



**Peter McVerry Trust**  
**Gender Pay Gap Report 2023**

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## About Peter McVerry Trust

Established in 1983 by Fr Peter McVerry the charity works with individuals at risk of, or experiencing homelessness, primarily in the Dublin region. Peter McVerry Trust provides a wide range of services in the areas of prevention, housing, homelessness, under 18s residential and drug treatment.

**Our Vision:** “An Ireland that supports all those on the margins and upholds their rights to full inclusion in society.”

**Our Mission:** Peter McVerry Trust is committed to reducing homelessness and the harm caused by drug misuse and social disadvantage. Peter McVerry Trust provides low-threshold entry services, primarily to younger persons with complex needs, and offers pathways out of homelessness based on the principles of the Housing First model and within a framework that is based on equal opportunities, dignity and respect.

## Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. Organisations are asked to select a date in June that represents a snapshot in time. The data compiled for this report represents the 12-month period immediately preceding 30<sup>th</sup> June 2023.

### Who is included

All persons employed by the organisation on the snapshot date. The mean and median figures are reported separately for part-time and temporary employees.

### How is the gender pay gap defined?

The Gender Pay Gap refers to the difference in the average hourly rate of pay for female staff as opposed to male staff and is designed to capture the extent to which women are evenly represented across the organisation.

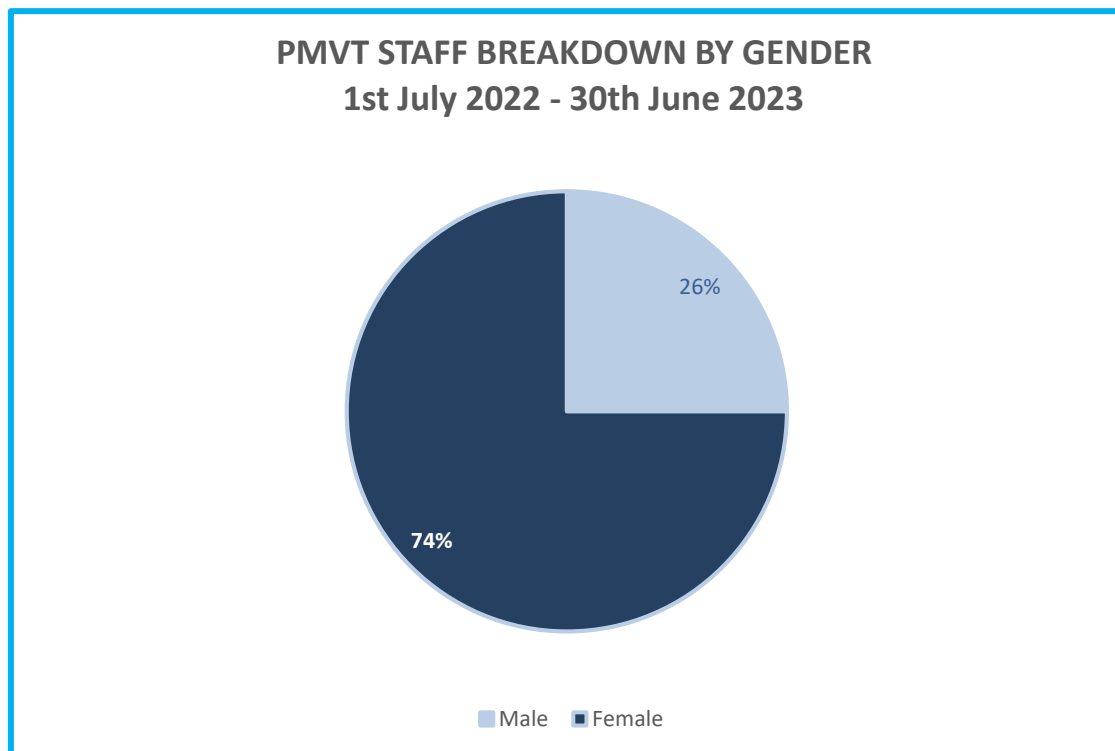
### Data included in this report:

The difference between the:

- Mean hourly rate of pay for all male and female employees
- Median hourly rate of pay for all male and all female employees
- Mean bonus figures for all for all male and female employees
- Median bonus figures for all for all male and female employees
- Mean hourly rate of pay for all part-time male and female employees
- Median hourly rate of pay for all part-time male and female employees
- Mean hourly rate of pay for all temporary (i.e. Fixed-term contract) male and female employees
- Median hourly rate of pay for all temporary (i.e. Fixed-term contract) male and female employees
- The percentage of men paid a bonus and the percentage of women paid a bonus
- The percentage of men in receipt of benefit in kind and the percentage of women in receipt of benefit in kind

## PMVT Staffing Gender Profile

Breakdown of Peter McVerry Trust employees by gender for the period 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023 was 74% female and 26% male.



## Figures and Interpretation of Data

Table 1 Mean and Median Gender Pay Gap

Gender Pay Gap by:	Mean	Median
Hourly rate	-5.88%	-2%
Bonus	0%	0%
Hourly rate Part-time	2.13%	0.68%
Hourly Rate Temporary contractor	-3.99%	-15.68%

\*A negative percentage difference indicates that the gap is favourable to women

Table 2 Mean and Median Gender Pay Gap

	Mean
	Median



### *The Mean Gender Pay Gap*

The mean gender pay gap represents the difference between the average hourly rate of pay for male employees and that of female employee, as expressed as a percentage of the male hourly rate of pay. If the figure is negative the average hourly rate of pay for females is higher than that of males. If it is positive the opposite is true.

Tables 1 and 2 show that the mean hourly rate of pay for female employees in Peter McVerry Trust is 5.88 % higher than that of male employees.

The mean hourly rate for part time staff is 2.13% higher for male part-time staff than for female part-time staff. This group is made up of relief staff and part-time permanent employees. Within this group staff are represented across the four quartiles and are remunerated based on experience and length of service and not their gender.

The mean hourly rate for temporary contractors (i.e. individuals on fixed term contracts) is 3.99% higher for female staff than for male staff in the same category.

### *The Median gender pay gap*

The median gender pay gap is the figure that falls in the middle range where the hourly rate of all relevant employees is listed from the lowest to the highest. This can provide a more accurate representation of the typical pay gap.

Tables 1 and 2 show that the median hourly rate is 2.00 % higher for female employees than for male employees.

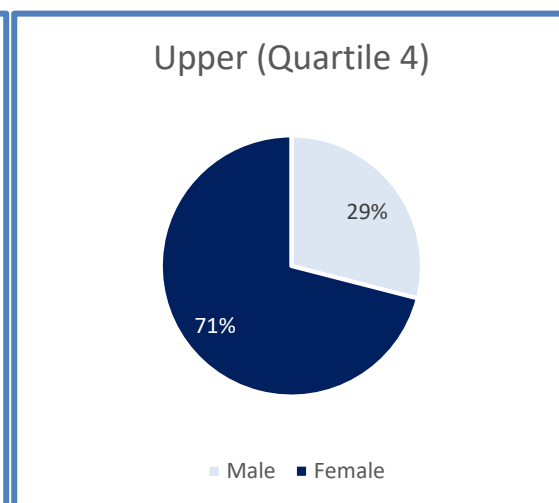
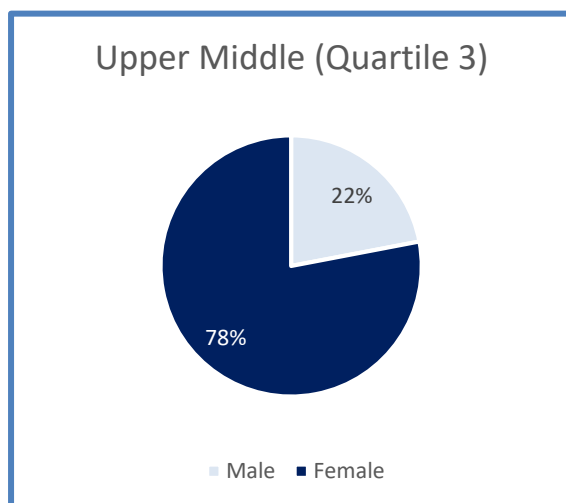
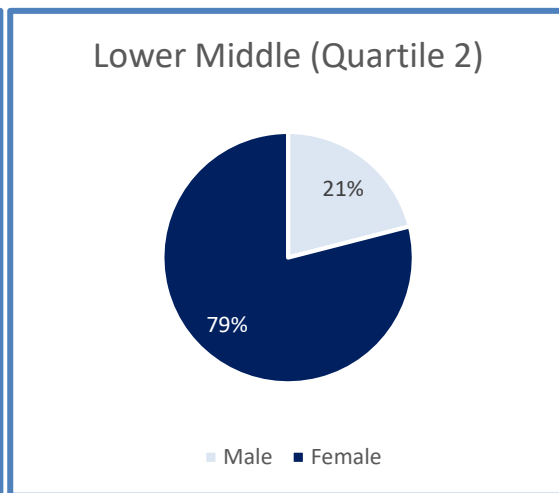
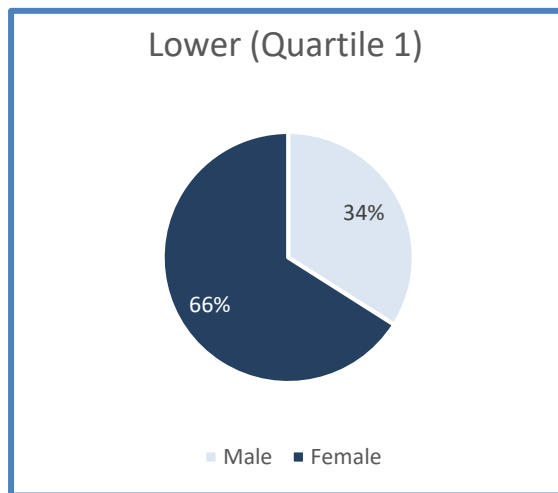
The median hourly rate for part-time staff is 0.68 % higher for male staff than for female part-time staff. This group is made up of relief staff and part-time permanent employees. Within this group staff are represented across the four quartiles and are remunerated based on experience and length of service and not their gender.

The median hourly rate for temporary contractors (i.e. individuals on fixed term contracts) is 15.68 % higher for female staff than for male staff in the same category. Within this group staff are represented across the four quartiles and are remunerated based on experience and length of service and not their gender.

### Quartile Pay Bands

The following outlines the breakdown by gender in each quartile. Employees are divided into 4 equal quartiles based on their hourly rate of pay (Lower, Lower Middle, Upper Middle and Upper). Each quartile represents 25% of the workforce. Dividing employees in this manner from lowest to highest hourly rates assists in examining pay across different levels of the organisation.

Population by pay quartiles		
	Male	Female
Lower (Quartile 1)	34%	66%
Lower Middle (Quartile 2)	21%	79%
Upper Middle (Quartile 3)	22%	78%
Upper (Quartile 4)	29%	71%





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The data shows that the majority of Peter McVerry Staff are female and this is reflected in the quartile report with a higher representation of female employees found across all quartiles. This is broadly in line with the breakdown of the Peter McVerry Trust's overall workforce which is 26% Male and 74% Female for the period 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023.

Peter McVerry Trust operates equal opportunities recruitment practices with roles being open to both genders. Despite this the vast the majority of applicants are women. In addition, the practice applies to internal promotion with roles being open to both genders.

### *Benefit in Kind and Bonus Payments*

PMVT did not pay any bonus or BIK to any employee in the 12 month period that this report covers.