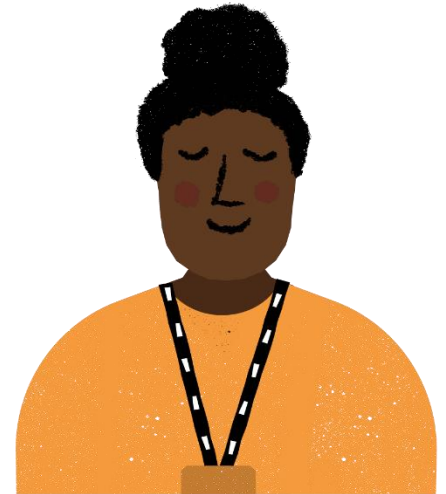


# DEPAUL UK GENDER PAY GAP REPORT 2024

At Depaul UK, equality, diversity, and inclusion are at the heart of everything we do. Our proactive Equality, Diversity, and Inclusion (EDI) strategy, supported by a detailed action plan, drives our commitment in these areas. As part of our ongoing efforts, we consistently monitor and annually report on the gender pay gap between male and female employees. The data continues to highlight our success in maintaining a gender pay gap that remains significantly below the national average.



## 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 2024 the Depaul UK median and mean male and female hourly pay gap differences were as follows:

	2021	2022	2023	2024
Mean Gender Pay Gap (%)	3.51%	-0.43%	-0.14%	-0.43%
Median Gender Pay Gap (%)	0%	-0.64%	-8.77%	0%

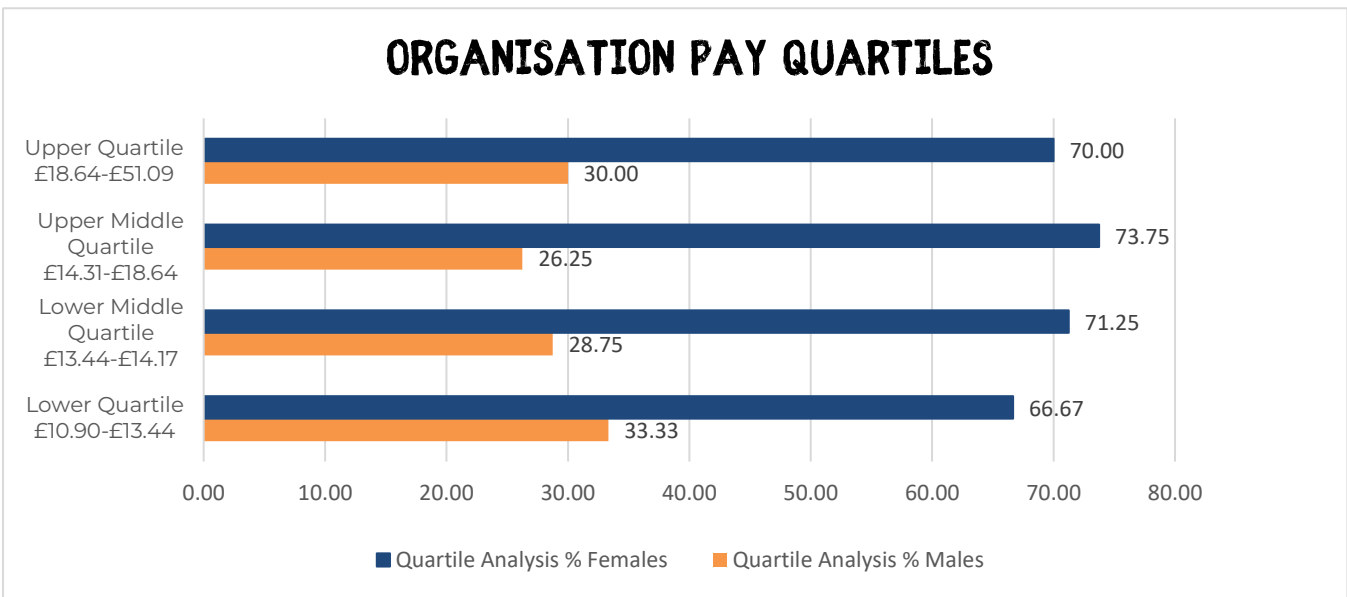
Addressing gender pay disparities remains a central focus of our commitment to equality and fairness. Over time, we have refined our pay practices, achieving consistent progress in reducing the gender pay gap. These positive outcomes reflect our dedication to fostering a workplace grounded in gender equality and diversity, as well as our determination to sustain these achievements.

An inclusive and equitable environment is fundamental to our ethos. We actively create opportunities for all employees to grow and thrive, ensuring fair pay across all pay grades through routine reviews. Additionally, robust measures have been established to keep our recruitment processes free from bias, further supporting equity in our workforce.

Depaul UK, like many organisations within the voluntary sector, employs a greater proportion of women than men. This trend is consistent at every level of the organisation, underscoring our ongoing efforts to support gender representation and balance across all roles. As of 5 April 2024, the gender distribution across our pay quartiles were as follows.

# DEPAUL UK GENDER PAY GAP REPORT 2024

Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile £9.90-£12.10	33.33	66.67
Lower Middle Quartile £12.10-£13.16	28.75	71.25
Upper Middle Quartile £13.16-£17.22	26.25	73.75
Upper Quartile £17.39-£46.15	30	70



## EMBEDDING EQUITY, DIVERSITY, AND INCLUSION INTO ORGANISATIONAL VALUES

The alignment of Depaul UK’s values with our ongoing efforts to embed equity, diversity, and inclusion (EDI) into the organisational strategy, as well as into the workplans and strategies of all director and daily practices, plays a pivotal role in eliminating the gender pay gap. Our periodic review and benchmarking activities ensure that we maintain focus on meaningful improvements that reflect our commitment to fairness and inclusivity.



## CELEBRATING THE POTENTIAL IN PEOPLE through Empowerment

# DEPAUL UK GENDER PAY GAP REPORT 2024

At Depaul UK, we embrace equality by empowering all individuals and fostering the development of skills within our workforce without prejudice. This approach actively supports the reduction of the gender pay gap by ensuring equal opportunities for career growth and advancement for everyone, regardless of gender. Through our expansive and accessible Learning and Development prospectus, we remain dedicated to nurturing the growth of every employee equally.



## **PUTTING OUR WORDS INTO ACTION** by turning commitment into action

Our gender pay gap report reflects our ongoing progress in building a fair and equitable workplace. By prioritising continuous improvement, we demonstrate our organisational commitment to reducing the gender pay gap and achieving sustained positive outcomes. We reinforce our values by integrating gender equality and diversity into every policy, practice, and initiative, ensuring an inclusive workplace culture that benefits all.

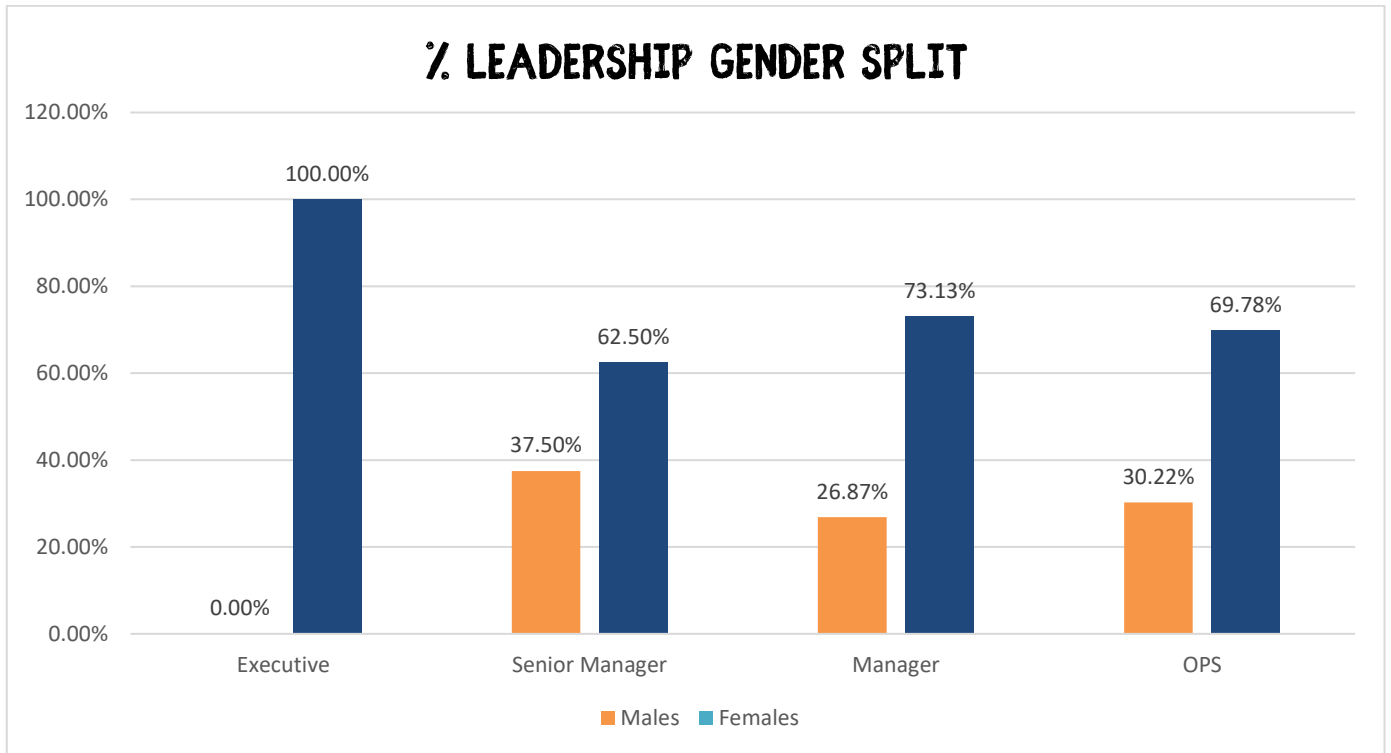
## **WE TAKE A WIDER ROLE IN CIVIL SOCIETY** and engage communities

Through regular evaluation of EDI data and practices, we identify opportunities to extend our impact to marginalised groups. Our proactive partnerships within the communities we serve enable us to fulfil our social value commitments and engage a diverse workforce. These efforts specifically target underrepresented groups, helping us to maintain our broader commitment to diversity and inclusion. We continue to explore opportunities to develop partnerships with organisations striving to bridge the gap to employment for underrepresented communities.

## **WE BELIEVE IN RIGHTS AND RESPONSIBILITIES**

Depaul UK upholds the principle that everyone deserves fair and equal opportunities, including equitable pay for men and women performing similar roles. We maintain our dedication to equal pay through transparent, evidence-based salary practices informed by periodic benchmarking and our rigorous job evaluation scheme. These measures underline our resolute commitment to fairness and equity for all employees.

# DEPAUL UK GENDER PAY GAP REPORT 2024



Depaul UK does not have a bonus scheme.

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

