

Irish Wheelchair Association Gender Pay Gap Report 2022

People are at the heart of everything we do at Irish Wheelchair Association.

We are deliberately ambitious as a leader in our sector, driving positive change by listening, supporting, and empowering people with disabilities to live the life they choose.

Our Vision

Irish Wheelchair Association has a vision of an Ireland where people with disabilities enjoy equal rights, choices, and opportunities in how they live their lives, and where our country is a model worldwide for a truly inclusive society.

Our employees are part of that vision. They are on the front-line supporting people to stay in their communities, access the help they need to give them control and choice over how they live their lives.

We champion diversity and inclusion in the workplace and strive for equality for all employees. In 2022, we were delighted to have won an award in the Sunday Independents Ireland's Best Employers Award, finishing in second place.

Pay is one of the areas we have focused on, and we are happy that this Gender Pay Gap Report demonstrates the result of our hard work.

What is a Gender Pay Gap?

A gender pay gap shows the difference in the average pay between all men and all women in the workforce regardless of the nature of their work. It is expressed as a percentage of men's pay. It is a means of capturing whether women are represented.

What are the key findings in this report?

This report reports on a snapshot from June 2022 in two main areas, the mean and median pay gap.

The mean pay gap relates to the gaps of the overall average hourly salary and currently sits at **3.69% in favour of males**.

The median pay gap is **the difference between the midpoints in the ranges of hourly earnings of men and women**.

The median gap shows that males **earn -0.49% less than their female counterparts** in this area.

Whilst we are happy that the overall results in this report are encouraging, we are not complacent and continue to put the culture and structure in place so that our employees can thrive and progress throughout the organisation regardless of disability, gender, race, religion, or sexual preferences.

PATRON

Michael D. Higgins, President of Ireland

DIRECTORS

Mr Martin Kelly (Chairperson), Ms Laura MacDermott (Vice Chairperson)

Mr Donal Sands (Board Secretary), Mr John Olden (Treasurer)

Mr David Barry, Ms Michelle Byrne, Mr Tom Doherty, Ms Kathleen Brady, Mr Padraic Hayes

Ms Linda Ahern, Mr Dermot Murphy, Mr Jonathan O'Grady, Ms Iqura Naseem, Ms Carmel Creaven.

Chief Executive Officer Rosemary Keogh. **Company Secretary** Stephen O'Beirne

Company Registration No 352483. **Charity Regulatory Authority** CRA 20007997

Registered Charity No CHY 5393



Total Payroll	Mean	Median
Total Employees	+3.69%	-0.49%
Part-Time Employees	-2.26%	-1.34%
Temporary Employees	-3.85%	-7.07%

Quartile Details	Female	Male
Quartile 1	74.05%	25.95%
Quartile 2	78.88%	21.12%
Quartile 3	81.62%	18.38%
Quartile 4	74.64%	25.36%

BIK Paid Portions*:	
Female	0.29%
Male	2.91%

* Some benefits in kind relate to seniority, and men have higher levels of representation in more senior roles, hence the existence of a gap.

Bonus Paid:	No Irish Wheelchair Association Employees are paid a bonus.
Female	0.00%
Male	0.00%