



GENDER PAY GAP REPORT 2025

Executive Summary

Drogheda Credit Union is committed to providing a diverse and inclusive workplace where everyone has the opportunity to thrive. This report outlines our Gender Pay Gap (GPG) for 2025, providing insights into our current position and the steps we are taking to promote equity.

This report demonstrates our commitment to transparency and accountability in our journey towards a more equitable future for all our employees.

Key Statistics

Mean Gender Pay Gap: 32.61%

Median Gender Pay Gap: 37.08%

Mean End of Year Performance-Related Payment Gap: 11.91%

Median End of Year Performance-Related Payment Gap: 0%

CEO Statement

Drogheda Credit Union is committed to fairness, transparency and continuous improvement. Our gender pay gap reflects the overall structure of our workforce, which includes a higher proportion of female employees across a range of roles. We are confident that men and women are paid equitably for the same or similar work.

The actions outlined in this report demonstrate our ongoing commitment to maintaining a fair, inclusive and balanced workplace where all employees have equal opportunity to progress and succeed.

Tom Kiely
CEO, Drogheda Credit Union

Definition of the Gender Pay Gap

The gender pay gap shows the difference between the average hourly earnings of men and women within an organisation, regardless of their job level or location. It mainly reflects the distribution of roles and responsibilities between genders across the workforce.

This is different from equal pay, which ensures that men and women are compensated equally for performing the same or equivalent work. A gender pay gap does not automatically imply discrimination or a lack of equal pay for work of equal value.

Workforce Profile

- **Total Employees:** 71
- **Gender Representation:**
 - Female: 73%
 - Male: 27%
 - Non-Binary: 0%

Pay Quartiles

The following illustrates the gender distribution across our pay quartiles:

Upper Quartile:

50% Female / 50% Male

Upper Middle Quartile:

83.33% Female / 16.67% Male

Lower Middle Quartile:

88.89% Female / 11.11% Male

Lower Quartile:

76.47% Female / 23.53% Male

Main Findings

Our analysis reveals:

1. The majority of our junior roles are held by women, reflecting the composition of our workforce at these levels. This demonstrates strong female representation across these positions and is a key aspect of our workforce profile, with women comprising 88.89% of the lower middle pay quartile and 76.47% of the lower quartile.
2. Recent recruitment data shows strong female representation across all new hires, particularly in member-facing roles.
3. Performance-related end of year payments are consistent with role type and level of responsibility across the workforce.

End of Year Performance-Related Payment

During the reporting period, 88.68% of female employees received a bonus, compared with 83.33% of male employees.

The mean bonus pay gap is 11.91% in favour of male employees, indicating that on average, men received higher bonus amounts than women.

Commitments and Future Focus

To further promote gender balance and inclusion, Drogheda Credit Union will implement the following actions:

- **Clear Pay Structures**
 - Implement transparent and equitable pay structures based on objective criteria in line with the new EU Pay Transparency Directive.
 - Provide clear guidance to managers on objective criteria for pay decisions.
- **Career Development:**
 - Provide career development opportunities that support progression into leadership roles.
 - Facilitate structured development conversations to help employees recognise and progress to potential career pathways.
- **Inclusive Recruitment:**
 - Promote diversity and inclusion through fair recruitment practices, while supporting internal progression and development opportunities.
 - Continuously monitor recruitment and promotion outcomes to address any emerging gaps.
- **Supportive Environment:**
 - Promote a positive, inclusive culture where all employees are valued and supported.
 - Regularly review policies and practices to ensure they support equality and fair pay across all roles.