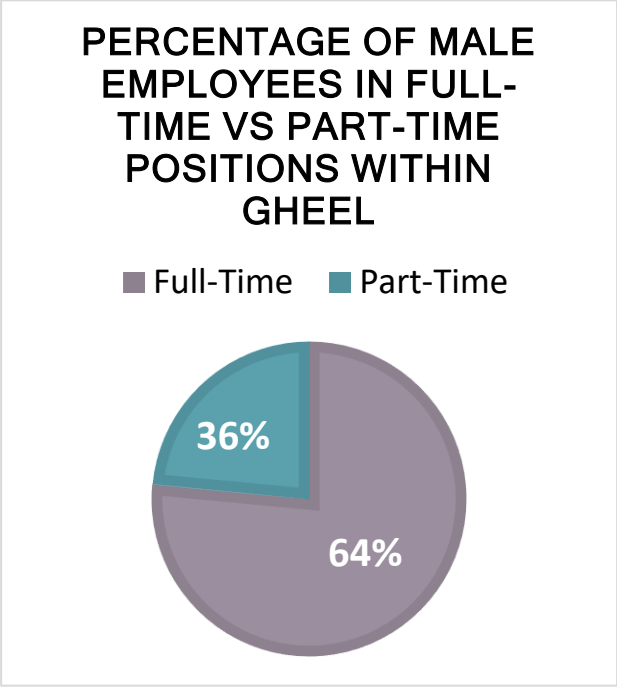
This gender distribution reflects the continued preference for flexible working patterns among women in the social care sector, often associated with wider caring responsibilities and work–life balance considerations.



In 2025, 58% of Gheel's female workforce work full-time, while 42% work part-time or hold relief ("if and when") positions. Part-time and flexible working arrangements remain more common among women, often reflecting personal preferences and wider caring or family responsibilities.

By contrast, 64% of male employees work full-time, with 36% engaged in part-time or relief roles. Although these proportions are now broadly similar, part-time roles continue to be more frequently held by women and are often concentrated in front-line positions with lower average hourly rates. As a result, working patterns still contribute modestly to the overall gender pay gap, alongside other factors such as role distribution and contract type.





Our analysis for the 2025 reporting period shows that, although a smaller proportion of male employees work part-time (36% compared with 42% of female employees), male part-time staff tend to have higher average hourly earnings within these roles. This may be linked to greater flexibility and availability to work additional hours or to cover shifts during public holidays, Sundays, and other unsociable hours. These shifts attract premium payments, which can increase overall hourly earnings.

In contrast, many female employees may have more limited availability to take on additional or unsociable hours due to factors such as the high cost of childcare and the continuing unequal distribution of domestic and caring responsibilities. These factors can affect earning potential, even where pay rates for equivalent roles are the same.

Length of Service / Years of Experience:

Employees on maternity leave or other forms of statutory family leave continue to receive their annual increment in line with the PayScale. However, employees who take an extended career break do not progress through the incremental scale during their absence.

Between June 2024 and June 2025, six employees within Gheel took career breaks, all of whom were female. While these breaks are temporary, they can delay incremental progression and, over time, contribute to the overall gender pay gap.

When appointing new employees, years of relevant experience are considered when determining the appropriate point on the PayScale. While this approach ensures fairness and consistency, career gaps due to family or caring responsibilities may result in a lower level of recognised experience, which can affect the starting point on the scale for some female candidates.

Temporary Contracts:

Within our reporting metrics, the mean gender pay gap among temporary employees is –23.22% (in ~~favour~~favor of females), while the median gender pay gap is 30.29% (in ~~favour~~favor of males). This indicates that, on average, female temporary employees earn more per hour than their male counterparts, but the midpoint (median) hourly rate for male employees remains higher, suggesting that a small number of higher-paid female employees influence the mean figure.

Further analysis shows that the majority of temporary employees are female (around 64%, representing 18 of 28 employees). Approximately 22% of these female employees work part-time, and 17% hold management positions. In contrast, 13% of male temporary employees work part-time, while 25% occupy management roles.

This distribution helps to explain the mixed results among temporary staff, as male employees are more likely to hold higher-graded or management positions, while a greater proportion of female temporary employees are in part-time or lower-graded roles.

Compared with the previous reporting period, Gheel's 2025 data shows a slight widening of the temporary contract gender pay gap, primarily due to a small increase in male representation at management level and a corresponding rise in part-time female temporary positions. These patterns are consistent with wider trends across the social care sector, where females continue to hold a greater share of flexible or temporary contracts to balance family and caring responsibilities.

CLOSING THE GAP

Gheel Autism Services remains committed to fostering a workplace that values diversity, equity, inclusion, and belonging. Over the past year, we have continued to strengthen our recruitment, development, and policy practices to promote fairness, transparency, and equal opportunities across all stages of employment.

Attraction and Hiring

- Reviewed recruitment processes to ensure fairness and transparency at all stages.
- Encouraged balanced gender representation in shortlists for key roles where disparity exists.
- Ensured interview panels are as diverse as possible, promoting balanced perspectives in hiring decisions.
- Maintained the use of gender-neutral and inclusive language in all job advertisements and descriptions.
- Began reviewing pay structures and documentation in preparation for the EU Pay Transparency Directive (2023).
- Implemented a new Applicant Tracking System (ATS) to enhance visibility of candidate demographics and support data-driven, equitable hiring.

Policies and Programmes

- Embedded DEIB principles across organisational policies and initiatives, reinforcing a culture of inclusion and respect.
- Completed equality proofing on a number of HR policies to ensure fairness across the employee lifecycle.
- Promoted the Employee Assistance Programme (EAP), highlighting wellbeing, family, and parenting supports.
- Enhanced internal communications on parental, carers', and flexible working policies to promote work–life balance for all employees.

Progression and Development

- Launched leadership and management development initiatives to strengthen progression opportunities across all levels.
- Designed the framework for a mentorship and coaching programme to support female career development, to be piloted in 2026
- Continued to promote the Educational Assistance Programme, supporting staff in upskilling and professional growth.

- Integrated DEIB principles into management training, onboarding, and team development to reinforce inclusion from the outset.
- Raised awareness of maternity, menopause, and wellbeing supports through HR communications and staff briefings.

Future Focus (2026)

Looking ahead, Gheel will continue to:

- Use ATS data to identify areas where gender and diversity representation can be strengthened.
- Expand equality proofing across remaining HR and operational policies.
- Launch the mentorship and coaching initiative to support career development and progression.
- Increase awareness and uptake of flexible working arrangements for all employees, promoting shared caring responsibilities.
- Continue to monitor and report on gender representation and pay data trends, ensuring accountability and transparency.

Conclusion

While Gheel's gender pay gap reflects broader patterns across the social care sector, the organisation remains committed to continuous improvement, transparency, and fairness in all employment practices. Through the ongoing review of recruitment, development, and policy frameworks, we aim to ensure that every employee has equitable access to opportunities for growth and progression.

Gheel will continue to monitor gender pay data annually, engage with staff at all levels, and take practical steps to foster an inclusive and balanced workplace. In line with upcoming requirements under the EU Pay Transparency Directive, we will continue strengthening pay equity measures and promoting a culture of openness and respect, ensuring that diversity, equity, inclusion, and belonging remain at the heart of our organisation.

BIBLIOGRAPHY

Irish Statute Book (2021) *Gender Pay Gap Information Act 2021*, as amended by the *Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025* (S.I. No. 212 of 2025), Irish Statute Book [online]. Available at: https://www.irishstatutebook.ie

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