Positive Futures Gender Pay Gap Report 2025

POSITIVE FUTURES

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INTRODUCTION

Positive Futures has been providing a wide range of innovative community-based services to children, young people and adults with an intellectual disability, acquired brain injury or autism for more than 30 years in Northern Ireland and since 2015 in Ireland.

We are committed to providing equality of opportunity in all aspects of employment. Equality is a core value of our organisation and underpins everything we do. We view pay as one important measure of equality.

It is important to understand that gender pay gap is not the same as equal pay. Equal pay means that men and women receive the same pay for the same work or work of equal value. It is a legal requirement. Gender pay gap reporting, on the other hand measures the difference in average hourly pay between men and women across the whole organisation regardless of role or grade. This helps us understand the balance of representation at different levels.
A gender pay gap does not necessarily mean there is unequal pay for equal work. This is why gender pay gap reporting is an important measure- it helps us understand how opportunities and progression are distributed across Positive Futures.

As an organisation our people are at the heart of everything we do. Being transparent about our gender pay gap is part of valuing our people. It allows us to reiterate our commitment to providing equality of opportunity for all- by being open and transparent.

REPORTING CONTEXT

The Gender Pay Gap Information Act 2021 legislation requires employers in Ireland with over 50 employees to calculate and publish gender pay gap data on an annual basis. This is the first year Positive Futures have reported on this. The acts sets out a number of data sets to report on. For the purpose of this report the data will focus on Positive Futures Ireland only.

The data is based on a 12 month period for the timeframe from 01 June 2024 to 31 May 2025 inclusive, using a snapshot date of 1st June 2024. There were 96 employees in Positive Futures within the reporting period. This includes people who have left the organisation.

SCOPE

All employees who were employed on the snapshot date are included. This includes full and part time staff and those on temporary or fixed term contracts across all roles within Positive Futures. The data will also include all employees on leave or not on shift on the snapshot date.

Our data sources for this report were our computerised HR system, payroll and employee rostering systems.

HOW PAY RATES ARE ASSIGNED

New start salaries are determined based on experience and in line with our salary increment policy and procedure.

Annual increments are applied consistently across all roles within the organisation again in line with our salary increment policy and procedure.

HOW THE GENDER PAY GAP IS CALULATED

The gender pay gap figures are based on the difference in average hourly pay between males and females across Positive Futures. The calculations are carried out in line with the requirements of the Gender Pay Gap Information Act 2021.

The report details two main measures of pay difference. The Mean and the Median. How each figure is calculated is shown below

THE MEAN

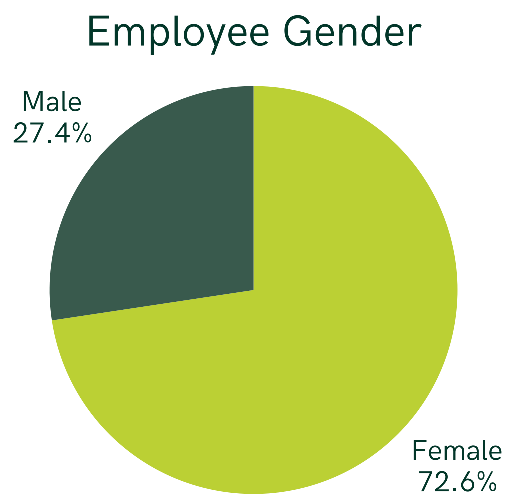
$$\frac{\text{AVERAGE HOURLY RATE OF MALES - AVERAGE HOURLY RATE OF FEMALES}}{\text{AVERAGE HOURLY RATE OF MALES}} \quad \text{X 100}$$

THE MEDIAN

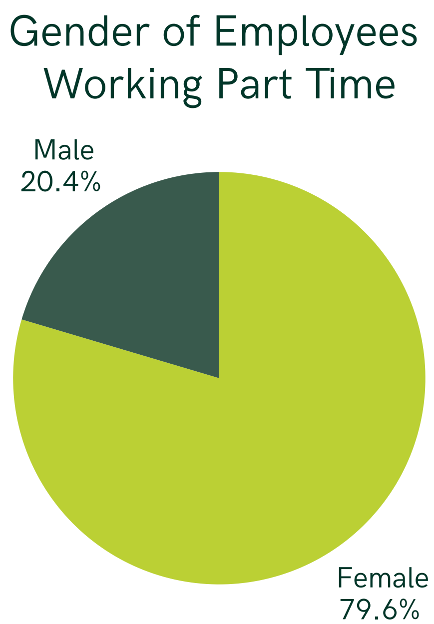
$$\frac{\text{MEDIAN OF MALE HOURLY RATE-MEDIAN OF FEMALE HOURLY RATES}}{\text{MEDIAN OF MALE HOURLY RATE}} \quad \text{X 100}$$

Employee Breakdown

Understanding the composition of our workforce provides important context for interpreting the gender pay gap data that follows. This section outlines the distribution of employees by gender and a breakdown of the gender of part time workers. These figures will aid in the analysis of the mean and median pay differences. Positive Futures pay profile is impacted by the fact that our workforce are predominantly female.

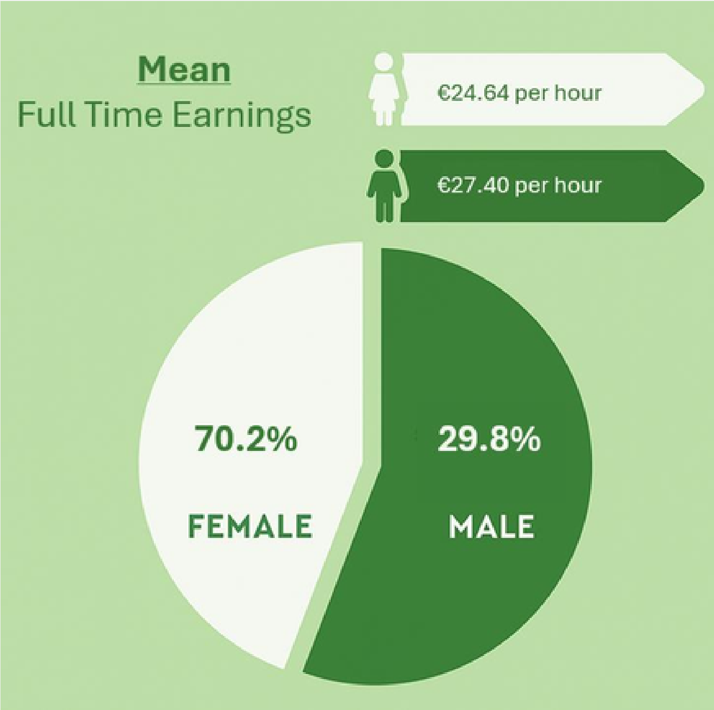


During the reporting period Positive Futures had 96 employees. Of those 96 employees 73% were female and 27% male.



51% of the total 96 employees work part time. Of which 80% were female.

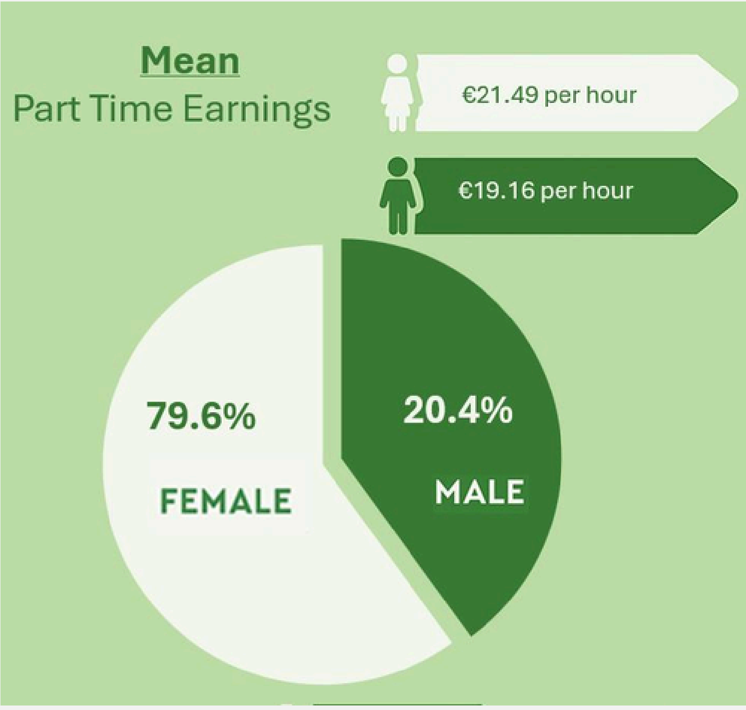
The Mean



For full time staff the mean gender pay gap details that male employees earn more on average than female employees during the snapshot period 01 June 2024 to 01 June 2025.

This reflects the distribution of roles within the organisation, where men are more likely to occupy higher-paid full-time positions, as demonstrated in our quartile figures.

The gap is consistent with national trends and highlights the importance of ongoing initiatives. According to the Central Statistics Office statistical release, 07 March 2025: Females represented over three-quarters (76.6%) of employees in the Health & Social Work sector.



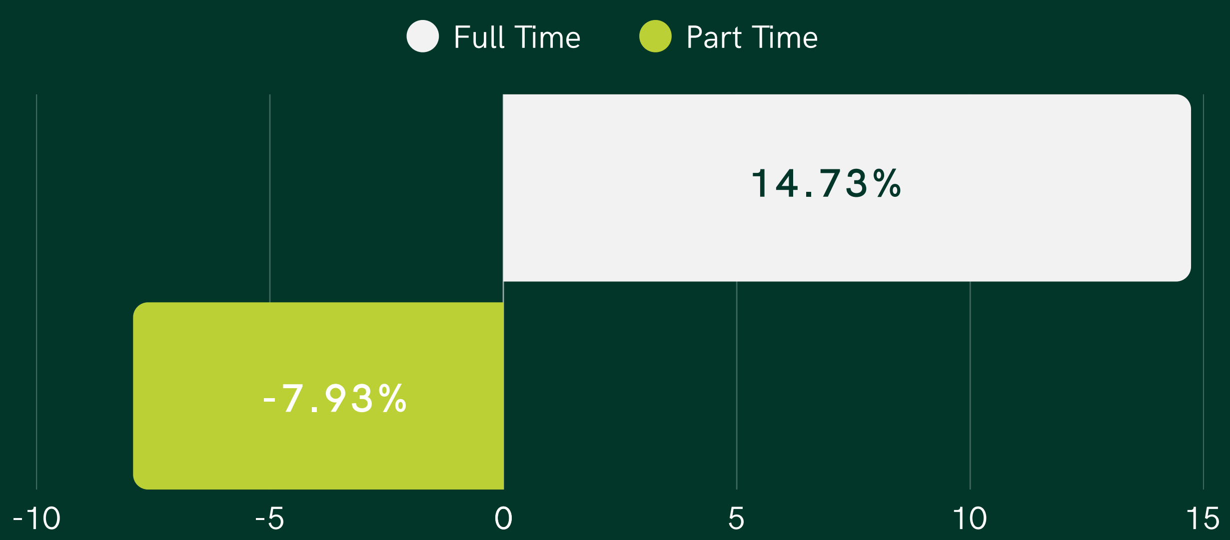
The gender pay gap for part-time staff shows a negative value of -12.16%, meaning that female part-time employees earn more on average than their male counterparts. This outcome is primarily due to a higher proportion of females occupying part-time roles within the organisation. This is an expected reflection within the social care industry, however this structural factor explains why the gap favours women in this category.

THE MEDIAN

The reported median gender pay gap for full-time employees is 14.73%, meaning that male full-time employees earn, on average, 14.73% more than female full-time employees. This gap primarily reflects the distribution of roles occupied by males within the full-time workforce.

Male employees are more likely to occupy senior leadership and technical positions, which typically command higher pay rates.

The organisation is committed to addressing this imbalance by implementing measures such as reviewing promotion pathways and enhancing flexible working options to support career progression for all employees.



MEDIAN-PART TIME

The reported median gender pay gap for part-time employees is -7.93%, indicating that female part-time employees earn, on average, 7.93% more than male part-time employees. This outcome is primarily due to the distribution of female occupied roles within the part-time workforce.

Additionally, the number of male part-time employees is relatively small, meaning that a few lower-paid roles can significantly influence the average pay for men in this category.

The organisation will continue to monitor role distribution and ensure that opportunities for part-time work at all levels are accessible to both genders. This includes reviewing recruitment practices and promoting flexible arrangements for senior positions across the workforce, where possible.

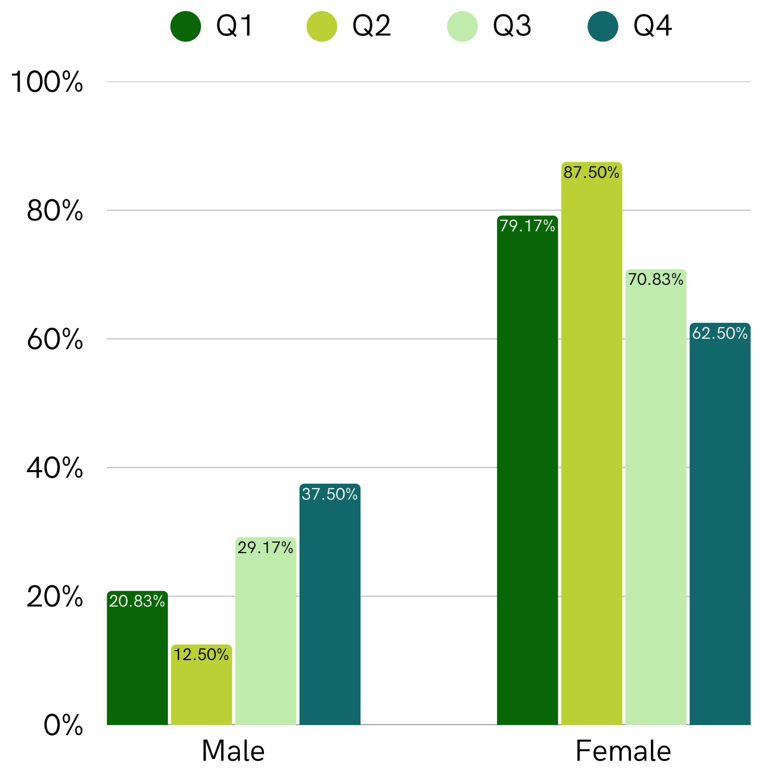
Bonus Payments

In instances where applicable, details must be provided regarding any bonus payments or benefit-in-kind arrangements. It should be noted that bonus payments are not applicable within Positive Futures in line with our status as a Charity organisation.
Furthermore, benefit-in-kind does not arise in Positive Futures, as the organisation does not offer any non-cash benefits of monetary value to employees.

QUARTILES

Under Ireland's Gender Pay Gap Information Act 2021, employers must report not only the overall pay gap, but also the gender balance within each pay quartile.
This helps reveal where inequality exists not just how much

- The overall workforce appears female-dominated, especially in the lower quartiles (Q1 and Q2).
- As you move up the pay scale (Q3 → Q4), the proportion of men increases, suggesting men are more represented in higher-paying roles relative to their total share of employment.
- This can indicate a gender pay gap even in a female dominated organisation.



The analysis demonstrates that females dominate the lower and mid pay quartiles, while male representation increases progressively toward the highest quartile. Although females remain the majority across all quartiles, the proportion of males in Quartile 4 (37.5%) is notably higher than in Quartile 1 (20.8%).

Conclusion

Our data indicates that females represent 73% of our workforce, compared to 27% males, which includes individuals who exited or retired during the reporting period. Females are more highly represented across all roles within the organisation. The current Gender Pay Gap, based on hourly rate, stands at 10.7% in favour of males.

Our pay structures follow incremental scales, and we have a range of family-friendly and flexible working policies in place to support all colleagues equally. These initiatives are designed to promote work-life balance and inclusivity across the organisation.

We recognise that closing the gender pay gap is a long-term commitment. The social care sector has historically attracted a higher proportion of females, which is reflected in our workforce profile. We will continue to monitor and evaluate the effectiveness of our policies and initiatives, making adjustments where necessary to ensure they meet the needs of our employees.

Positive Futures remains committed to implementing sustainable and meaningful strategies to reduce the gap. While progress may take time, we will adapt and evolve to address current and future challenges, ensuring that our efforts contribute to real and lasting change.