

Bluebird Care Galway – Gender Pay Gap Summary 2025

At Bluebird Care Galway, we are proud to employ a compassionate team of Home Support Workers — 83% of whom are women.

Our 2025 Gender Pay Gap Report shows a mean gap of 10.4% and a median gap of 3.82%, reflecting the structure of our workforce rather than unequal pay for equal work.

All employees progress through the same **incremental pay scale**, which rewards length of service, qualifications and experience. As most of our male support workers have been with us for more than five years, many for over ten years, the vast majority are long serving and working fulltime which naturally raises the average male hourly rate.

Binary Gender Gap Report - Bluebird Care Galway

Employee Breakdown

Row Labels	Count of Employment Type
Female	83.64%
Male	16.36%
Grand Total	100.00%

Hourly Pay Gap All Employees -Mean

Gender	Mean Hourly Rate
Female	
Male	10.40%

Hourly pay Gap Part Time - Mean

Gender	Aver Hourly Pay Gap
Female	
Male	3.82%

Hourly Pay Gap All Employees -Median

Gender	Aver Hourly Pay Gap
Female	
Male	4.33%

Hourly pay Gap Part-Time Employees - Median

Gender	Aver Hourly Pay Gap
Female	
Male	2.44%

Pay Quartile	Average Rate		Numbers			Percentage Breakdown		
Top Quartile	Male	Female	Male	Female	Total	Male	Female	
Lower Quartile	15.75	15.09	5	23	28	18%	82%	
Lower Middle Quart	16.36	15.65	4	23	27	15%	85%	
Upper Middle Quart	17.15	16.41	4	23	27	15%	85%	
Top Quartile	52.88	44.87	5	23	28	18%	82%	
Total			18	92	110			

Bonus Gap

	Yes	No
Female	0.00%	0.00%
Male	0.00%	0.00%

BIK Average Employee Remuneration

Count of Total BIK	Column Labels	
Row Labels	No	Yes
Female	97.83%	2.17%
Male	94.44%	5.56%
Grand Total	97.27%	2.73%

We remain committed to **fairness, transparency, and opportunity for all**, and to continuously promoting gender balance and inclusion at every level of our organisation.

The gender pay gap within our organisation is primarily a reflection of workforce composition and business structure rather than unequal pay for equal work. Female employees make up 83.64% of our total workforce, the majority of whom are employed in frontline home support roles that follow a clearly defined pay scale. All employees performing the same role are paid equally in accordance with this scale, regardless of gender or working pattern. **Both male and female employees receive the same hourly rate of pay for the same work** according to the afore mentioned pay scale. However, a larger percentage of male colleagues work full-time compared to female colleagues, many of whom choose to work part-time for family-related reasons. This difference in working hours contributes to the overall Gender Pay Gap, with a higher proportion of male employees working full-time, which in turn affects the average earnings between the genders.

The overall gender pay gap is influenced by the distribution of senior and ownership roles. The highest-paid individual in the business is one of the male owners, whose remuneration reflects his strategic, financial, and operational responsibilities rather than a difference in pay for comparable work. As this single role carries a significantly higher level of responsibility and reward, it naturally impacts the overall average pay figures for males within the organisation.

It is therefore important to emphasise that the **reported gender pay gap does not indicate pay inequality between men and women performing the same work.** Instead, it reflects the demographic profile of our workforce and the inclusion of business ownership in the calculation. We remain fully committed to maintaining transparent, fair, and equitable pay practices across all levels of the organisation and to supporting continued opportunities for progression and development for all employees.