Holy Family Residence
Roebuck Road
Dublin 14 D14 C7W2
www.littlesistersofthepoor.co.uk
Registered Charity No. CHY7454

Little Sisters of The Poor
Holy Family Residence
Gender Pay Gap Report
2025

Introduction

The Little Sisters of the Poor is an international religious order founded in France in 1839 by St. Jeanne Jugan to provide residential and nursing care for elderly people of limited means, regardless of nationality or faith. The Sisters dedicate their lives to this mission through their vow of hospitality, offering compassionate, hands-on service. They work closely with dedicated staff to create a warm, family-like environment and to provide the highest standards of care, ensuring that each resident's dignity is respected.

Today, we are established in more than 30 countries, providing care to over 13,000 elderly residents. We currently have three homes in Ireland, which are part of the London/Dublin Province. We will publish our Gender Pay Gap Report for HFR, our home based in Clonskeagh, Dublin.

Gender Pay Gap Reporting

Under the Gender Pay Gap Information Act 2021, organisations are required to report on their hourly gender pay gap across a range of metrics. From 2022, organisations with over 250 employees began reporting on their Gender Pay Gap. The requirement was extended to employers with over 150 employees in 2024, and now, in 2025, organisations with over 50 employees are required to report for the first time.

2025 is the first year that the Little Sisters of the Poor, HFR, will report on its Gender Pay Gap.

What is meant by the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of men's average gross hourly earnings. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Reported metrics

The Act requires that we report on the hourly gender pay gap across a range of metrics, as set out below:

- Mean gender pay gap for:
  - All employees
  - Part-time employees
  - Temporary contract employees

- Median gender pay gap for:
  - All employees
  - Part-time employees
  - Temporary contract employees

- The percentage of male and female employees in each quartile based on their hourly rate of pay, as follows:
  - Lower
  - Lower middle
  - Upper middle
  - Upper

The legislation also includes metrics relating to Bonus Payments and Benefits in Kind, however, these are not applicable as no bonuses or benefits were paid to Holy Family Residence staff during the reporting period.

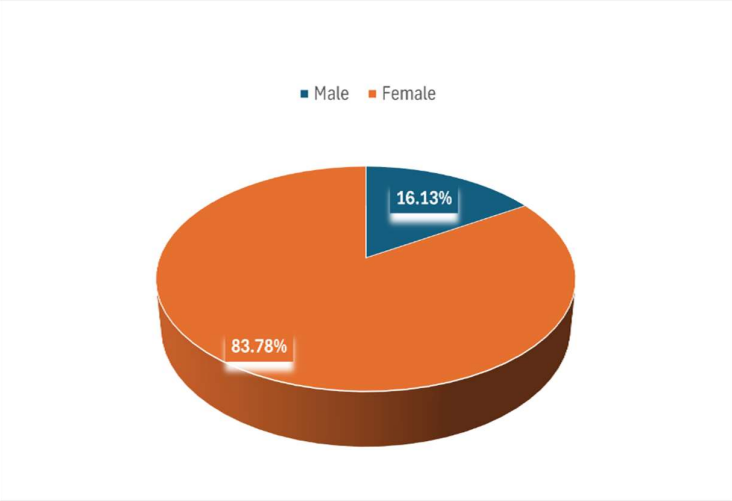
Reporting period

Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is then defined as the 12-month period immediately preceding and including the snapshot date. Our reporting snapshot date is 23rd June 2025, covering the period from to 24th June 2024 to 23rd June 2025.

Workforce profile

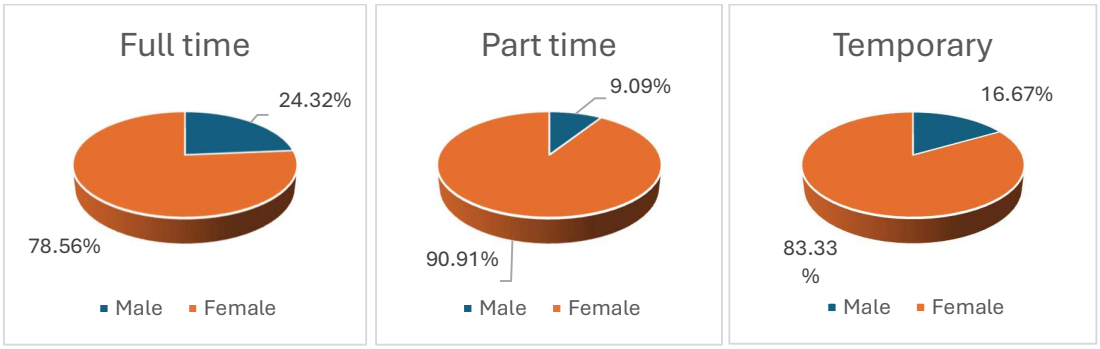
As of 23rd June 2025, Holy Family Residence employed 93 staff members, of whom 83.87% were female and 16.13% were male. This gender breakdown reflects the fact that the charitable sector has traditionally had a higher proportion of female employees than other sectors, and that the care sector is predominantly female oriented.

Holy Family Residence staff breakdown by gender



When this is further broken down by contract type, on the snapshot date 37 of these employees were full-time (75.68% female and 24.32% male), 44 were part-time (90.91% female and 9.09% male), and 12 were on temporary contracts (83.33% female and 16.67% male).

Holy Family Residence staff breakdown by contract type



Holy Family Residence Gender Pay Gap

Based on pay in the 12 months up to 23rd June 2025 our gender pay gap is as follows:

MEAN HOURLY PAY GAP	-0.38%
MEDIAN HOURLY PAY GAP	+0.39%

The pay gap is calculated as the difference in the mean and median hourly rates for men and women within the organisation.

The mean pay gap is calculated by identifying the percentage difference between the average hourly rate of pay for men and women within the organisation.

The median pay gap is calculated as the percentage difference between the midpoint hourly rate of pay for men and women within the organisation.

The mean hourly pay gap shows that, on average, female employees earn 0.38% more per hour than male employees. This is a very small difference, indicating near parity between male and female staff across the organisation. When comparing the median hourly pay, male employees earn 0.39% more per hour than female employees. This difference is also extremely small and represents near parity at the midpoint of the pay distribution.

	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR PART TIME STAFF	-6.15%	-0.05%

On average, female part-time employees earn 6.15% more per hour than male part-time employees. The midpoint of the pay distribution shows almost exact parity, with female pay only 0.05% higher than male pay.

	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR TEMPORARY EMPLOYEES	+3.14	+5.69

On average, male temporary employees earn 3.14% more per hour than female temporary employees. At the midpoint of the pay distribution, male temporary employees earn 5.69% more than female temporary employees.

Proportion of male and female employees within each pay quartile based on their hourly rate of pay

	FEMALE	MALE
Q1 LOWER	87.5%	12.5%
Q2 LOWER MIDDLE	78.26%	21.74%
Q3 UPPER MIDDLE	86.96%	10.04%
Q4 UPPER	82.61%	17.39%

As the care sector is predominantly female oriented, there is a greater proportion of female employees across all pay quartiles. Through analysis of the pay quartiles, male representation is highest in the lower-middle quartile (21.74%) and the upper quartile (17.39%).

Staff Bonus and Benefit in Kind

	FEMALE	MALE
% OF STAFF WHO RECEIVED A BONUS	0%	0%
% OF STAFF WHO RECEIVED A BENEFIT IN KIND	0%	0%

Going Forward

As an equal opportunities employer, we believe in appointing the best candidate for every role, regardless of gender or any other characteristic protected under the Equality Act. We are committed to fair and unbiased recruitment practices that provide equal opportunities to all candidates.

To provide a positive working environment for all, we continue to ensure fair, transparent and equitable pay across all roles, and we offer family-friendly arrangements to support our workforce.

We are also committed to continuing to create an inclusive workplace where the different backgrounds of all our staff are valued, as well as continuing to promote a workplace culture that encourages and supports the right to dignity at work, including on the grounds of gender.