

Mid West Simon Community - Gender Pay Gap Reporting

2026

Introduction

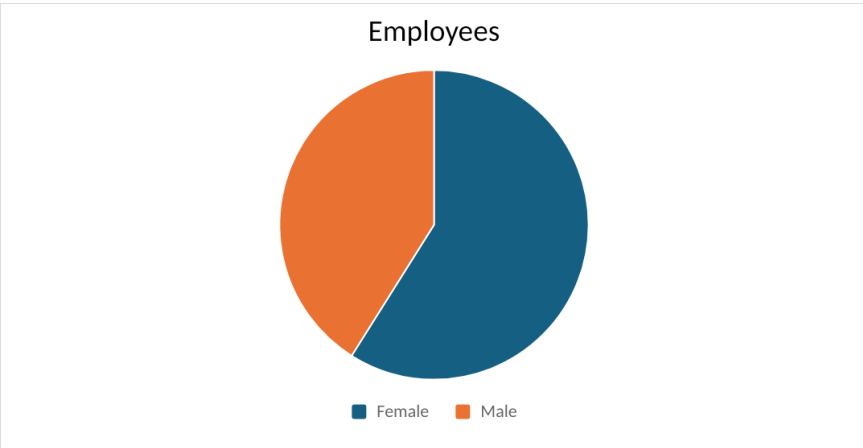
We are pleased to publish our Gender Pay Gap Report for 2026, reporting across a range of gender pay and diversity metrics in accordance with the Gender Pay Gap Information Act 2021.

The gender pay gap measures the overall difference in the average hourly remuneration of male and female employees within an organisation. A gender pay gap does not necessarily indicate unequal pay for equal work; it can be influenced by the distribution of male and female employees across roles, grades, working arrangements and levels of seniority.

Understanding these figures allows us to identify trends within our workforce and continue to support equality, inclusion and fair opportunities for progression.

Snapshot Date

The snapshot date for the 2026 report is 7 June 2026. Mid West Simon Community employed a total of 95 employees: 56 female employees (59%) and 39 male employees (41%). The workforce included 54 full-time employees, 37 part-time employees and 4 employees on temporary contracts.



Mean Gender Pay Gap Calculation

The mean gender pay gap compares the average hourly remuneration of female employees with the average hourly remuneration of male employees.

Mean Hourly Rate	Male	Female	Gender Pay Gap
All Employees	€21.78	€20.98	3.7%

The mean gender pay gap is 3.7%. This means that, on average, the hourly remuneration of male employees is approximately 3.7% higher than that of female employees.

Median Gender Pay Gap Calculation

The median gender pay gap compares the hourly remuneration of the middle-paid female employee with that of the middle-paid male employee when employees are ranked according to hourly remuneration.

Median Hourly Rate	Male	Female	Gender Pay Gap
All Employees	€18.56	€18.34	1.2%

The median gender pay gap is 1.2%. This means that the median hourly remuneration of male employees is approximately 1.2% higher than that of female employees.

Quartile Analysis

Using quartiles, whereby employees are divided into four broadly equal groups according to hourly remuneration, allows us to review the representation of male and female employees across different pay ranges.

The quartile calculation includes 92 employees: 54 female and 38 male.

(One employee on long-term sick leave was not included in the calculation and two new recruits had no payroll information available.)

Quartiles	Female	Male	Female	Male
Lower	16	7	70%	30%
Lower Middle	12	11	52%	48%
Upper Middle	16	7	70%	30%
Upper	10	13	43%	57%
Overall	54	38	59%	41%

Bonus

There was no bonus remuneration during the 2026 reporting period. Meaning, the mean and median bonus remuneration pay gaps are not applicable.

Benefit in Kind

During the reporting period, 30 of 39 male employees (77%) and 43 of 56 female employees (77%) received a Christmas voucher, which is classified as a Benefit in Kind. The proportion of male and female employees receiving Benefit in Kind was identical, at approximately 77% for each gender. Eligibility for the vouchers was equal for both genders.

Benefit in Kind	Male	Female
Employees receiving BIK	30 of 39 (77%)	43 of 56 (77%)

Understanding the Gap

Mid West Simon Communities mean gender pay gap for 2026 is 3.7%, while the median gender pay gap is considerably smaller at 1.2%.

The reduction in the mean gender pay gap from 7.8% in 2025 to 3.7% in 2026 is a positive movement towards a more neutral gender pay gap. The median gap has also reduced slightly from 1.3% to 1.2%. Workforce changes including recruitment, employee turnover and changes in senior or higher-paid positions can significantly affect the figures from one reporting period to another.

Addressing the Gap

Mid West Simon Community remains committed to making continuous progress towards a neutral gender pay gap and to providing an inclusive workplace where all employees have equal opportunities to develop and progress.

We will continue to monitor gender representation across all levels of the organisation, with particular attention to representation within senior and higher-paid roles. Recruitment, development and progression practices will continue to support fair and transparent opportunities for all employees.

Our policies, procedures and training will continue to promote a positive working environment in which employees are welcomed, valued and respected.

We provide training and guidance to support fair, consistent and inclusive recruitment and selection practices.

As an equal opportunities employer, the organisation will continue to promote a culture of inclusion. Equality, diversity and inclusion will remain an important part of the organisation's ongoing people strategy.