

**DEPAUL UK GENDER  
PAY GAP REPORT**

**2023**



# DEPAUL UK GENDER PAY GAP REPORT 2023

Depaul UK is committed to all aspects of equality, diversity and inclusion. As part of our commitment, Depaul UK has a robust and proactive Equality, Diversity and Inclusion (EDI) strategy and action plan, which helps inform our EDI agenda. Inclusive to our EDI agenda is the ongoing monitoring and annual reporting on the gap in pay between male and female employees.

The ongoing narrative of our pay gap reporting continues to show that we maintain a below national average gender pay gap as outlined by the following data.

## Median and mean hourly earnings

- Mean gender pay gap:**  
*This is the amount by which the average male salary exceeds the average female salary*
- Median gender pay gap:**  
*This is the amount by which the mid-point male salary exceeds the mid-point female salary*

On 5 April 2023 the Depaul UK median and mean male and female hourly pay gap differences were as follows:

	2021	2022	2023
Mean Gender Pay Gap (%)	3.51%	-0.43%	-0.14%
Median Gender Pay Gap (%)	0%	-0.64%	-8.77%



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Our ongoing efforts to address gender pay disparities have led to continuous improvements in our pay practices. In line with our commitment to gender equality and diversity, we are pleased to present a positive outcome that highlights our efforts towards reducing the gender pay gap, and our work towards maintaining these positive outcomes.

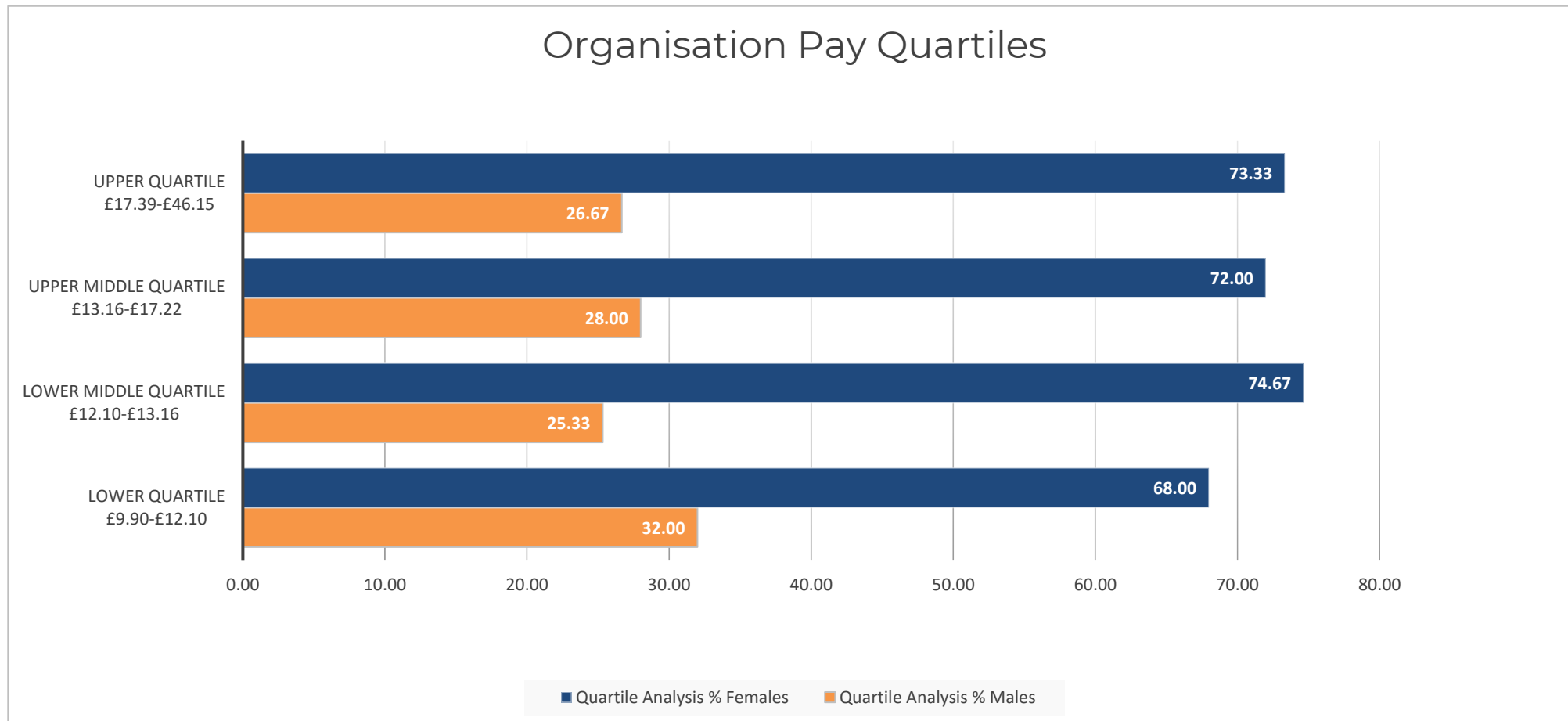
We recognise the importance of creating an inclusive and equitable workplace where all employees have equal opportunities for growth and advancement. Through regular review, we ensure equal pay across all pay points, and have implemented measures to ensure our recruitment practices remain free from biases.

**On 5 April 2023** the proportion of male and female staff in each pay quartile were as follows. Like many employers in the voluntary sector, Depaul UK employs more women than men, and there are proportionately more women than men at all levels of our organisation.



Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile £9.90-£12.10	32	68
Lower Middle Quartile £12.10-£13.16	25.33	74.67
Upper Middle Quartile £13.16-£17.22	28	72
Upper Quartile £17.39-£46.15	26.67	73.33

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The alignment of Depaul UK's values with the efforts to positively embed equity, diversity and inclusion into our organisational strategy, and in the workplans and strategies of all directorates across the organisation, plays a significant role in eliminating the gender pay gap.

## **Celebrating the Potential in People**

We employ all people equally, and through our commitment to empowering people, we look to build and develop skills within our workforce without prejudice. This can help in reducing the gender pay gap by providing equal opportunities for career growth and advancement to all employees, irrespective of their gender. Depaul UK offers an expansive Learning and Development prospectus to all our people equally.

## **Putting our Words into Action**

Our positive gender pay gap report reflects our dedication to creating a fair and equitable workplace for all employees. By focusing on continued improvement, reducing the gender pay gap, and working towards maintaining positive outcomes, we demonstrate our commitment to fostering a culture of equality and inclusion. We will continue to prioritise gender equality and diversity in our policies, practices, and initiatives to ensure an equitable and inclusive workplace for all.

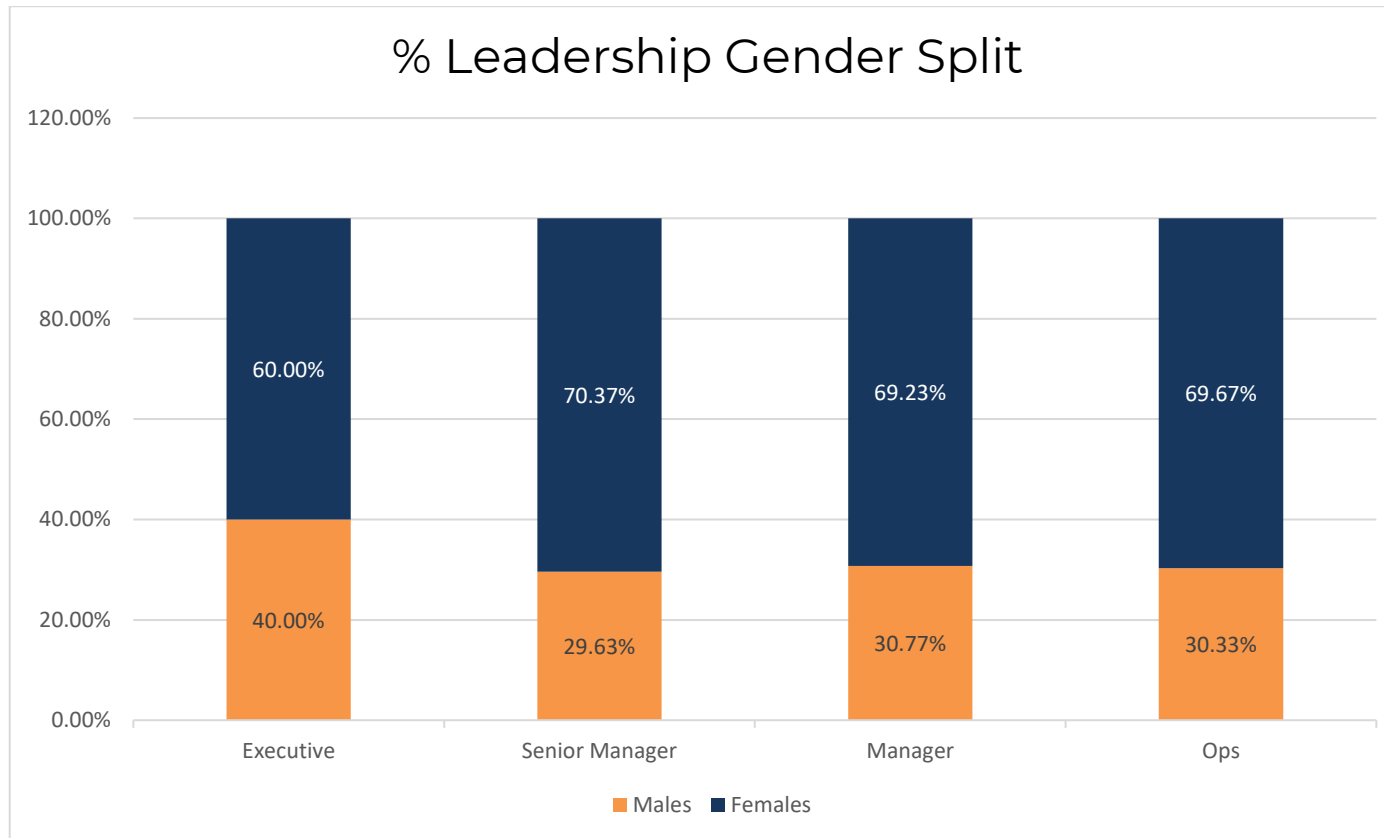
## **We take a wider role in civil society**

Through ongoing evaluation of our EDI data and practices, we identify areas of opportunity to increase our reach to marginalised groups. We proactively forge partnerships within the communities we serve, helping us to achieve our social value commitments and objective to engage a diverse workforce, and specifically target underrepresented groups.

## **We believe in rights and responsibilities**

Depaul UK believes that all people irrespective of circumstance have the right to receive fair and equal opportunity. This includes fair and equal pay for both men and women performing similar roles within the organisation. We continue to demonstrate our commitment to Equal Pay. Our pay rates continue to be informed by regular salary benchmarking and in line with our job evaluation scheme.

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Depaul UK does not have a bonus scheme.

**Responsible Reporting Officer: Alexia Murphy, CEO**