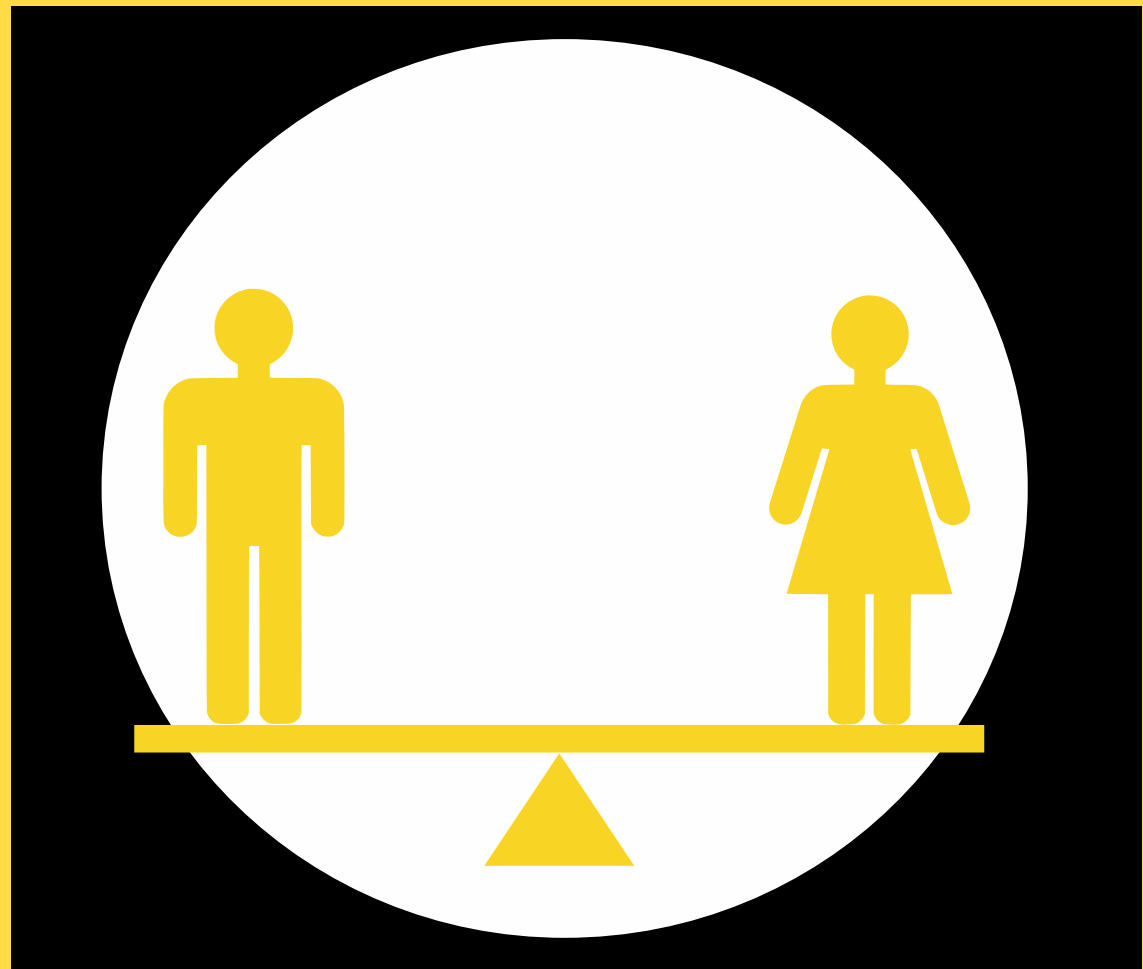


Gender Pay Gap

Report 2025



Message from our CEO

Mid West Simon Community is a very diverse organisation, in gender and other categories. We greatly value this diversity and promote equality and inclusion. The gender pay divide is a society wide issue, but we strive to show leadership in addressing it.



We offer equal pay and promotion opportunities throughout the organisation and have balanced representation at our leadership level.

Reporting on our gender pay gap is the result of extensive analysis of our pay data and will inform and reaffirm our commitment to gender equality.

Niall Garvey
CEO

Introduction

We are pleased to publish our first gender pay gap report, reporting across a range of diversity metrics, in accordance with The Gender Pay Gap Information Act 2021.

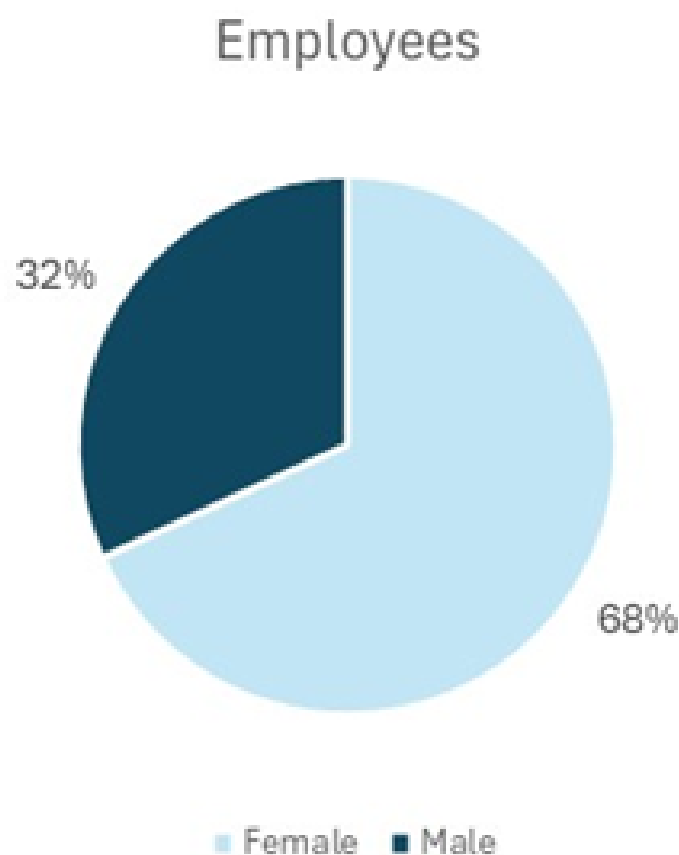
This is the first year that organisations in the Republic of Ireland with 50+ employees are being asked to publish their gender pay gap metrics. The government has published detailed and prescriptive regulations on how we must make these calculations and report them.

The gender pay gap relates to the overall difference in average hourly wage of men and women within a company. A gender pay gap is often driven by the company's distribution of male and female employees across all levels in the organisation.

Addressing the gender pay gap often requires broader strategies such as promoting diversity in leadership, offering flexible working arrangements, and supporting career progression for all employees.

Snapshot Date – 8 June 2025

During the twelve month reference period to June 2025, Mid-West Simon Community employed a total of 92 employees, 62 were female (68%) and 29 male (32%), of which 91 employees had remuneration.



Mean Gender Pay Gap Calculation

The mean gender pay gap compares the hourly pay of females to that of males.

The calculation to determine the mean gender pay gap is:

- *Male hourly pay minus female hourly pay, divided by male hourly pay.*

The mean gender pay gap is 7.8%.

This means that on average, a male earns approximately 7.8% more than a female.

Mean Hourly Rate	
<u>Mean</u>	Gender Pay Gap
All	7.8%
Part-time only	0.2%
Temporary only	-1.6%

Median Gender Pay Gap Calculation

The median gender pay gap compares the female median hourly wage (the middle paid female) to that of the male median hourly wage (the middle paid male).

The median pay gap is 1.3%. This means that the middle male earns approximately 1.3% more than the middle female employee.

Part-time employees

The mean pay gap is 0.2%, which means that on average, a part-time male earns approximately 0.2% more than a part-time female.

Median Hourly Rate	
<u>Median</u>	Gender Pay Gap
All	1.3%
Part-time only	0.6%
Temporary only	1.9%

The median pay gap result of 0.6% shows that on average, the middle male on a temporary contract earns 0.6% more than the middle female on a similar contract.

Temporary Contract Employees

The mean gap is -1.6%, which means on average, a female earns approximately 1.6% more than a male on a temporary contract.

The median pay gap result of 1.9% represents that on average, the typical (middle) male on a temporary contract earns 1.9% more than a typical (middle) female on the same contract.

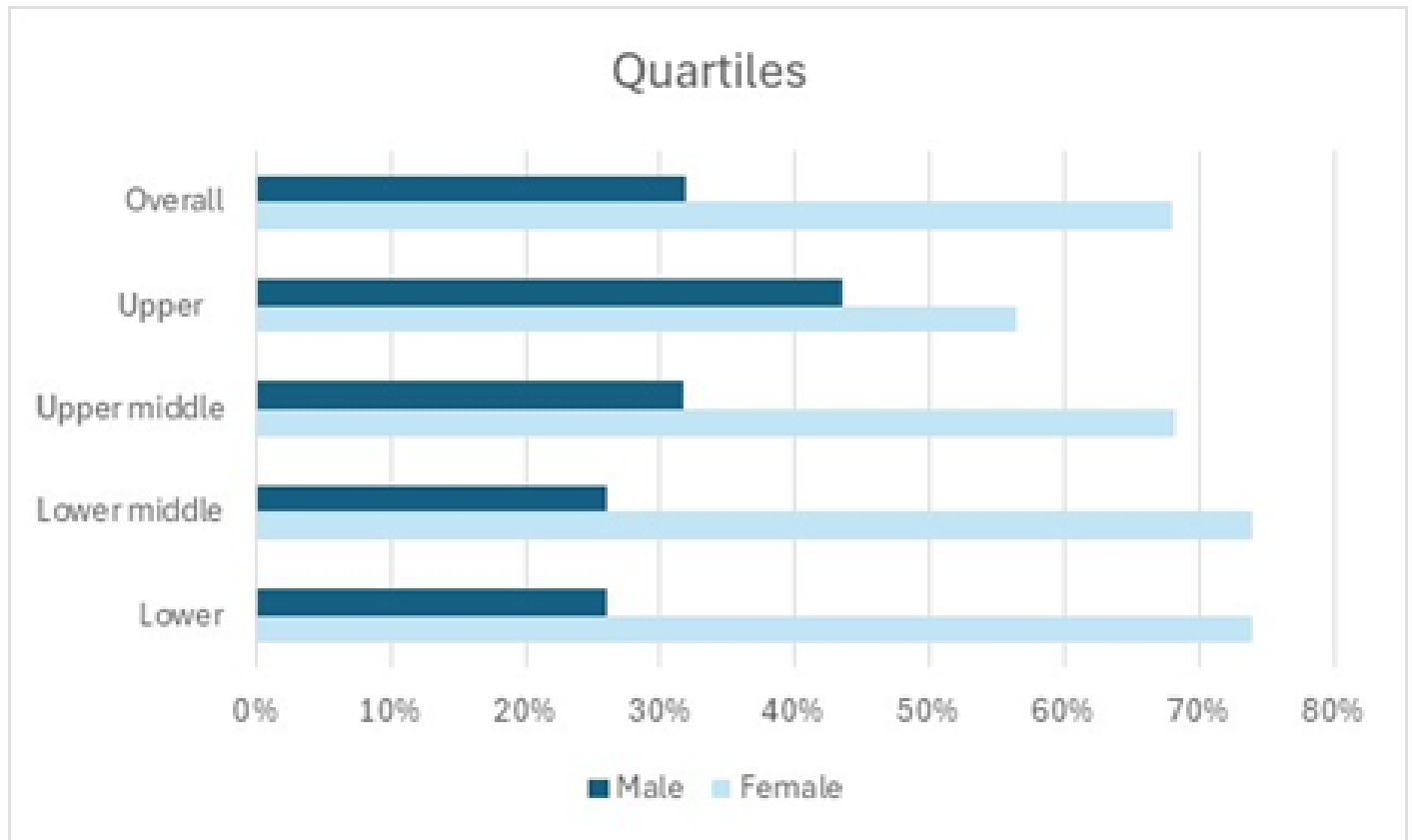
Quartile Analysis

Using quartiles (dividing the data into four equally sized groups based on hourly pay) enables the review of distribution of male and female staff across all pay ranges.

Quartiles	Female	Male	Female	Male
Lower	17	6	74%	26%
Lower middle	17	6	74%	26%
Upper middle	15	7	68%	32%
Upper	13	10	57%	43%
Overall	62	29	68%	32%

Our analysis by quartile shows the strong female representation across all four pay bands.

Overall a female to male ratio of 68% : 32%.



Bonus and BIK

Bonus

There was no bonus remuneration in the snapshot period.

Benefit in Kind

Most employees employed in Mid-West Simon Community during 2024 received a Christmas voucher, which is classified as a benefit in kind. 80% of all male employees and 63% of all females received a voucher.

Eligibility for vouchers was equal for male and female employees and was relevant to those in employment on 30th November 2024.

Understanding the Gap

The main driver of our 7.82% pay gap is new joiners, leavers and promotions within Mid-West Simon Community.

For example, our Senior Management and Upper Management team are both split 50:50.

Addressing the Gap

Mid-West Simon Community is committed to making continuous improvements towards a neutral pay gap and is an attractive and appealing organisation for all people.

The company provides equal pay scales for male and female employees and encourages and promotes career progression for all employees.

Fostering diversity, equality and inclusion is integral to our company's continued growth and success. Focus and commitment to equality remains a central focus of the company's strategic development plan.

We provide training to all interviewers to ensure the interview stages of recruitment are conducted in line with best practices and continue to review same on a regular basis.

Mid-West Simon Community policies, procedures and training promote a positive work environment where all staff are welcomed, valued and respected.



Company Registration Number: 420814
Charity Number: 20063450

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