

## **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 11.6% and a median gap of 4.5%, 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.

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. A substantial percentage of our female workforce elect to work on a part time basis whereas most of our male colleagues work fulltime which further influences our Gender Pay Gap in favour of males.

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.