



Gender Pay Gap Report Narrative Bluebird Care Dublin South West

Introduction

Bluebird Care Dublin South West is dedicated to delivering high-quality, person-centered care services throughout our community. In line with our commitment to transparency, equality, and continuous improvement, this narrative provides a comprehensive overview of our Gender Pay Gap (GPG) data. It also explains the underlying factors that influence our pay structure and details the ongoing initiatives aimed at promoting gender equality within our organization.

Understanding Our Gender Pay Gap

The Gender Pay Gap is defined as the difference in average earnings between men and women across the entire workforce, regardless of job role or seniority. It should not be confused with equal pay for employees performing the same job. The GPG is shaped by multiple factors, including the distribution of men and women across various positions and organisational levels, different working patterns, and historical industry trends.

Workforce Profile

At Bluebird Care Dublin South West, our workforce mirrors the broader care sector, which traditionally has a higher proportion of female employees. Most of our team members are women, particularly in frontline care roles. While we value the diversity within our team, we recognize that the predominance of women in care positions and the lower number of men in these roles have a significant impact on our GPG figures.

Workforce Composition

- Female employees: 78.41%
- Male employees: 21.59%
- This distribution is consistent with the wider care sector, where female representation is typically higher.

Key Findings

Our analysis of the GPG results reveals that the gap is mainly a result of our workforce structure. The majority of women occupying care roles, which generally offer lower pay compared to management or administrative positions, is a key contributing factor. In addition, whilst there are fewer men employed, they hold senior roles, which can affect the overall average pay for both men and women across the company. This is evident in the mean hourly pay gap, while the median pay gap is substantially smaller.

Hourly Pay Gap

- Mean hourly pay gap: 65.33%
- Median hourly pay gap: 2.04%
- Part-time median gap: 0.48%
- Part-time mean gap: 0.47%

Pay Quartiles

Quartile	Female	Male
Lower Quartile	78%	22%
Lower Middle Quartile	77%	23%
Upper Middle Quartile	81%	19%
Top Quartile	77%	23%

This data shows that women are strongly represented at every pay level within the organization.

Bonus Pay Gap

- 1.45% of female employees received a bonus
- 5.26% of male employees received a bonus
- Mean bonus gap: 65.33%
- Median bonus gap: 0% (bonuses are distributed equally when awarded) which indicates that senior roles receive the Bonuses

Benefits in Kind (BIK)

- 4.35% of female employees received benefits in kind
- 15.79% of male employees received benefits in kind
- Overall, 6.82% of employees received benefits in kind

Factors Influencing the Gender Pay Gap

- Occupational Segregation: The care sector has historically attracted more women, especially to direct care roles.
- Part-time and Flexible Working: Many staff members choose part-time or flexible work arrangements, which can impact average hourly pay calculations.

- Career Progression: While we are working towards equal opportunities for advancement, historical trends have resulted in fewer women in some senior positions.

Actions to Address the Gender Pay Gap

- Reviewing recruitment, promotion, and pay policies to eliminate barriers to female advancement.
- Offering training and development opportunities to support career progression for all staff.
- Encouraging more men to join and advance within the care sector through targeted outreach and inclusive marketing.
- Promoting flexible working arrangements across all roles, including management positions.
- Regularly monitoring pay structures and workforce data to track progress and identify further opportunities for improvement.

Conclusion

Our Gender Pay Gap reflects the demographic profile of both our organisation and the wider sector. Nevertheless, Bluebird Care Dublin South West is committed to addressing the causes of the gap and fostering a culture of gender equality. We will continue to support all employees in their professional growth, ensuring fair rewards for their contributions.

Our commitment to ongoing monitoring and improvement gives us confidence that the gender pay gap will decrease over time, resulting in a more balanced and equitable workplace for everyone. The report demonstrates strong representation of women across all pay quartiles. Despite a high mean hourly pay gap, median figures indicate that pay differences are minimal, particularly among part-time staff. Bonus payments and benefits in kind are limited overall, with a slightly higher uptake among male employees. This underscores our ongoing efforts to monitor pay structures and ensure fairness throughout the workforce.