BUSINESS IN THE COMMUNITY IRELAND

Gender Pay Gap Report

Snapshot date

1 June 2025

Introduction

At Business in the Community Ireland (BITCI), we are committed to upholding the principles of diversity, equity, and inclusion, both in our vital work with business and wider community and in our practices as an employer. This report is our first annual disclosure under the Gender Pay Gap Information Act 2021.

The gender pay gap is a measure of the difference in the average hourly earnings between all men and all women in an organisation, regardless of their role. It is distinct from equal pay, which is a legal requirement to pay men and women equally for the same or similar work. By analysing this data, we gain a deeper understanding of our workforce demographics and remuneration structures.

For BITCI as a not-for-profit charitable organisation, publishing a gender pay gap report is not just a compliance exercise; it is a way to demonstrate that our internal practices align with our external mission of creating a more equitable society. This transparency allows us to identify and address systemic issues that may contribute to pay disparities, such as an underrepresentation of women in senior roles or a higher concentration of women in part-time or lower-paid positions.

Our Commitment to Pay Equity

Business in the Community Ireland remunerates all roles within formal salary bands that are benchmarked every three years for external parity and internal consistency. Our Remuneration Policy, published in 2024, objectively guides the recruitment process and hiring managers on starting salaries for new candidates, while our job advertisements are transparent about pay bands. At BITCI, we prioritise cost of living increases to all staff and individual (or merit-based increases) are capped at a specific percentage to prevent unequal pay gaps from creeping over time. As a charitable organisation we do not pay overtime, nor award bonuses, and all non-pay benefits are universally applied regardless of tenure or seniority to ensure equity across the board.

Equal pay is our legal obligation as an employer to give equal pay for equal work. Our pay gap is not a result of equal pay issues, as we have a gender and ethnicity neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation.

Mean and Median explained

The mean pay gap is the difference in the average hourly pay for one group compared to the other, within our organisation (men compared to women). The median represents the middle point of a population. If you lined up all our female colleagues and all our male colleagues in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle female compared to that of the middle male. The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.

How is it Calculated?

Employers must analyse the prior 12 months of pay data from the snapshot date – our snapshot date is 1st June 2025. The gender pay gap is calculated as the difference between the average hourly pay of men and women, expressed as a percentage. Legislation requires that this is to be done using both the mean (average) hourly pay or the median (middle) hourly pay. The mean gap is influenced by high earners, while the median is less affected by outliers and often seen as a more representative figure.

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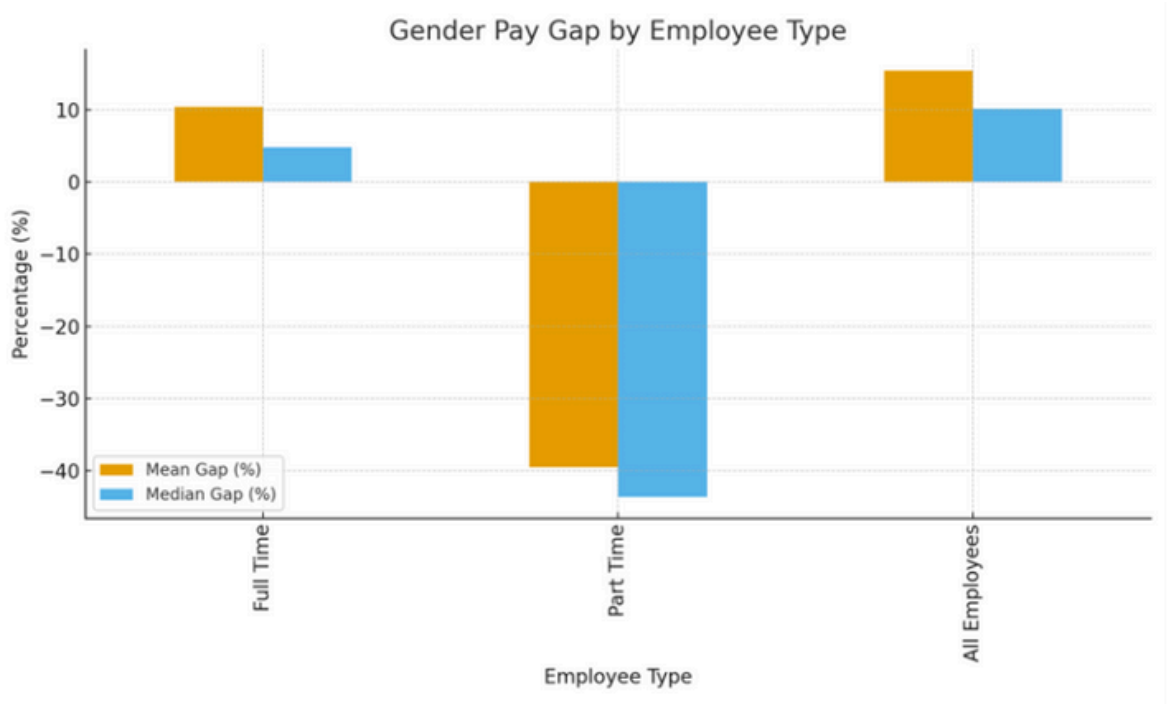
Our Gender Pay Gap Result:

*Note - The requirement to provide a separate, specific breakdown for part-time workers vs full time workers (and those on temporary contracts) is a feature of the Irish reporting system.)



(As provided by HR Locker experts using BITCI pay data)

Full Time Employees (Average over 12 months = 40 staff)

- Mean gender pay gap is 10.4% in favour of men
- Median gender pay gap is 4.8% in favour of men

Part-time Employees (Average over 12 months = 44 staff)

- Mean gender pay gap is 39.5% in favour of women
- Median gender pay gap is 43.6% in favour of women

All Employees combined (Average over 12 months = 84 staff)

- Mean gender pay gap is 15.4% in favour of men
- Median gender pay gap is 10.1% in favour of men

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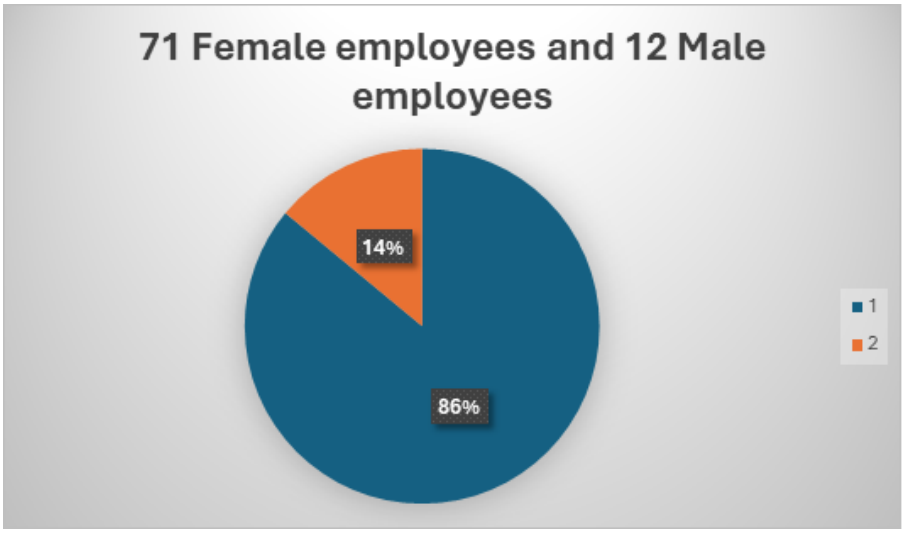
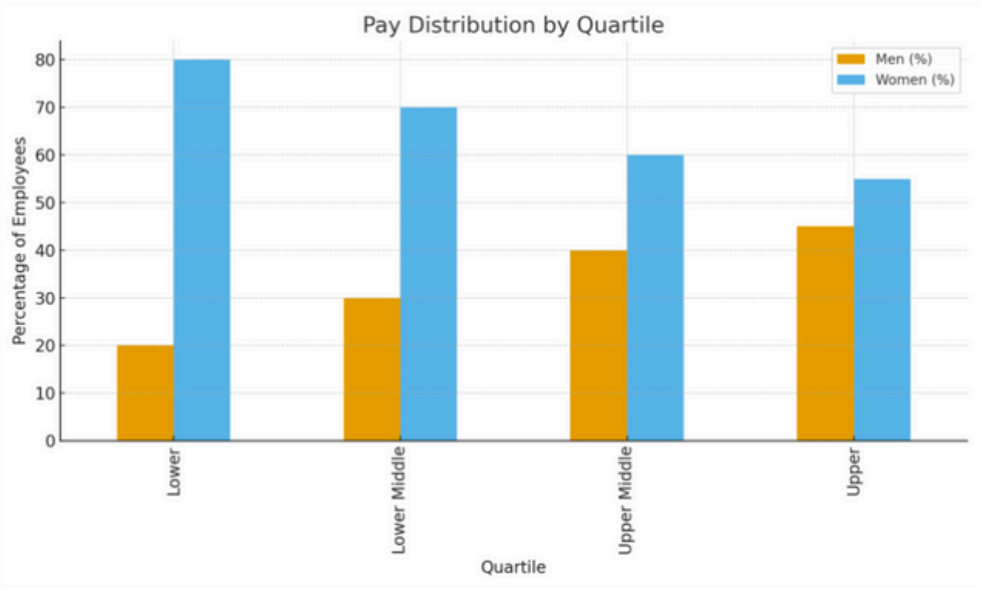
For perspective:

1. Total headcount by gender



2. Pay Distribution across Business in the Community Ireland



The pay quartiles shown above are based on the hourly pay of all employees employed on the snapshot date (May 2024 – June 2025). Employees are divided into four equal groups, from the lowest to the highest earners, to show the proportion of men and women in each pay band.

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Key points

The reasons why we have an overall pay gap in favour of men are:

- We have significantly fewer men in the overall sample,
- The higher hourly rate of the male CEO skews the average of the already small male colleague sample.
- A larger proportion of female colleagues in the more junior roles and in part-time roles than male colleagues. While we have significant female representation across the organisation, particularly in the Senior Team, and across all first line management roles, we have significantly fewer male colleagues in the lower and part-time income brackets.

Consider the results in perspective

BITCI headcount has historically comprised of predominantly female colleagues, and this trend is evident in the sector today, based on a 2023 research paper by The Wheel.

According to data at the time, females make up 68% of the overall workforce in the charity sector. According to the CSO, that figure might be closer to 75% in 2025.

According to the above research, various causes could be taken into consideration like:

- occupational segregation,
- the gendering of lower paid roles in the sector,
- the different working patterns of men and women (women taking breaks from the workforce and working part-time),
- women tend to not apply for higher paid roles,
- women not having the same length of service/years of experience compared to men, because of breaks from the workforce.

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What can we do about it?

Our gender pay gap is primarily driven by a higher proportion of female colleagues in lower income and part-time roles. While we have strong female representation across management levels, men are significantly less represented in the lower pay quartiles and part-time positions. This is a common finding in our sector, often linked to broader societal issues. The high salary of a single individual, such as a male CEO, can statistically skew the mean average, especially in smaller organisations like ours with a very small male sample - this is a statistical reality.

The reasons outlined above explain our current statistical pay gap. However, our organisation is dedicated to the principle of continuous improvement regarding equity and inclusion.

We are committed to bettering the lives and career opportunities of all employees, with specific focus on addressing historical disadvantages and supporting marginalised groups in our society and our workforce through the following measures:

- Continue reviewing recruitment and promotion practices to encourage a more balanced representation in all roles.
- Offering greater flexibility for all employees (including men) to work part-time or flexibly to encourage a more even distribution of working patterns across genders.
- Ensuring fair and transparent pay review processes on a continuous basis applying clear pay scales and regular pay benchmarking across the board.
- A Diversity, Equity & Inclusion (DEI) action plan is currently being implemented, led by HR and our Head of Social Inclusion and is continuously being monitored by the senior leadership team. The plan was developed and implemented with the input from our colleagues leading on Elevate: The Inclusive Workplace Pledge and this initiative will help further implement practices to make our workplace more inclusive for all.

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