

Gender Pay Gap Report 2025



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, children's 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 within a framework that is based on equal opportunities, dignity and respect.

Introduction

The Gender Pay Gap Information Act 2021 requires organisations with over 50 or more employees to report on their gender pay gap. Organisations must calculate and report their hourly gender pay gap based on a snapshot date in June each year.

The snapshot date for this report was 30th June 2025 and a headcount of all eligible employees on this date was conducted and the gender pay information was calculated based on the remuneration of these employees between 1st July 2024 and 30th June 2025.

Definitions

Gender Pay Gap (GPG)

The gender pay gap is the difference on average between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is *positive* indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is *negative*, this indicates the reverse - that, on average, men are in a less favourable position than women.

Employee Hourly Rate

The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period.

Ordinary pay includes

The normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent's leave.

Mean Hourly GPG

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within the organisation.

Median Hourly GPG

The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles

Employees were organised into quartiles based on hourly remuneration of all male and female employees: lower quartile, lower middle quartile, upper middle quartile and upper quartile. The proportion of male and female employees in each quartile was expressed as a percentage.

Snapshot Date

Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date.

Bonus pay and benefits in kind

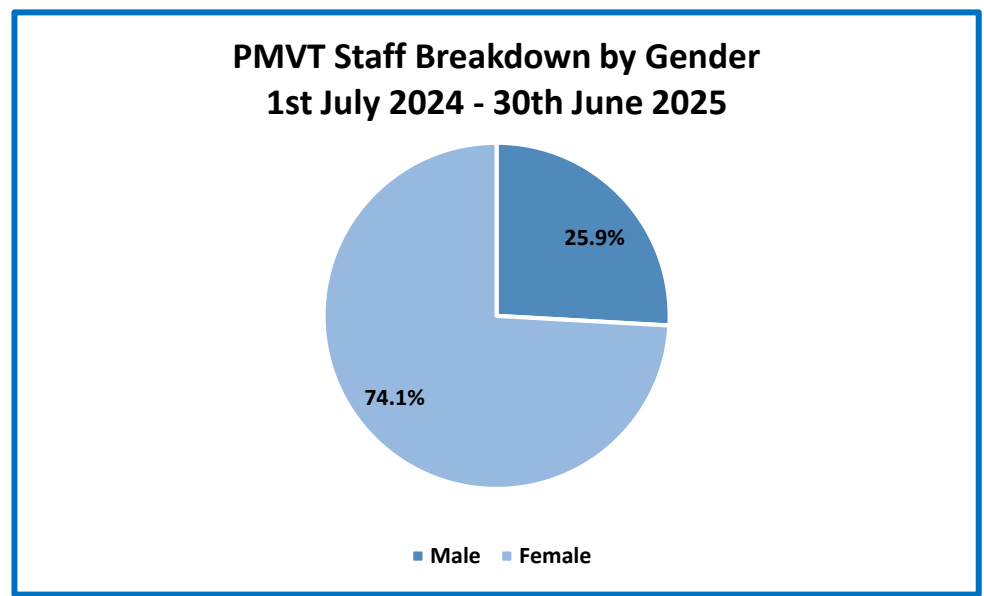
Bonus pay would include all bonuses awarded to an employee for the period in question. This would include bonus payments in the form of money, vouchers, or securities, which relate to productivity, performance, incentive or commission.

Benefits in kind includes any non-cash benefit of an estimated monetary value provided to an employee. This would include the provision of a company car, health insurance, stock options, or share purchase schemes.

It should be noted that the Peter McVerry Trust does not have any employees who receive bonus pay or benefits in kind. There is therefore no gender pay gap information to report in these categories.

PMVT Staffing Gender Profile

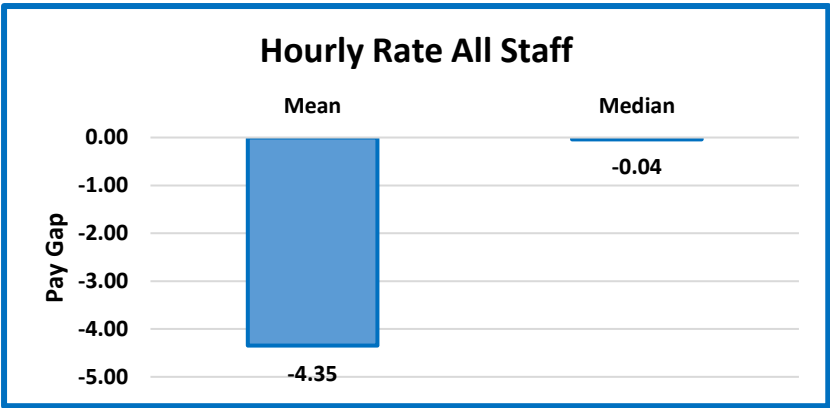
Breakdown of Peter McVerry Trust employees by gender for the period 1st July 2024 to 30th June 2025 was 74.1 % female and 25.9 % male. The relevant workforce population for the report period was 676 employees.

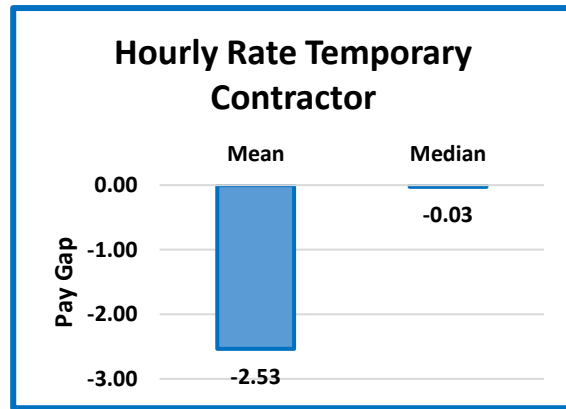
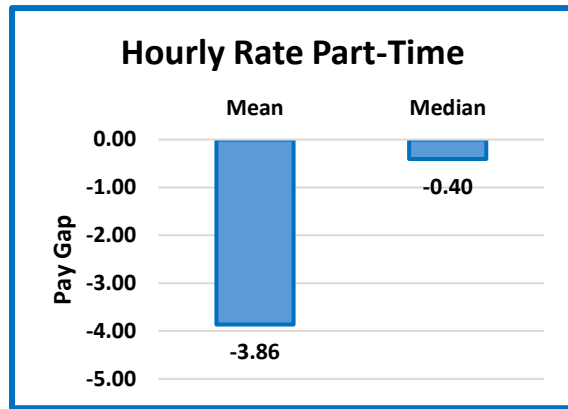


Mean and Median Gender Pay Gap

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

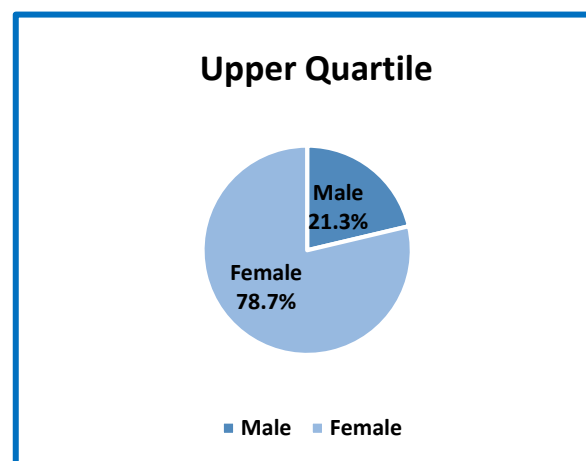
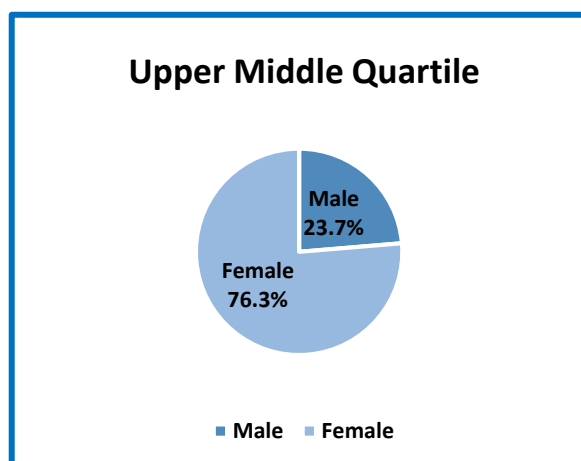
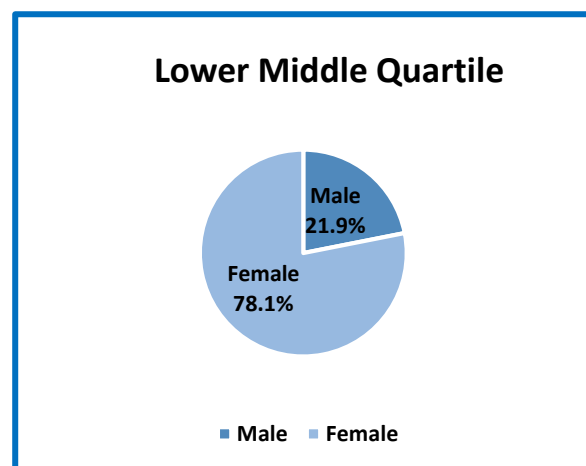
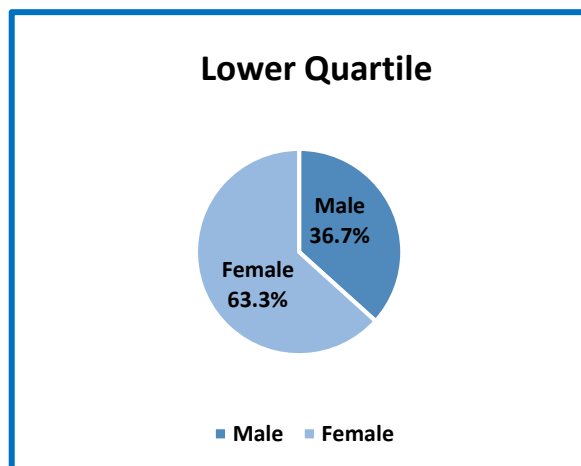
Gender Pay Gap		
	Mean	Median
Hourly Rate	-4.35%	-0.04%
Bonus	0%	0%
BIK	0%	0%
Hourly Rate Part-time	-3.86%	-0.40%
Hourly Rate Temporary Contractor	-2.53%	-0.03%





Quartile Pay Bands

The charts below illustrate the gender distribution at PMVT across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents a quarter of the total report population and their actual hourly pay over a twelve-month period to the end of June 2025.



- PMVT used an alternative method for calculating hourly rates across this reporting period to the method used in 2024. Any significant differences in figures are as a result of more accurate calculation methods used this year.
- Overall there is virtually the same percentage of males to females staff in in the report population compared to last year.

	2024	2025
Female	74%	74.1
Male	26%	25.9

- The gender pay gap is favourable to females in all categories.
- Compared to last year there is a higher percentage of females in the *Upper Quartile pay band* and a lower percentage of females in the Lower Quartile pay band. Reasons for this include better retention rates, increases in hourly rates and promotions with the effect of moving more females up the quartiles. Additionally, an increase in recruitment of males to entry level roles would also be reflected in this data.

	2024		2025	
	Male	Female	Male	Female
Lower	32%	68%	37%	63%
Lower Middle	23%	77%	22%	78%
Upper Middle	23%	77%	24%	76%
Upper	26%	74%	21%	79%