

Kerry Parents & Friends Association



# Gender Pay Gap Report 2024

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## 1.0 Introduction

Kerry Parents & Friends Association (KPFA) is a Section 39 charitable organisation dedicated to supporting adults with intellectual disabilities. Through approximately 30 centres across County Kerry, we provide vital services including Day, Residential, Respite, and Outreach support.

In compliance with the **Gender Pay Gap Information Act 2021**, this report provides a transparent overview of gender pay disparities within KPFA, aligning with the Act's requirements and our organisational commitment to equality, diversity, and inclusion (EDI).

Our mission is to "deliver life-enhancing services and supports, responding to the needs, wishes, and choices of people with intellectual disabilities, connected to support networks in their community." Equality, diversity, and inclusion are central to this mission, and we strive to create a workplace where every employee feels valued and empowered.

With a workforce that is 81% female, reflecting broader trends in the care and charity sectors, KPFA is committed to ensuring fairness, equity, and opportunities for all team members. We understand that addressing gender pay gaps requires ongoing reflection and action, and we are committed to continuous improvement in this area.

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## 2.0 Background

The **Gender Pay Gap** refers to the difference in average hourly pay between men and women across an organisation, regardless of roles, working patterns, or qualifications. It is distinct from the concept of equal pay, which ensures that men and women receive the same pay for the same work or work of equal value.

Under the Gender Pay Gap Information Act 2021, organisations are required to report on gender pay disparities across several key metrics, using a designated snapshot date. KPFA selected **June 28, 2024**, with 394 employees included in the analysis.

Key metrics reported include:

- **Mean Pay Gap:** The percentage difference in average hourly pay between men and women.
- **Median Pay Gap:** The percentage difference between the midpoint of hourly pay for men and women.

These metrics are complemented by additional analyses, such as pay gaps for part-time and temporary employees, and the distribution of employees by gender across pay quartiles.

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### 3.0 Results for KPFA 2024

The table below summarises KPFA's gender pay gap findings, expressed as percentages. Positive percentages indicate higher pay for men, while negative percentages indicate higher pay for women.

<b>Metric</b>	<b>2024 Result</b>
Mean hourly gender pay gap (All)	-11.84%
Median hourly gender pay gap (All)	-15.94%
Mean hourly gender pay gap (Part-Time)	-15.56%
Median hourly gender pay gap (Part-Time)	-12.14%
Mean hourly gender pay gap (Temporary)	-38.09%
Median hourly gender pay gap (Temporary)	-32.05%
Bonus/Benefit-in-Kind Gap	N/A

Quartile representation of male (M) and female (F) employees:

- **Lower Quartile:** 70.41% (F), 29.59% (M)
- **Lower Middle Quartile:** 80.81% (F), 19.19% (M)
- **Upper Middle Quartile:** 87.75% (F), 12.25% (M)
- **Upper Quartile:** 86.87% (F), 13.13% (M)

**Note:** KPFA does not operate a bonus or benefit-in-kind (BIK) regime.

These results reflect the overall composition of KPFA's workforce, with women forming the majority at all levels and in all types of roles.

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## 4.0 Commentary

KPFA's predominantly female workforce mirrors broader trends in the care and charitable sectors. The gender pay gap findings reflect this, with female employees representing the majority in all roles, including leadership positions, frontline care roles, and temporary contracts.

Key observations:

- **Pay Equity across Roles:** KPFA ensures equal pay for equal roles through structured pay grades, with no gender-based differences in salaries for similar work.
- **Negative Pay Gap:** The negative gender pay gap, where female employees earn more on average, is largely driven by the high proportion of women working premium hours and holding temporary contracts.
- **Temporary Contracts:** The larger gaps in temporary roles reflect the fact that only one male employee was employed on a temporary basis during the snapshot period.

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## 5.0 Current Commitments

KPFA is committed to fostering equality, diversity, and inclusion through ongoing initiatives in four key areas:

### 5.1 Remuneration and Benefits

- Transparent recruitment advertising, including clear salary ranges.
- KPFA will continue to ensure compliance with established payscales aligned with sector standards and national guidelines.
- Continued provision of paid maternity benefits.

### 5.2 Training and Development

- Diversity and inclusion training provided to all employees during onboarding.
- Access to career coaching and personal development through the Employee Assistance Programme.
- Management training programmes incorporating a strong focus on diversity, equality, and inclusion.

### 5.3 Recruitment

- Internal and external job postings to ensure fairness and equal opportunity.
- Broadening recruitment channels to attract a more diverse talent pool.
- Recruitment and selection training for managers, emphasising gender equality throughout the hiring process.

## **5.4 Flexible Working**

- Ongoing review of flexible working arrangements to enhance work-life balance for employees.
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## **6.0 Looking Forward**

KPFA is proud of its commitment to equality, diversity, and inclusion and recognises that this work requires continuous attention. We will continue to:

- Monitor gender pay gaps annually and use findings to inform action plans.
- Adapt to evolving best practices in equality, diversity, and inclusion.
- Ensure our policies and practices align with our mission to support employees in an environment of fairness, respect, and opportunity.

Through these efforts, KPFA remains dedicated to fostering a workplace where all employees feel supported and empowered to thrive.