



Gender Pay Gap Report 2025

**Daughters of Charity Child
and Family Service**

Introduction to Daughters of Charity Child and Family Service

The Daughters of Charity Child and Family Service (DoCCFS) is a not-for-profit public service organisation. We provide a range of therapeutic supportive services to children and families based in the greater Dublin region.

We are a service-led, research-informed organisation, led by the values of **honesty, justice, fairness, respect and compassion**. We put people first, and we are committed to ensuring that the services we provide make a difference. This is reflected in our organisational Strategic Plan, which is based on root and branch consultations with those we serve, our valued teams who provide the service, as well as the leadership and external partners. We invest significantly in supporting our people to the highest level.

Our Services include an Early Childhood Development Service (ECDS), Family Centre Service, Dublin Safer Families Service and Assessment Services.

The Daughters of Charity Child and Family Service are a highly responsive organisation that provides a positive, engaging and fulfilling work environment for our employees. The DoCCFS are an equal opportunity employer.



Background

Based on the requirements from the **Gender Pay Gap Information Act 2021** we will set out to calculate the difference in pay between male and female employees in our organisation. The Act defines the hourly gender pay gap as the difference between the hourly remuneration of male and female employees, expressed as a % of the mean hourly remuneration of male employees. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar capabilities, qualifications or practice.

The data was for the period 1st July 2024 until 30th June 2025 inclusive, using a snapshot date of 30th June 2025. There were **184 employees** in DoCCFS within the reporting period. This includes people who may have exited the business and/or retired within the reporting period.

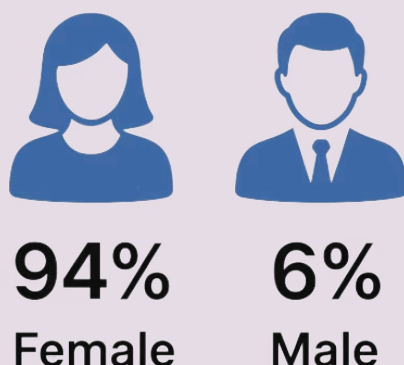
- ❏ A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. If women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider. Gender pay gap reporting often further highlights important challenges that business face.

This is the **2nd report** on Gender Pay Gap from the Daughters of Charity Child and Family Service.

At the time of producing our report **94% of staff are female and 6% of staff are male.**

This is a slight increase in male staff compared to the last report. The average hourly rate for all employees is €26.06 with a median rate of €25.30.

We currently use a Pay Grade system similar to the grades operated by Tusla and the Health Service Executive (HSE). Increments are awarded annually. Our aim as an organisation is to reestablish alignment of our pay scales with the Consolidated Payscales of the Health Service Executive (HSE)



Findings and Publication

€26.06

Mean Hourly Rate

The average hourly rate of all employees

€25.30

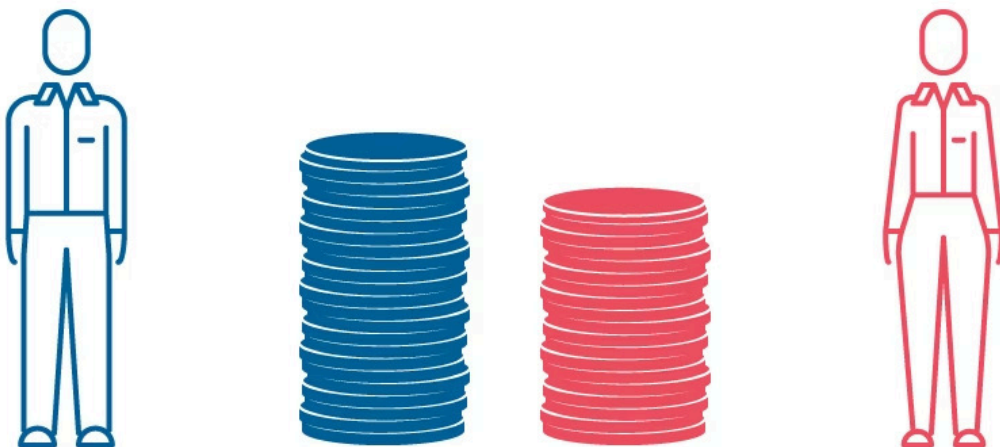
Median Hourly Rate

The mid point of the total number of employees

- ❏ It must be noted that the low representation of males in the organisation will significantly impact on the comparative figures presented in this report.

The Mean hourly rate of pay for all employees is **down by 7.09%** compared to last year and the Median Hourly Rate of Pay for All Employees is **down by 10.09%** compared to last year.

The main reason for this is the recruitment of additional staff at entry level positions.



Gender Pay Gap

All Employees

Mean Hourly Earnings

The **mean** hourly earnings difference between male and female employees overall in our organisation is **13.57%** compared to **23.39%** in last year's report.

Median Hourly Earnings

The **median** hourly earnings difference between male and female employees overall in our organisation is **21.72%** compared to **19.07%** in last year's report.

As we are reporting on relatively low numbers of males in the organisation, a small change in gender representation can have a significant impact on the average figures presented here. The addition of male employees to entry level posts has impacted on these comparative figures.

Part Time Employees

The **mean** hourly rate difference between part-time male and female employee is **-22.8%**.

The **median** hourly rate difference between part-time male and female employees is **-3.1%**.

The opportunity to work part-time in the organisation is open to all employees equally, regardless of gender, when the opportunity arises. The gender profile of part-time employees for this report is **97.2% Female and 2.8% Male**. As there are very few part-time male staff in the organisation the part-time figures are less significant than they appear.

Temporary Employees / Fixed Term Contracts

The **mean** hourly rate difference between part-time male and female employee is **0.8%**.

The **median** hourly rate difference between part-time male and female employees is **19.1%**.

The small difference in the Mean Hourly Rate of pay demonstrates the influence of the standardised pay scales whilst the difference in Median Hourly Rate of Pay is attributable to too few males for comparative purposes.



Our Workforce

The proportions of Male and Female Employees in the lower, lower middle, upper middle and upper quartile pay bands.

QUARTILES

Quartile 1 Upper Quartile

Male 13% to Female 87%

In quartile 1, the average hourly earnings difference between male and female employees in our organisation is **-1.6%**

Quartile 2 Upper Middle Quartile

Male 4% to Female 96%

In quartile 2, the average hourly earnings difference between male and female employees in our organisation is **2.4%**

Quartile 3 Lower Middle Quartile

Male 2% to Female 98%

In quartile 3, the average hourly earnings difference between male and female employees in our organisation is **13.9%**.

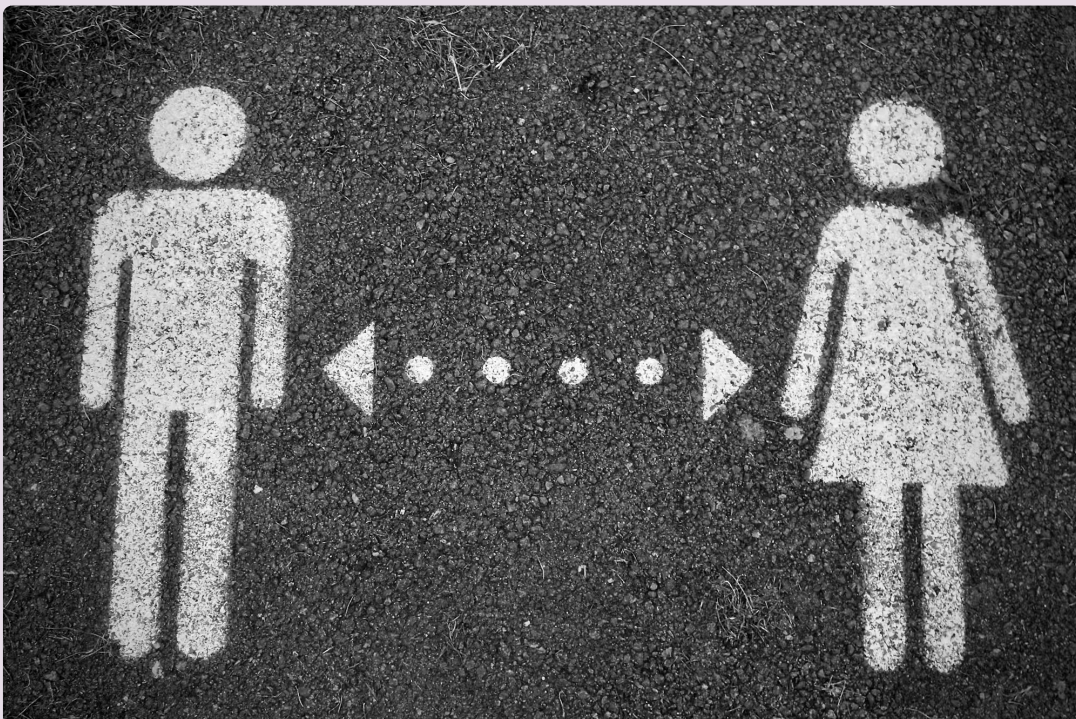
Quartile 4 Lower Quartile

Male 4% to Female 96%

In quartile 4, the average hourly earnings difference between male and female employees in our organisation is **0.7%**, with a positive balance towards female employees.

With the exception of Quartile 3 the Gender Pay Gap is very balanced in each Quartile. The gap of 13.9% in Quartile 3 is attributable to the low number of males in this Quartile.

Daughters of Charity Child and Family Service do not make benefit in kind payments or bonus payments to employees.



Explaining our Gender Pay Gap and its rationale

The relatively low number of males in our organisation continues to impact on our Gender Pay Gap Report. It is an issue in our sector and is a wider societal issue. The under representation of males across the organisation, and in particular at the lower grades, continues to have an impact on the Gender Pay Gap Report.

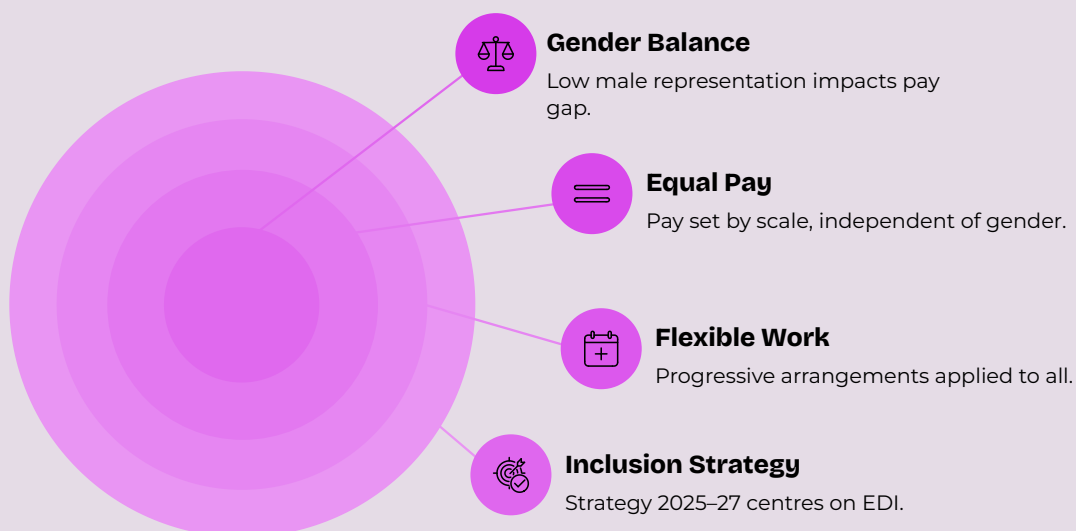
Rates of pay for each role in the DoCCFS is determined by reference to a pay-scale, or to a set rate of pay for the particular role. This determination does not take account of the gender of the employee and is applied fairly without prejudice.

The DoCCFS is committed to a policy of **equal pay** and is an **equal opportunities employer**.

Where the flexibility can be accommodated in each centre, we continue to have progressive flexible work arrangements in place for all staff, regardless of gender. Flexibility including parental leave, job sharing and working from home, may be available to all staff and is applied regardless of gender. The number of staff currently working less than full time is mainly female.

Our Strategy 2025 – 2027, including our mission, vision and strategic objectives, has **equality, diversity and inclusion** at its core. We strive to create a culture of inclusion, mutual respect and equal opportunities. We also carry out our work without bias, in a respectful and non-discriminatory manner.

At DoCCFS, we have core values (**Honesty, Justice, Fairness, Respect and Compassion**) that inform our strategy and direction and ensure all decisions and behaviours, across every level, align with our objectives. Our values act as guiding principles for employees and help us to promote a positive and inspiring employee experience.



Measures taken or proposed to be taken to eliminate or reduce the GPG

01

Monitor and Review

We will continue to monitor and review the gender pay gap information in the organisation.

02

Increase Male Representation

A focus for HR will be to increase the representation of males across the service, when the opportunity arises, whilst being compliant with equality legislation.

03

Address Structural Bias

We will continue to monitor the Gender Pay Gap statistics to ensure that any structural bias under our control that may impact of the Gender Pay Gap is addressed.

