

**Kildare and Wicklow Education and
Training Board**
**Bord Oideachais agus Oiliúna Chill Dara
agus Chill Mhantáin**

Gender Pay Gap Report 2023



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1. INTRODUCTION

The Gender Pay Gap Information Act 2021 has introduced the legislative basis for gender pay gap reporting. The regulations will require organisations with over 250 employees to report on their gender pay gap in 2023.

This is Kildare and Wicklow Education and Training Board's (KWETB) second Gender Pay Gap Report. The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office (S.I. No. 264 of 2023).

:

1. Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
5. Bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

GENDER PAY GAP ANALYSIS 2023

The report shows a Mean Gender Pay Gap of 9.06% % and a Median Gender Pay Gap of 7%

Overall the gender breakdown is: **Male 28.82%** **Female 71.18%**

- Part-time Male 24.97% Female 75.03%
- Full-time Male 30.91% Female 69.09%

Report Run Date	31 st Jan 2024
Reporting Period - From	1 st Jan 2023
Reporting Period - To	31 st Dec 2023

Headcount on Snapshot Date

Headcount	Fulltime Employees	Part-time Employees	Total Employees	of Whom are Temporary
Male	459	197	656	
Female	1026	592	1618	
Total	1485	789	2274	

Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender Gap in Hourly Remuneration			
	Mean	%	Median	%
Full Time Employees	R.7(1)(a)	9.19%	R.8(1)(a)	10.45%
Part Time Employees	R.7(1)(b)	4.64%	R.8(1)(b)	1.23 %
Temporary Workers	R.7(1)(c)	0	R.8(1)(c)	0

	Gender Gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male		% of all Female	
	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles		% Male		% Female
Quartile 1	R.10(1)(a)	51.12%	R.10(1)(a)	48.88%
Quartile 2	R.10(1)(b)	50.22%	R.10(1)(b)	49.78%
Quartile 3	R.10(1)(c)	50.31%	R.10(1)(c)	49.68%
Quartile 4	R.10(1)(d)	49.86%	R.10(1)(d)	50.14%

Full-time employees:

Mean Gender Pay Gap for full-time employees

Our mean hourly gender pay gap for full-time employees is 9.19% in favour of male employees.

Median Gender Pay Gap for full-time employees

Our median hourly gender pay gap for part-time employees is 10.45% in favour of male employees.

Part-time employees:

Mean Gender Pay Gap for part-time employees

Our mean hourly gender pay gap for part-time employees is 4.64% % in favour of male employees.

Median Gender Pay Gap for part-time employees

Our median hourly gender pay gap for part-time employees is 1.23 % in favour of male/female employees.

2. GENDER PAY GAP STATEMENT 2023

All Education and Training Boards' salary scales are approved by the Department of Education and the Department of Further and Higher Education, Research, Innovation, Science. We do not have any flexibility to apply off scale salaries to any specialist skillsets. On occasion, we may have a new employee who is moving from an existing public service post. If appointed to a post that is deemed an analogous grade/scale, the new employee may be appointed at their current scale point.

Kildare and Wicklow ETB adhere to all public service pay scales and any pay agreements. This ensures that everyone is paid fairly for undertaking the same or a similar role. We also adhere to Circular 47/2020 – Revised arrangements applying to starting pay. This circular state that we must appoint at the minimum point of the scale.

Kildare and Wicklow ETB strive to follow best practice and ensure our workplaces are accessible to all. All members of interview selection boards are trained in unconscious bias and disability awareness and that all policies and procedures are inclusive and accessible.

The reason for the gender differences is that the ETB has more women than men employed at almost all of the grades, so the question could be asked as to why there is a gender pay gap. Our analysis shows that it is mostly women in our ETB who are availing of family friendly schemes. Where employees choose to avail of job/work-sharing, shorter working year etc. their annualised base pay is reduced and as it is mostly women in our ETB who avail of family friendly schemes, a gender pay gap arises.

Kildare and Wicklow ETB will continue to analyse and address insights from our annual Gender Pay gap reports and develop actions and initiatives as necessary over the coming years to address any issues arising, in consultation, where appropriate with the Department of Education/DFHERIS.