



Waterford & South Tipperary Community Youth Service

**Gender Pay Gap Report
20th November 2025**

Introduction

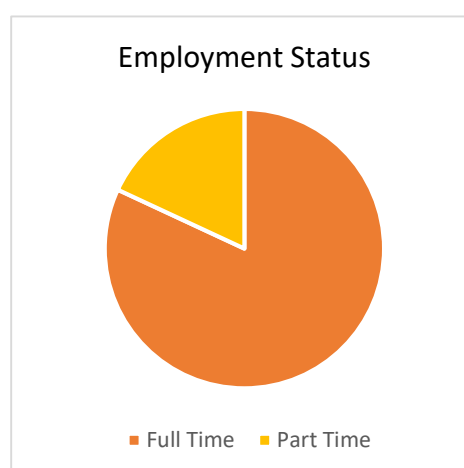
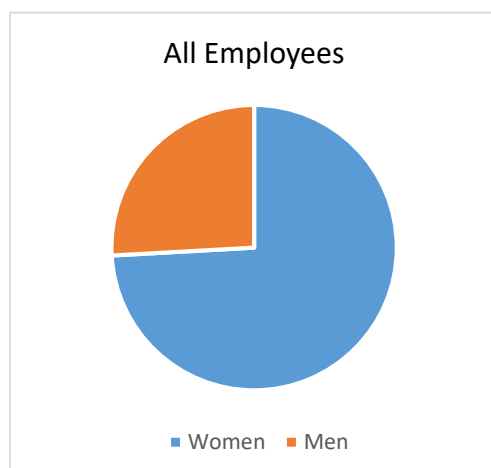
At Waterford & South Tipperary Community Youth Service (W.S.T.C.Y.S.), we are committed to investing in and retaining our talented and dedicated employees, who work tirelessly to provide life-enhancing services to young people, their families and their communities in the areas we serve.

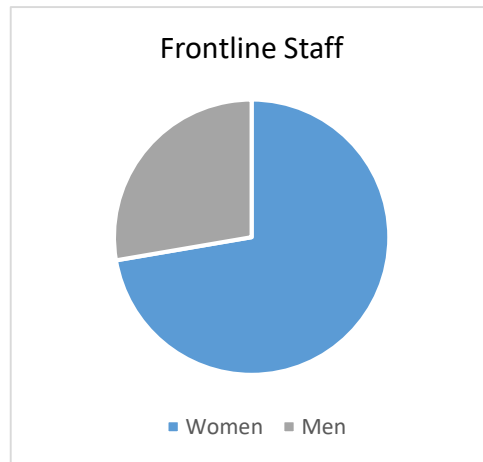
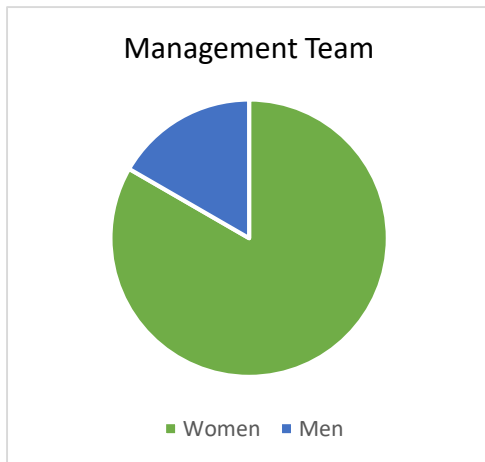
We are pleased to publish our first Gender Pay Gap report, which highlights our commitment to promoting fairness and equality across our workforce. Measuring a gender pay gap is not the same as measuring equal pay. The Gender Pay Gap measures the *average difference* in pay between men and women, not whether men and women are paid differently for the *same job*. Equal pay for equal work is already a legal requirement in Ireland. W.S.T.C.Y.S. is committed to fair and equitable compensation practices.

This Gender Pay Gap Report fulfils our regulatory reporting obligations. It also serves as a tool through which we can assess our progress in achieving gender balance and supporting a more inclusive workplace. Through this process we will focus on strengthening our practices and enhancing our employees' experience. For us, addressing the Gender Pay Gap is a crucial step in ensuring that all staff can thrive and contribute fully to our mission. Together, we aim to drive positive change for our people, our services, and the communities we serve.

Workforce Details

W.S.T.C.Y.S. workforce is predominantly made up of women, who represent 74% of our staff team overall. 80% of our workforce are full-time employees, and 76% of our part-time employees are women.





The very strong representation of women in the workforce is a consistent feature of our workforce historically. The numbers of men in the workforce has increased with the expansion of the range of services provided by the organisation as funding opportunities have arisen over the last two decades in particular. However, women remain the predominant gender.

The Gender Pay Gap

Mean Gender Pay Gap:

To calculate the Mean Gender Pay Gap, we determined the average hourly pay for women by dividing the total of all hourly pay rates received by women by the number of women in our workforce. We performed the same calculation for men. The percentage difference between these two averages represents our mean gender pay gap.

Our analysis reveals a mean gender pay gap of 5.7%, in favour of women. This indicates that, on average, women in our organisation earn 5.7% more per hour than men across all roles. This is reflective of:

1. Long service salary advancements;
2. The advancement of women with long service into higher paid roles with responsibilities;
3. Higher numbers of women in the organisation overall.

The rate per hour for full-time and part-time roles is consistent but also influenced by long service salary advancements.

Median Gender Pay Gap:

The Median Gender Pay Gap is the difference between the female median hourly wage i.e. the middle-paid female, and the male median hourly wage i.e. the middle-paid male. The median hourly wage was calculated by ranking all employees, first by gender and then in ascending order by pay and taking the hourly wage of the male/female in the middle. Our median pay gap is 0%. This means that the middle female worker in our organisation and the middle male worker earn the same rate per hour. This reflects consistency in the application of salary scales across the workforce.

With regard to the application of a bonus and/or benefit in kind system, W.S.T.C.Y.S. does not at present offer bonuses or benefits in kind at any level.

Measure	Result
Mean gender pay gap (hourly)	5.7%
Median gender pay gap (hourly)	0%
Mean bonus pay gap	0%
Median bonus pay gap	0%
% of males receiving a bonus	0%
% of females receiving a bonus	0%
% of males receiving benefits in kind	0%
% of females receiving benefits in kind	0%

Pay Quartiles

The pay quartiles are calculated by dividing all employees in the organisation into four even groups according to their pay level. This looks at the proportion of females and males in each quartile group and highlights the representation in the lower-paid versus higher-paid roles between the two. It is often found that even though the average gender pay gap may seem small an uneven distribution in pay quartiles can reveal hidden inequalities.

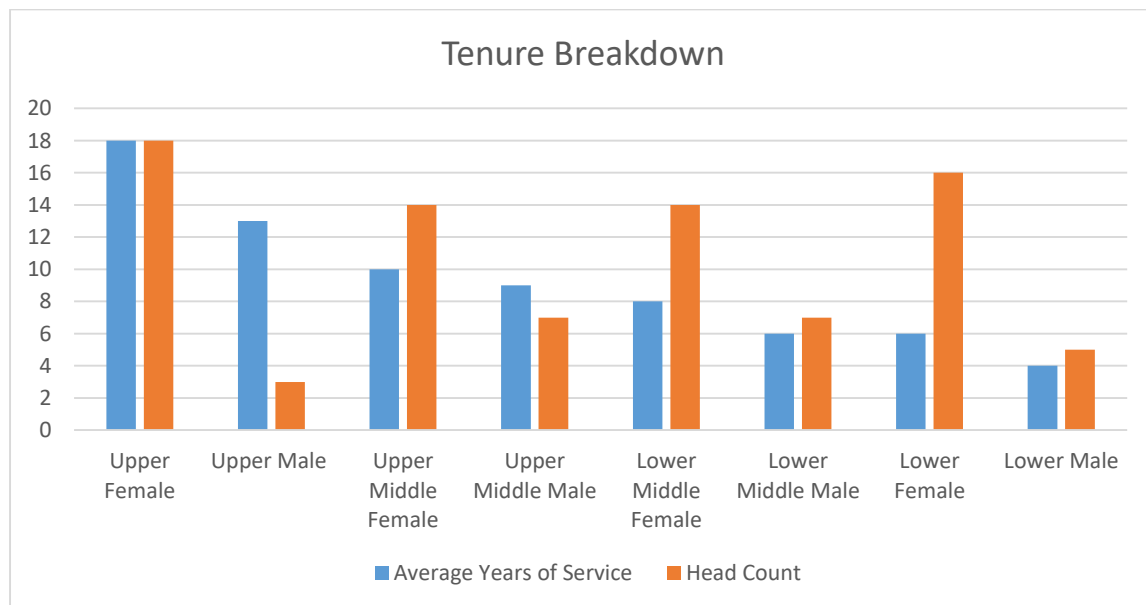
Quartile	% Women	% Men
Upper (highest paid 25%)	86%	14%
Upper middle	67%	33%
Lower middle	67%	33%
Lower (lowest paid 25%)	76%	24%

Our data shows that the highest percentage of females can be seen in the Upper Quartile and the Lower Quartile at 86% and 76% respectively. A higher percentage of females can also be seen in the Upper Middle and the Lower Middle quartiles. This can be attributed to the higher population of women that work in W.S.T.C.Y.S. and the sector as a whole. The high female distribution in the Upper quartile demonstrates how females at W.S.T.C.Y.S. hold the majority of senior roles and have progressed to management in our organisation.

When examining the overall workforce, 70% of the total female population falls within the lower quartiles, compared to 86% of the total male population. This highlights a higher representation of males in lower-paying roles. Overall, each quartile is broadly consistent with our overall female-to-male ratio of 74% to 26%.

Women are well represented within all W.S.T.C.Y.S. pay quartiles. Men are under-represented in the top quartile. This is a reflection of the progression of experienced workers into management roles. Women form a higher percentage of our upper middle and lower middle quartiles and therefore with extensive experience advance to management roles.

Tenure



Length of service plays a significant role in determining pay levels due to the progression of staff along incremental pay scales. These pay scales reward employees for their tenure with salaries increasing as employees progress through increments over time. In this way, long service can influence Gender Pay Gap figures.

Our analysis shows clearly that women on average have longer tenure in the upper and middle pay quartiles and there are more women in these quartiles. More women therefore are more likely to be positioned further along the incremental pay scales, which leads to higher average pay for women.

Commentary and Analysis

Our 2025 figures show a mean gender pay gap of 5.7% in favour of women, with a median gap of 0%. The mean gap reflects the following:

- ◆ The higher proportion of women in management roles
- ◆ More women with long service tenure
- ◆ More women working in part-time or administrative roles

In the community, voluntary and charity sector within which W.S.T.C.Y.S. operates, more female representation is standard across the workforce. With this in mind, women in W.S.T.C.Y.S. have progressed reasonably up through the 4 pay quartiles as expected, in line with their length of service.

On the basis of this analysis, W.S.T.C.Y.S. Gender Pay Gap of 5.7% in favour of women is readily explained and stands to reason.

As a first exercise to examine the Gender Pay Gap as it currently stands, we are confident in the position revealed by the figures presented and will take account of any changes or improvements that can be achieved to make this situation even better going forward.

Actions or Improvements

While we are encouraged by our performance in this exercise, we recognise that there is more work that we can do to enhance the organisational culture and to encourage growth and development of our staff. To this end, W.S.T.C.Y.S. will:

- ◆ Continue to monitor W.S.T.C.Y.S. performance against industry standards across the sector to ensure that our workforce is suitably rewarded for their hard work and commitment
- ◆ Ensure consistency and fairness in the application of our pay progression system to minimise any unintended impacts on our Gender Pay Gap

- ◆ Conduct annual pay equity audits to monitor progress
- ◆ Continuously review recruitment practices with a particular focus on role profiles and job descriptions, along with interviewing techniques, to ensure they are inclusive and equitable across the workforce
- ◆ Analyse our exit interview data to help identify trends and root causes behind employee turnover and inform targeted actions to reduce pay disparities
- ◆ Enhance succession planning processes to support career development and progression pathways across the organisation
- ◆ Look for ways to build in step-up opportunities whereby staff can legitimately earn additional reward for additional responsibilities they take on such as mentoring and on-boarding new colleagues
- ◆ Look more closely to highlight areas such as the impact of types of leave such as maternity leave and parental leave on gender in our workforce. There may be ways that we can better support and sustain our female workforce in particular.

Statement

As a first step in examining W.S.T.C.Y.S. in terms of the existence of a Gender Pay Gap, we are satisfied that the 5.7% gap that exists currently is rightly in favour of women in terms of their contribution, performance and length of service within the organisation. We will be mindful of the impacts of areas of leave that might disadvantage women in the workforce particularly due to the additional caring responsibilities that more often fall to them. We will be actively seeking ways to improve opportunities that enhance and support the development of our staff leading to a sustained workforce going forward. There is always room for improvement and we are aware that the first step on this journey is to ask the question “how can we improve?” and to follow through with diligence and commitment in addressing the areas we identify. W.S.T.C.Y.S. is committed to this process as a priority going forward.

Publication

This report was published on 20th November 2025 on our company website at the following link:

<https://wstcys.ie/wp-content/uploads/2025/11/WSTCYS-Gender-Pay-Gap-Report-2025.pdf>