

Childhood Matters

**Gender Pay Gap Report
2024 to 2025**

About us:

Childhood Matters | Supporting Families & Keeping Children Safe

Childhood Matters is a non-profit child & family support service. Our child and family support services are aimed at supporting and promoting positive childhood outcomes. Developing & understanding parenting capacity, building overall family resilience, and contributing to healthier and more sustainable communities.

Our services are tailored to the needs of each individual. We are dedicated to using a relationship working model that aims to understand and respect the needs of each individual we work with. The aim of Childhood Matters is to promote positive change and development where it is needed.

Our Funding Partners Include:



I. Introduction

1. Annual Gender Pay Gap Report: Childhood Matters

This document constitutes the annual Gender Pay Gap (GPG) Report for Childhood Matters for the reporting period from June 15th, 2024, to June 15th, 2025. This report is published in full compliance with the Irish Gender Pay Gap Information Act 2021 (the Act).

The primary purpose of this report is to provide full transparency regarding the differences in average (mean) and median pay between our male and female employees across the organization, irrespective of the nature of the work performed.

2. Reporting Methodology

Data Calculation

In compliance with the Act, all calculations presented in this report adhere to the prescribed methodology:

Gender Pay Gap (GPG) in Hourly Remuneration: This figure represents the percentage difference between the mean (average) and median hourly pay rate for male and female employees. The GPG is calculated based on the employee's full hourly remuneration, which includes basic salary, guaranteed bonus payments, and allowances. It excludes overtime, expenses, and non-guaranteed bonuses.

Detailed Breakdown by Contract Type: This section provides a complete breakdown of the results, showing percentage differences by contract type: full-time, part-time, and temporary contracts.

Distribution of Employees by Quartile: To illustrate the concentration of men and women across different pay levels, our workforce is divided into four equal quartiles, from the lowest paid (Lower Quartile) to the highest paid (Upper Quartile). The percentage of male and female employees within each quartile is then provided.

Gender Bonus Gap: As Childhood Matters does not operate a bonus or BIK scheme, there is no data available to calculate a Gender Bonus Gap. This section is therefore presented as not applicable (N/A) for this reporting period.

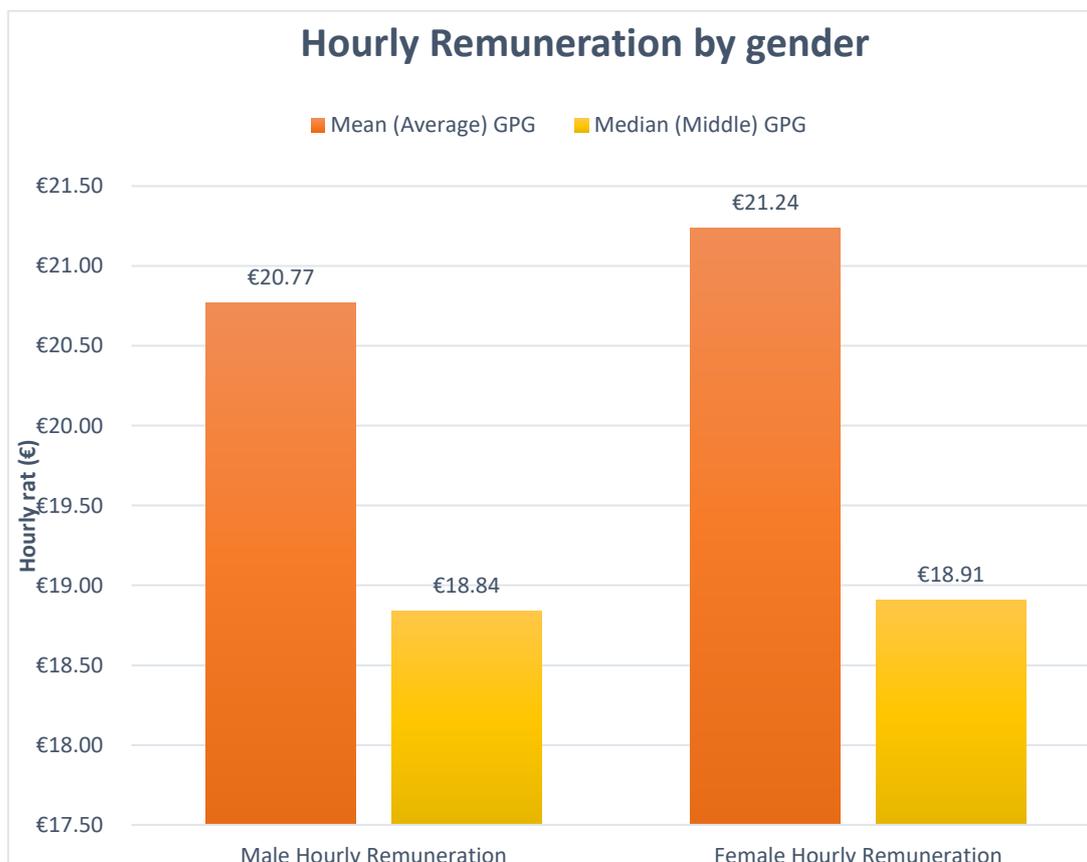
**** When a Gender Pay Gap, figure is reported as negative, it indicates that the average (mean) or median hourly pay for female employees is higher than that for male employees, as the calculation uses male pay as the denominator.**



II. Gender Pay Gap (GPG) in Hourly Remuneration

The following section presents the main data required by the Gender Pay Gap Information Act 2021. All figures are presented as percentages. A comparison of mean and median hourly rates by gender (2024-2025).

<p>Mean: It's the average. The mean Gender Pay Gap is the difference between women's and men's average hourly remuneration</p>	$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate}) \times 100}{\text{average male hourly rate}}$
<p>Median: The median is the figure that falls in the middle. The median hourly salary is determined by ranking all male employees from highest to lowest paid, and all female employees from highest to lowest paid, and then comparing the hourly remuneration of the person in the middle.</p>	$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates}) \times 100}{\text{median of male hourly rates}}$



Interpretation of chart:

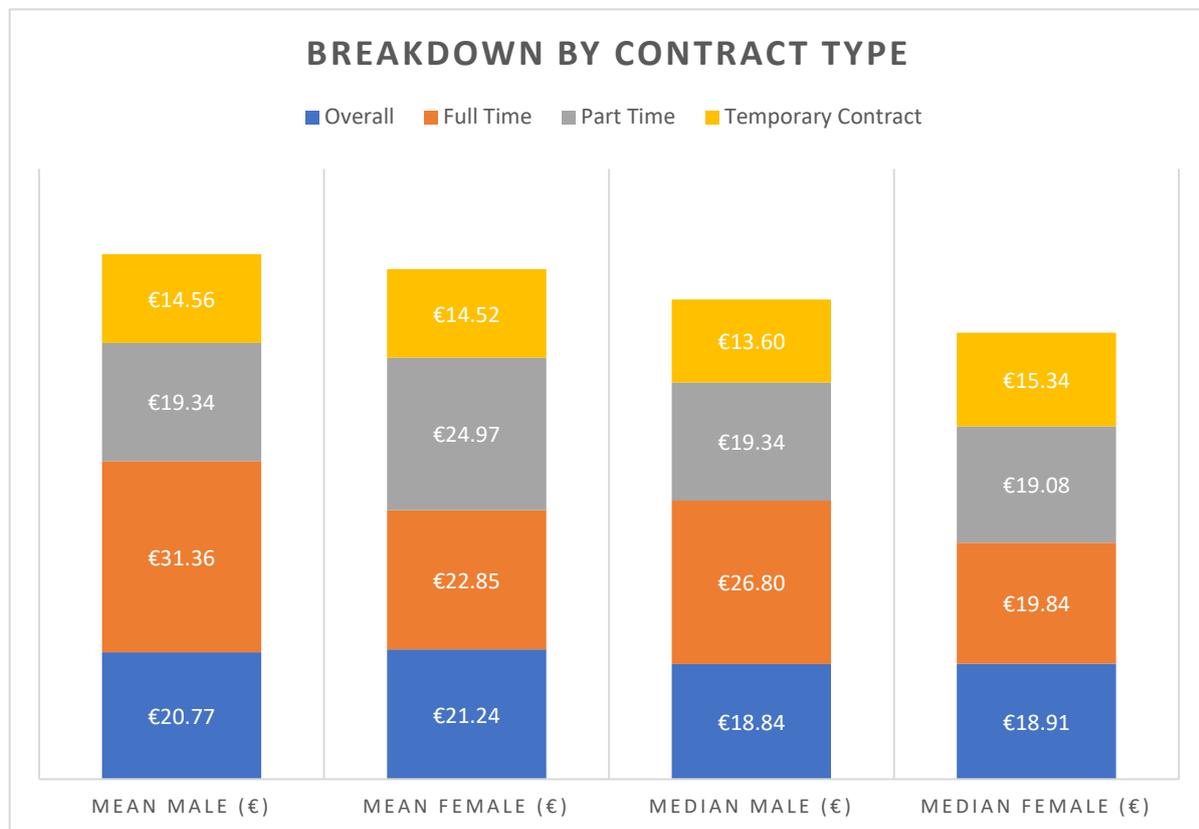
- Mean Hourly GPG:**
-2.24% Female average pay is 2.24% higher than the male average.
- Median Hourly GPG:**
-0.35% Female median pay is 0.35% higher than the male median.

This overall result is primarily attributed to the high proportion of female employees across the organisation

III. Detailed Breakdown by Contract Type

This table shows the key findings by contract type:

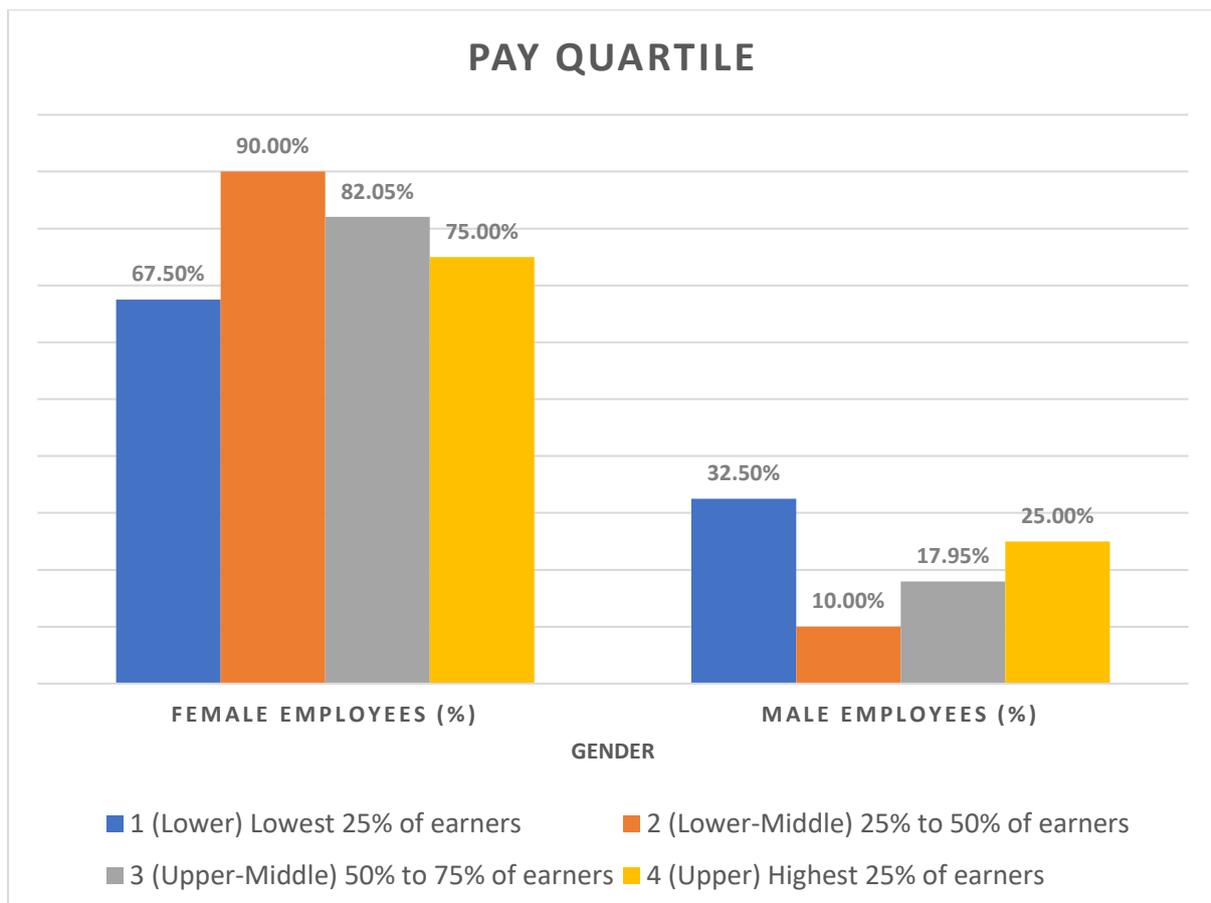
Contract Type	Mean GPG (%)	Median GPG (%)	Interpretation
Full Time	27.14%	25.97%	Male Full-Time pay is significantly higher.
Part Time	-29.13%	1.35%	Mean: Female pay is much higher. Median: Male pay is slightly higher.
Temporary Contract	0.34%	-12.74%	Mean: Male pay is slightly higher. Median: Female pay is significantly higher.



IV. Gender Distribution Across Pay Quartiles

Ranked by hourly remuneration, split into four equal groups:

Pay Quartile	Description	Female Employees (%)	Male Employees (%)
1 (Lower)	Lowest 25% of earners	67.50%	32.50%
2 (Lower-Middle)	25% to 50% of earners	90.00%	10.00%
3 (Upper-Middle)	50% to 75% of earners	82.05%	17.95%
4 (Upper)	Highest 25% of earners	75.00%	25.00%



V. Bonus and Benefits-in-Kind (BiK) Metrics

No bonus payments or Benefits in Kind were distributed to any employees during the reported period. As such, the resulting Gender Bonus Gap is zero, and the required calculations for mean and median bonus differences are not performed.

Metric	Male Employees	Female Employees	Gap
Percentage receiving Bonus Pay	0.00%	0.00%	0.00%
Percentage receiving Benefits-in-Kind	0.00%	0.00%	N/A

VI. Explanation of the Gender Pay Gap

The overall mean and median GPG is close to parity (-2.24% and -0.35%), indicating female staff earn marginally more per hour across the entire organisation, largely due to the high proportion of female employees overall.

However, a significant Mean GPG of 27.14% in the Full-Time category is observed.

This is a structural gap driven by gender representation at the most senior levels of the organisation. The compensation of the highest remunerated role, the Chief Executive Officer, which is currently held by a man, disproportionately elevates the male average in the full-time band, despite strong female representation across the other Director-level roles.

Our commitment is to ensure equal pay for work of equal value, and we are actively monitoring pay equity across all levels.



VII. Actions to Improve or Maintain Equality

1. **Immediate Senior-Level Action:** We are actively addressing the senior-level gaps. The role of Director of Operations, previously held by a man, is currently being transitioned to a female incumbent. This change will ensure that 4 of 5 top-level leadership roles are held by women, which is expected to significantly reduce the Full-Time GPG in the next reporting cycle.
2. **Equal Pay Review:** We commit to carrying out annual internal pay equity reviews across all roles to ensure full compliance with the Employment Equality Acts, verifying that equal pay is maintained for work of equal value, supported only by objective factors like service and performance.
3. **Career Development:** We are actively launching a dedicated Mentorship and Career Development Program to prepare high-potential female employees for internal progression, creating a sustainable talent pipeline to address the structural gap long-term.
4. **Recruitment and Retention:** Continue to implement transparent recruitment and promotion processes, regularly including gender impact assessments to prevent unconscious bias from entering pay and progression decisions.

This report is published on our company website and provided to all employees. Please forward any questions to info@childhood-matters.ie

