



ROI Gender Pay Gap Report

December 2022



Introduction

Two of our most important organisational objectives at Praxis Care are the retention of existing staff and the recruitment of new staff. To help us achieve these objectives in this ever-challenging labour market, we need to be an employer of choice, which means we must recognise and promote the importance of diversity and inclusion. Our staff come from diverse backgrounds and each one brings their own views and experiences into their role and the organisation. At Praxis Care this diversity and inclusion results in a culture where collaboration is encouraged, ensuring every employee feels valued and respected, and is treated with fairness and consistency in comparison to their colleagues.

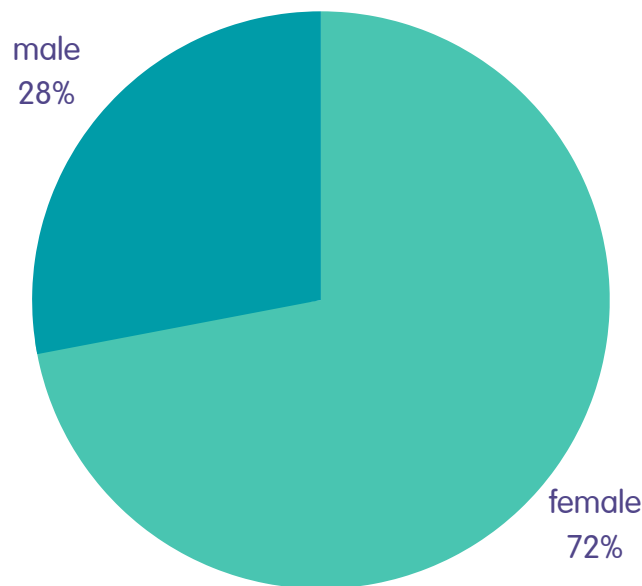
The publication of our first gender pay gap report will help the organisation recognise the gender diversity of our workforce and to identify any opportunities for improvement.



Our report results are based on employee data taken on a snapshot date of 30th June 2022. Therefore the reference period for all of our pay data is from 1st July 2021 to 30th June 2022. All employees, including those away from work for reasons such as long-term sickness absence, are included in the report.

What our data says about us

There was a total of 610 employees on 30th June 2022, made up of 438 females and 172 males. Traditionally the health and social care sector is pre-dominantly female oriented, which is reflected in the breakdown of our overall employee headcount.



Praxis Care is an equal opportunities employer and our equality statement is visible on all our job advertisements. We are committed to equality of opportunity and recruitment and selection based on merit.



Mean and median pay gaps

- The mean pay gap is the difference between the average pay rate for males and the average pay rate for females.
- The median pay gap is the difference in pay between the middle placed male and the middle place female.

Mean Pay Gap % All Staff	Median Pay Gap % All Staff
4.3%	4.8%

- The mean pay gap for all staff is 4.3% in favour of males.
- The median pay gap for all staff is 4.8% in favour of males.

Mean Pay Gap % Part Time Staff	Median Pay Gap % Part Time Staff
11.4%	13.3%

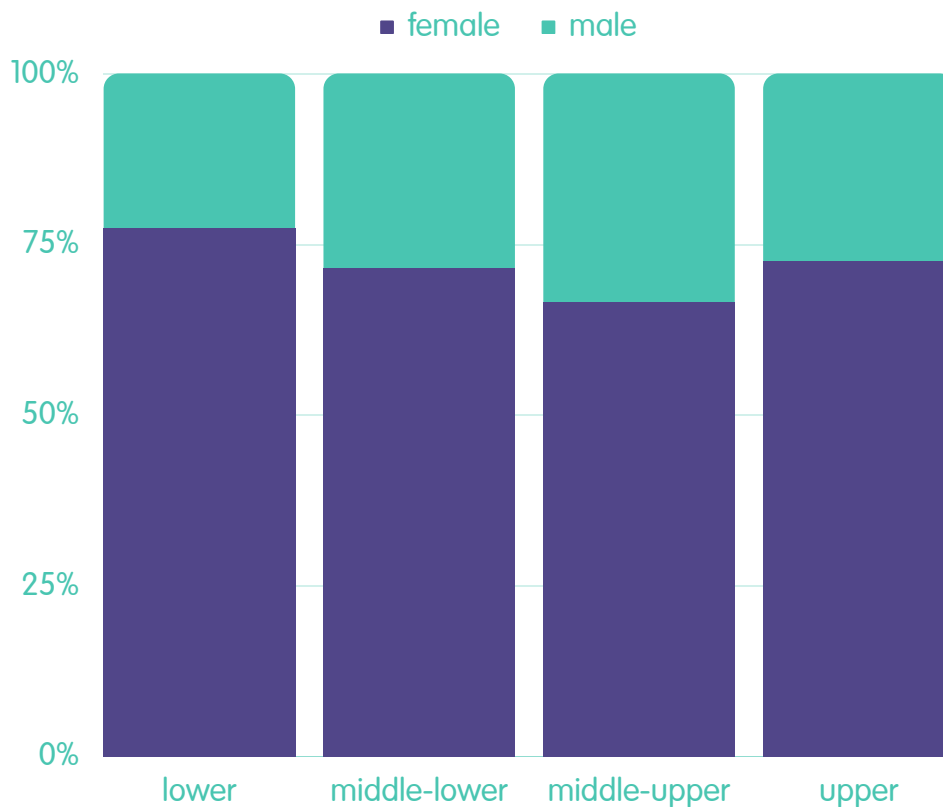
- The mean pay gap for part time staff is 11.4% in favour of males.
- The median pay gap for part time staff is 13.3% in favour of males.



At Praxis Care, we are satisfied that males and females are paid equally for equivalent roles across the organisation. We have a salary scale for every grade of staff in the organisation with the same scale used for both male and female employees. An employee's length of service, qualifications and experience are the sole determinants of what point on the salary scale an employee is placed.

Quartiles

The use of quartiles (dividing the data into four equally sized groups based on hourly pay) allows us to review the distribution of male and female employees across pay ranges.

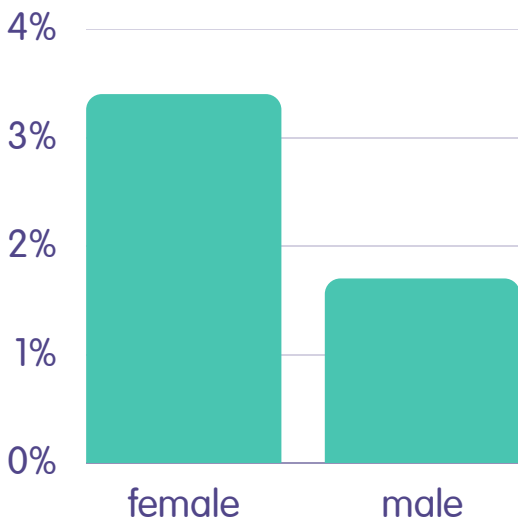


As our workforce is predominantly female (female - 72%, male - 28%) the above chart shows that our female and male employees are proportionally distributed across each of these groups throughout the whole organisation.



Benefit in Kind

15 out of our 438 female employees and 3 out of our 172 male employees received Benefits in Kind in the form of pension and car allowance contributions.



A car allowance is only provided to the Director and Regional Director grade, with 2 of the 3 employees in these positions being female. A pension is provided only to Managers and above grades; however, only 3 of our male staff in these grades have joined the pension. Joining the pension is open to all employees within these grades and a communication will be sent out with information on how to join the pension and the benefits of doing so.

Bonuses

There is a requirement for organisations to report their % of male and female employees paid bonuses, the mean bonus remuneration of male and of female employees and the median bonus remuneration of male and of female employees. As Praxis Care is a charity we do not issue bonuses to our staff and therefore have no disclosures for the reporting requirements around these parts.



Actions Taken

We have undertaken the following activities to promote diversity and inclusion within our organisation:

- Developed a partnership with Diversity Mark NI to support us with establishing a framework and developing our approach to equality, diversity and inclusion (EDI).
- Rolled out culture training, which focuses on the organisation's values, staff roles and responsibilities and team working with people from diverse backgrounds.
- Introduced more flexible working and part time hours for our roles, aiming to move away from the historical rigid requirement for full time 39 hours.
- Created a flexible working policy, which is available to all staff, to promote a healthy work-life balance and to support those staff with commitments outside of work.
- Our robust supervision policy and process supports male and female staff in their career development goals.
- Carried out recruitment and selection training with staff in management grades. Training is required before they participate in recruitment and selection, ensuring they are educated about and aware of their responsibilities to ensure equal opportunities, fair recruitment and fair selection.



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