Gender Pay Gap Report 2025

Congregation of the Sisters of Mercy

Introduction

At The Congregation of the Sisters of Mercy, we are committed to creating a workplace that values equality and diversity at every level. This report outlines our gender pay gap figures as of 1st June 2025 and provides insights into the actions we are taking to promote fairness in pay and opportunity across our organisation.

There were 201 employees employed on the snapshot date of 1st June 2025 – 27 males and 174 females. The Congregation of the Sisters of Mercy is committed to ensuring equality and inclusion.

What is the Gender Pay Gap?

Gender Pay vs. Equal Pay

Gender Pay Gap refers to the difference in average earnings between men and women across an organisation. Equal Pay means men and women are paid the same for doing work of equal value. The gender pay gap does not imply unequal pay for equal work.

The Meaning of the Gender Pay Gap

The gender pay gap compares the average hourly pay of men and women across the organisation. It highlights the overall distribution of men and women at different pay levels rather than differences in pay for the same roles.

Mean and Median Explained

Mean: The average hourly rate when all pay rates are added together and divided by the number of employees.
Median: The midpoint hourly rate when all employees are lined up from lowest to highest paid.

Quartile Bands

Employees are ranked from lowest to highest paid and divided into four equal groups (quartiles). This helps show the proportion of men and women in each pay band.

Our Figures

Snapshot Date: 1st June 2025

Ordinary Pay – Hourly Rates

Measure	Male	Female	Difference (%)
Mean hourly rate (all employees)	€20.99	€20.03	4.68%
Median hourly rate (all employees)	€18.57	€17.64	5.14%
Mean Hourly Pay (temporary contracts)	€17.85	€19.53	9%
Median Hourly Pay (temporary contracts)	€15.09	€17.34	13.9%
Mean Hourly Pay (part-time employees)	€20.51	€18.74	9%
Median Hourly Pay (part-time employees)	€17.88	€17.20	3.9%

Pay Quartiles

Quartile	% Male	% Female
Lower Quartile	12%	88%
Lower Middle Quartile	8%	92%
Upper Middle Quartile	16%	84%
Upper Quartile	18%	82%

Bonuses and Benefits in Kind (BIK)

Measure	% Male Employees	% Female Employees
Proportion Receiving a Bonus	14.81%	5.75%
Proportion Receiving Benefits in Kind	7.41%	5.17%

Explanation of Our Pay Gap

The organisation's overall gender pay gap shows that male employees earn on average 4.6% more than female employees (mean) and 5.0% more at the median. This modest difference reflects a slightly higher concentration of male employees in senior or longer-tenured positions, which typically attract higher rates of pay.

Across the pay quartiles, female representation remains high throughout the organisation. Women make up 88% of the lower quartile, 92% of the lower middle quartile, 84% of the upper middle quartile, and 82% of the upper quartile. This demonstrates that women are strongly represented across all levels, including higher pay bands. The overall structure of the workforce reflects both the nature of the organisation and the work undertaken.

As an organisation dedicated to the care and support of Sisters, many of the roles within the Congregation – such as those in care, housekeeping, cooking, and day-to-day living assistance – are performed by female employees. The caring nature of this work, combined with the context of providing direct support to a female religious community, naturally results in a female-dominated workforce. This gender profile is therefore both appropriate and justified given the nature of the services provided.

When analysing specific employment groups, the data shows some variation. Among temporary contract employees, the gender pay gap favours women (–9.4% mean, –14.9% median), due to a greater proportion of female temporary employees occupying higher-paid roles within that group. For part-time employees, the gender pay gap is 8.6% (mean) and 3.8% (median) in favour of men, which is influenced by role type and experience levels among the smaller number of male part-time staff.

In relation to additional payments, 14.81% of male employees received a bonus, compared with 5.75% of female employees. Similarly, 7.41% of male employees received Benefits in Kind (BIK),

compared with 5.17% of female employees. These differences largely reflect the distribution of male employees in certain operational or maintenance roles that carry eligibility for such benefits.

Overall, the organisation's gender pay gap is primarily driven by the structural composition and occupational nature of the workforce, rather than any difference in pay for equal work. The organisation remains committed to equality and fairness in all employment practices and continues to ensure that recruitment, development, and reward structures are applied equitably across all employees.

Implementation Plan

Over the next year, we will strengthen our recruitment and promotion processes, support leadership development opportunities for women, and review our pay structures to ensure continued fairness and equity.

Implementation Plan – Actions to Address Any Gender Pay Gaps

Action	Objective / Intended Outcome	Responsible Person / Department	Timeline
1. Review recruitment and selection processes	Ensure inclusive language and balanced shortlists to attract diverse candidates at all levels.	HR / Hiring Managers	Q1 – Q2 2026
2. Conduct annual gender pay audit	Monitor changes in the gender pay gap and identify any new areas of concern.	HR / Finance	Annually (each reporting year)
3. Increase representation of women in leadership roles	Address imbalance in senior roles by supporting development and progression pathways for female employees.	HR / Senior Leadership	Q2 – Q4 2026
4. Introduce mentoring and career development programmes	Provide structured support and career planning to help employees progress into higher-paid or leadership roles.	HR / Learning & Development	Ongoing
5. Review flexible working and family-friendly policies	Promote gender balance by supporting employees with caring responsibilities.	HR / Management	Q1 – Q3 2026
6. Ensure pay and promotion transparency	Communicate clearly about pay structures, criteria for progression, and performance evaluation.	HR / Line Managers	Q2 2026
7. Collaborate with external equality or industry networks	Share best practices and benchmark progress against peers in the same sector.	Senior Leadership / HR	Ongoing
8. Report progress internally and externally	Maintain transparency and accountability by	HR / Communications	Annually

Action	Objective / Intended Outcome	Responsible Person / Department	Timeline
	communicating updates to staff and stakeholders.		

Contact Information
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On behalf of:

The Congregation of the Sisters of Mercy is a registered Charity | Charity Registered Number: 20023843

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