



CHEEVERSTOWN

A FUTURE WHICH EMPOWERS PEOPLE WITH INTELLECTUAL
DISABILITIES TO REALISE THEIR POTENTIAL AND LIVE A GOOD LIFE.

Gender Pay Gap Report

Cheeverstown House



Introduction

Cheeverstown House is a section 38 service provider which is fully funded by the HSE and subject to the Department of Health Consolidated Salary Scales. We provide services and support to people with an intellectual disability based in the areas of South Dublin and parts of Kildare and Wicklow. Our services include residential support in community-based homes, day service, provisions of respite, individualized support and multi-disciplinary support.

As is typical in our sector, most staff are female. In the selected reference year from July 2024 to June 2025 our number of employees was broken down as having 429(79.3%) female employees and 112(20.7%) males giving a total number of 541 employees.

Cheeverstown selected a reference date of 30 June 2025 and therefore the information included in this report refers to the year from 1 July '24 to 30 June '25.

All Employees

Mean Pay Gap – All Employees.

The mean pay gap shows the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.

GPG All Employees	Female	Male	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€24.33	€24.46	€0.13	0.5%
Total headcount/ ratio	429/ 79.3%	112/ 20.7%		

The gap is 0.5% showing that the average pay of males is higher than females by 0.5%.

Median Pay Gap – All Employees

The median pay gap shows the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender. This is a comparison between the mid –way point for males and for females.

GPG All Employees	Females	Males	Pay Gap (€)	Pay Gap (%)
Median Hourly Pay	€22.71	€20.88	-€1.83	-8.7%
Total headcount/ ratio	429/ 79.3%	112/ 20.7%		

The median pay gap for all employees is -8.7% showing a higher mid-way point for females than males of 8.7%

Quartile Bands – All Employees

The following chart shows the ratio of females to males in each quartile band.

Quartile	Female	Male
Lower Quartile	74%	26%
Lower Middle Quartile	74%	26%
Upper Middle Quartile	87%	13%
Upper Quartile	81%	19%



Part Time Employees

The ratio of male to female part-time employees differs to that of all employees above. In particular, the ratio of females to males in the upper quartile increases the gender pay gap in both euro and percentage terms as summarised below.

GPG Part-Time Employees	Females	Males	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€23.49	€25.17	€1.68	6.7%
Median Hourly Pay	€22.58	€20.13	-€2.45	-12.2%
Total headcount/ ratio	146/ 88.0%	20/ 12.0%		

Mean Pay Gap – Part Time Employees

The mean pay gap for all part-time is 6.7% showing that the average pay of males is 6.7% higher than females.

Median Pay Gap – Part Time Employees

The median pay gap for part-time employees is -12.2%, showing a higher mid-way point for females than males by 12.2%

Quartile Bands – Part Time Employees

The following chart shows the ratio of females to males in each quartile band.

Quartile	Female	Male
Lower Quartile	86%	14%
Lower Middle Quartile	80%	20%
Upper Middle Quartile	98%	2%
Upper Quartile	88%	12%

We note there 20 part time males and 146 part time females (15 and 152 in 2024) so both the mean and median pay gaps are susceptible to inconsistencies (ie the mean vs median Gender Pay Gap) depending on the distribution of males within the quartile bands.

Temporary Employees

GPG Temporary Employees	Female	Males	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€21.18	€23.71	€2.53	10.67%
Median Hourly Pay	€18.16	€19.68	€1.53	7.75%
Total headcount/ ratio	35/ 67.3%	17/ 32.7%		

Mean Pay Gap – Temporary Employees

The mean pay gap for all Temporary Employees is 10.67% showing that the average pay of males is 10.67% higher than females.

Median Pay Gap – Temporary Employees

The median pay gap for all Temporary Employees is 7.75% showing that the average pay of males is 7.75% higher than females.



Quartile Bands – Temporary Employees

The following chart shows the ratio of females to males in each quartile band.

Quartile	Female	Male
Lower Quartile	77%	23%
Lower Middle Quartile	69%	31%
Upper Middle Quartile	69%	31%
Upper Quartile	54%	46%

Bonus and Benefit in Kind

There are no bonus payments in Cheeverstown, and therefore it is not applicable.

There are no benefit-in-kind payments in Cheeverstown, therefore it is not applicable.

Summary Conclusion

In Cheeverstown 79.3% of staff members are female. The organization provides services and supports to people with intellectual disability, and it is unsurprising that the significant majority of staff are female, as this was, and remains to be, a career typically followed by females.

The +0.5% mean pay gap (favouring males) contrasted with the -8.7% median gap (favouring females) is explained by:

Upper Quartile Concentration

- 19% male representation in the highest pay bracket (vs. 13% in upper-middle)
- Salary range includes specialized/high-earning roles

Workforce Distribution

- Males: 26% in lower/lower-middle quartiles
- Females: 74% - 87% across all quartiles, with strongest representation in upper-middle (87%)

Statistical Impact

- Mean: Elevated by high-earning males in upper quartile (19% of males earn €28.33+)
- Median: Reflects female prevalence in mid-range salaries (€22.71 vs. male €20.88)

(Note: Mean calculations are more sensitive to outliers in smaller populations.)

The organization applies to the Department of Health and Children Consolidated Pay Scales. Within each pay scale we expect a minimal difference. Frontline employees encompassed in this report support people on a twenty four hour, seven days per week basis, through weekends, overnights, and holiday periods.

Cheeverstown continues to support family friendly arrangements in so far as possible while providing services to the individuals we support.

