

Gender Pay Gap in Focus Ireland 2022

This is the first year Focus Ireland is reporting on our Gender Pay gap figures.

Our Gender Pay Gap is 8.08%.

This means that on average for every €1 earned by a man in Focus Ireland, a woman earns €0.92. Our snapshot was taken on 30th June 2022.

There are four ways Gender Pay Gap must be reported – the following are our results :

Mean Gender Pay Gap	8.08%
Median Gender Pay Gap	6.77%
Mean Bonus Pay Gap	Not applicable
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Part-time Employees – Mean Gender Pay Gap	3.10%
Part-time Employees – Median Gender Pay Gap	-0.33%
Temporary Employees - Mean Gender Pay Gap	7.44%
Temporary Employees - Median Gender Pay Gap	2.05%

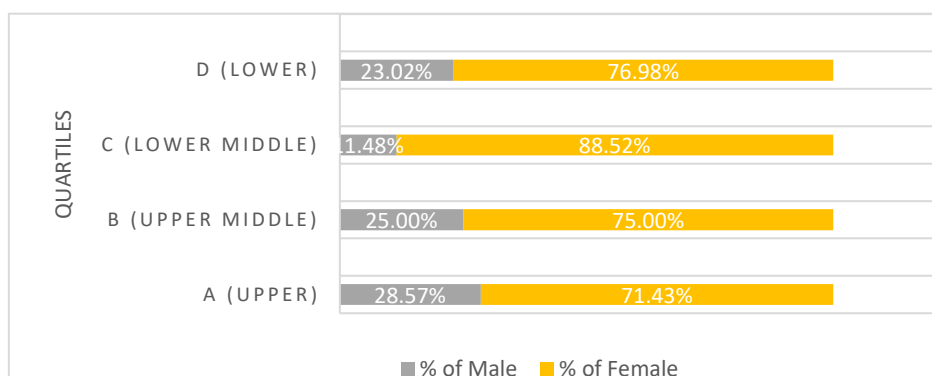
This figures include all employees, including Relief Staff

Our mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
21.2723	19.5544	19.6288	18.2992

Pay Quartiles by Gender



What is driving these figures?

As mentioned above, it means that on average where men in Focus Ireland earn €1, women on average earn €0.92. We have further analysed the figures to try and identify how our gender pay gap is 8.08%

Our gender pay gap is driven by:

- Service – on average men have 7.3 years' service with Focus Ireland while women have 5.8 years. This has an impact on pay as those with longer service will have progressed to higher points on the salary scales.
- A higher proportion of men in management grades (Team Leader and above) than women. 25% of our males colleagues are in this category where as 18.6% of women are.
- Time out for family responsibilities – in particular maternity leave. This effects the calculation regarding income as the maternity benefit received is not included in the calculation of income for gender pay gap reporting.

What will we do to improve our Gender Pay Gap?

This is the start of our journey to reach a zero gender pay gap. We will not be able to reach this in one year.

Actions that we will take that will help us to get there include:

- Using our Diversity, Inclusion and Belonging initiatives to explore the gender issues that impact women's experience of working in Focus Ireland
- We will consider how we can expand our flexible working practices in the organisation to sustain women's participation and promotion in the organisation
- Review our job descriptions and recruitment advertising to ensure that we use inclusive language.
- Where we are offering mentoring or coaching initiatives, we will look to have a balance of participants in this programmes reflect the gender mix in the organisation.
- We will analyse our exit data to identify trends that may relate to gender – for example what is the retention rate of those who have availed of maternity leave with the previous two years?
- We will look at our gender balance in terms of how leave is taken to support caring responsibilities and identify any barriers that may impact this.