



Introduction

This report outlines Sophia's gender pay gap results in line with the Gender Pay Gap Information Act 2021.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. This is our first year to report on Gender Pay Gap.

There are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

Employers must choose a "snapshot date". Ours is 30th June. 154 staff were included on this date.



Our Gender Pay Gap

Our Gender Pay Gap is -3.75%

This means that the average hourly rate of pay for female employees was 3.75% higher than the average hourly rate for male employees during the relevant pay period.

To calculate the mean pay gap, we add together all the hourly pay rates that females received, divided by the number of females in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Sophia's median hourly remuneration gap is -4.87%, meaning that the median female employee earns 4.87% more per hour than the median male employee. The median hourly remuneration gap refers to the difference in pay between men and women at the midpoint (or "middle value") of their respective hourly pay distributions.

If you were to line up all male employees and all female employees separately from the lowest to the highest paid (based on their hourly pay), the median is the pay of the person in the middle of each group. The median hourly remuneration gap then shows the percentage difference between these two middle values — indicating whether the typical man or woman earns more per hour.

These differences do not mean that men and women are paid differently for the same role/work. Rather, it reflects the distribution of male and female employees across different role levels within Sophia.



Gender Pay Gap 2025

Our Gender Pay Gap is -3.75%

Mean hourly remuneration gap

Mean Male	Mean Female	Mean Gender
Hourly Pay	Hourly Pay	Pay Gap %
€ 19.80	€ 20.54	-3.75%

Median hourly remuneration gap

Median Male	Median Female	Median Gender
Hourly Pay	Hourly Pay	Pay Gap %
€ 17.78	€ 18.64	-4.87%

Mean bonus remuneration gap

Mean Male	Mean Female	Mean Bonus
Bonus Pay	Bonus Pay	Pay Gap %
€ -	€ -	0.00%

Median bonus remuneration gap

Median Male	Median Female	Median Bonus
Bonus Pay	Bonus Pay	Pay Gap %
€ -	€ -	0.00%



Mean hourly remuneration gap of part-time employees

Mean Male	Mean Female	Mean Gender P/T
Hourly Pay (P/T)	Hourly Pay (P/T)	Pay Gap %
€ 16.46	€ 18.77	-14.06%

Median hourly remuneration gap of part-time employees

Median Male	Median Female	Median Gender P/T
Hourly Pay (P/T)	Hourly Pay (P/T)	Pay Gap %
€ 16.20	€ 17.93	-10.68%

Mean hourly remuneration gap of temporary contract employees (employees on fixed term contracts)

Mean Male	Mean Female	Mean Gender
Hourly Pay (temp)	Hourly Pay (temp)	Pay Gap % temp contract
€ 17.55	€ 19.40	-10.54%

Median hourly remuneration gap of temporary contract employees (employees on fixed term contracts)

Median Male	Median Female	Median Gender
Hourly Pay (temp)	Hourly Pay (temp)	Pay Gap % temp contract
€ 17.00	€ 18.64	-9.65%



% of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration

Male Bonus	Female Bonus
0%	0%

% of male employees who received benefits in kind & % of female employees who received benefits in kind

Male BIK	Female BIK
0%	0%



The following table shows the proportion of male and female employees in each pay quartile, when the workforce is divided into four equal groups from the lowest to the highest paid:

Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

- Lower remuneration quartile pay band
- Lower middle remuneration quartile pay band
- Upper middle remuneration quartile pay band
- Upper remuneration quartile pay band

	No of male	No of female	% Male	% Female
Upper remuneration quartile pay band	8	31	20.5%	79.5%
Upper middle remuneration quartile pay band	6	32	15.8%	84.2%
Lower middle remuneration quartile pay band	7	31	18.4%	81.6%
Lower remuneration quartile pay band	17	22	43.6%	56.4%

Females make up the majority of employees in all four quartiles, including the upper and upper-middle pay bands.

The representation of women increases at higher pay levels, while men are proportionally more represented in the lowest quartile.

This distribution helps explain the negative mean and median pay gap, as a higher proportion of females occupy all positions.

Understanding Our Gap

A negative gender pay gap means that, on average, women's hourly pay is higher than men's, however, it does not mean women are paid more for doing the same work/role in Sophia.

This outcome reflects the higher proportion of women in Sophia with 75% of the workforce being women.

This is quite consistent with the overall gender profile of the social care sector. According to the Central Statistics Office's (CSO) "Key Findings Women in the Labour Market 2023-2024" report, females constituted 76.6% of employees in the "Human Health & Social Work" sector in Quarter 4 of 2024.

Conclusion

Our Gender Pay Gap analysis shows a negative pay gap, reflecting a workforce where women are well represented at all levels.

While Sophia's gender pay gap indicates that women earn more on average than men, this is more of a reflection of our female-dominated workforce and the distribution of men and women across different roles.

Our focus going forward is to promote and improve gender balance through targeted recruitment campaigns and by strengthening internal awareness and culture on inclusive leadership, unconscious bias, fair recruitment and promotion decisions ensuring equal access to progression opportunities across all levels.

We will continue to monitor our Gender Pay Gap, support career development, and foster a workplace where men and women have equal opportunities to thrive.