



The Salvation Army Republic of Ireland

Gender Pay Gap Report 2024

In the Republic of Ireland, the Gender Pay Gap Information Act 2021 requires employers with more than 150 employees to report their gender pay gap.

The gender pay gap report must cover the following four metrics:

- Hourly pay differences between male and female employees,
- Bonus pay differences between male and female employees,
- The proportion of male and female employees receiving bonuses and benefits in kind (BIK),
- The distribution of male and female employees across four pay quartiles.

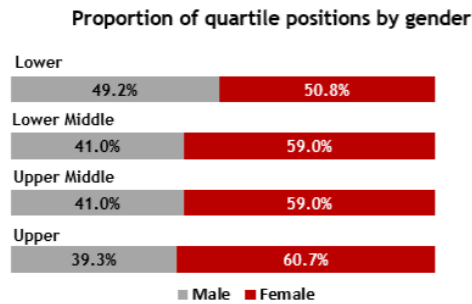
The snapshot date from which pay data can be taken for the purposes of gender pay gap analysis can be set at any date in June. The Salvation Army has opted for a snapshot date of 30 June 2024. This report will be published 6 months after the snapshot date, i.e. 30 December 2024.

The Salvation Army is an international Christian church and registered charity and works in more than 130 countries worldwide, offering practical help and support for people at all levels of need.

In Ireland, we have worked directly with the most vulnerable for over 135 years. We have six residential homeless centres in Dublin, providing 250,000 bed nights per year. We operate three family homeless hubs; Clonard Road, Greencastle and the country's largest - Houben House. York House, Rease House and the Granby Centre are homeless centres for men and women. We offer a compassionate and enabling environment supported by our Chaplaincy service helping people during their homeless journey. The Granby Centre has an older client group with a unique set of needs, including multiple medical complexities and operates a nurse-led service. Our services continuously evolve to meet the growing needs of our residents.

Our gender pay gap results 2024

- Based upon data taken from our June 2024 payroll, we are reporting a **mean** gender pay gap of **-1.3%** and a **median** gender pay gap of **-3.2%**.
- No bonuses were paid to employees.
- 1.4% of female employees and 0.9% of male employees receive a BIK.
- Our workforce has been divided into four equal-sized groups based on hourly pay rates to give the pay quartiles shown over the page:



Our gender pay gap analysis

Mean & Median pay gaps

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women. Our 2024 mean pay gap of -1.3% and our median pay gap of -3.2% indicate that we pay female employees more favourably than males. In order to be fully transparent, it must be noted that we have uncovered some limitations in our source payroll data.

As this is the first year of reporting on our gender pay gap, we are unable to draw conclusions about whether the reported pay gaps have decreased or increased. However, the demographic makeup of the organisation shows a 60/40 split in favour of women in our upper pay quartile, compared to a 50/50 split in our lowest pay quartile. We would expect our overall gender pay gap position to be favourable due to our greater number of higher-paid female employees.

Benefits in Kind

Only 3 employees receive a BIK (2 females, 1 male). These 3 employees all receive the same value of BIK.

The National Position

The Salvation Army compares favourably to the rest of the country. According to figures from the Central Statistics Office (CSO), in 2022 the nationwide gender pay gap was 9.6% in favour of males. At the time of producing this report, figures for 2023 are not yet available.

Future actions

Data Limitations

Whilst carrying out our analysis, significant limitations within the source pay data used for this report were identified. Therefore, some assumptions had to be drawn on aspects of the pay data. In 2025 we will initiate an action plan to address the limitations with our current systems, in being able to retrieve the data, with the aim of ensuring greater levels of data accuracy in future reporting.

Workforce Analytics

The SA will review workforce analytics to provide greater a greater understanding of how the makeup of our workforce impacts upon our gender pay position, for example:

- The proportions of men and women applying for our jobs/being successfully recruited,
- The proportions of men and women leaving the organisation and their reasons for leaving,
- The take-up of flexible working arrangements by gender and level within the organisation.

I, Alex O'Hara, HR Director, confirm the information in this statement is accurate.

Signed:



Date: 23 December 2024