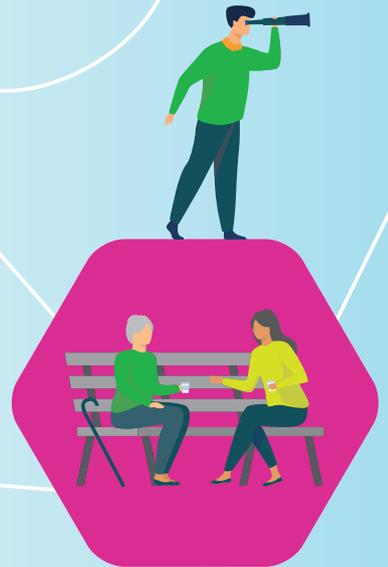




Northside Partnership

Where Opportunity Meets Community

Gender Pay Gap Report 2025





Introduction

Welcome to the Northside Partnership 2025 Gender Pay Gap report.

At the time the 2025 Gender Pay Gap analysis was completed, Northside Partnership employed 72 employees in four offices across the northside of Dublin.

Organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time in 2025. As such, this is the first year that Northside Partnership have a responsibility to issue a Gender Pay Gap Report.

Northside Partnership is a local development company working in the community & voluntary sector. The national average of women working in the sector is 66%. The breakdown of male/female staff in Northside Partnership is higher than the national average at 82% female compared to 18% male.

The gender pay gap shows the difference between the average earnings of all men versus that of all women in an organisation. 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. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

In undertaking its social purpose, Northside Partnership is committed to creating and sustaining a positive and enabling culture and workplace as outlined in Objective 3.1 of our strategy statement.

Objective 3.1 of our 2025-2030 Strategy Statement **Nurture a positive, enabling culture and working environment**

We will do this by:

- Continuing to embed Advantage Thinking across Northside Partnership
- Attracting, developing, valuing and retaining staff who are committed to our vision, mission and culture
- Strengthening our approach to succession planning
- Strengthening internal communications and staff engagement
- Creating more spaces for collaboration and learning across all teams
- Continuing to aspire towards and advocate for pay parity with public sector pay scales
- Ensuring all staff understand their role and contribution in delivering our strategy.



About Northside Partnership

Established in 1991, Northside Partnership is one of 49 local development companies that work across Ireland to address poverty and social and economic exclusion.

A registered charity and not-for-profit company, Northside Partnership was originally established to address long-term unemployment in communities experiencing intergenerational unemployment in the Dublin Bay North area of Dublin city. Since 1991, Northside Partnership's primary remit has expanded in recognition of the social, economic and cultural disparities that contribute to poverty and inequality.

In pursuing its social purpose, Northside Partnership implements several significant programmes funded by the Irish government, including the Social Inclusion and Community Activation Programme (SICAP), the Local Area Employment Services (LAES), an Area Based Childhood (ABC) programme called Preparing for Life (PFL) and the Tús Community Work Placement Programme. Northside Partnership also implements a number of health and wellbeing programmes under the Sláintecare Healthy Communities initiative including Healthy Food Made Easy, Social Prescribing, smoking cessation and parenting programmes.

In 2023, following a request from the University of Chicago's Center for the Economics of Human Development, Northside Partnership began collaborating with Casa Central, a community organisation based in Chicago, Illinois, to support the implementation of the Preparing for Life home visiting programme in Chicago. Northside Partnership also supports a number of sites across Ireland in implementing this innovative programme.

While the majority of programmes and supports implemented by Northside Partnership are exchequer funded through grants, the advent of competitive tendering, through which the state procures the delivery of social and community services, has required Northside Partnership to increasingly orient its funding model to that of a social enterprise.

Northside Partnership works with an ethos of partnership and collaboration with key stakeholders including philanthropic organisations at local, regional, national and, where opportunities arise, at international levels to address social exclusion and poverty.

Northside Partnership is governed by a voluntary board of directors with members drawn from local community groups, union and employer bodies such as the Irish Congress of Trade Unions and the Irish Business and Employers Confederation (IBEC), and key strategic stakeholders such as local educational institutions.



A Foreword on Behalf of the Chair and CEO

At Northside Partnership, we are committed to fostering an equitable, diverse and inclusive workplace where everyone has the opportunity to thrive. Central to this commitment is transparency in how we approach issues of pay equity, including addressing the gender pay gap.

This report highlights our analysis of the gender pay gap at Northside Partnership and provides insights into the underlying factors and outlines some of the key actions we are taking to close the gap. While the gender pay gap is not the same as equal pay for equal work, it serves as an important indicator of broader representation and progression challenges within Northside Partnership.

In this report, we examine the factors contributing to our gender pay gap, such as the distribution of men and women across different levels within our organisation. These insights help us identify meaningful opportunities to drive change, from increasing the representation of women in senior leadership roles to enhancing policies that support career progression and flexibility for all employees.

We recognise that closing the gender pay gap is not just about meeting a compliance requirement; it's about building a fairer and more sustainable workplace. Progress requires accountability, and we are committed to measuring, reporting, and, most importantly, acting to ensure real, lasting change.



Mary T. Hickie
Chairperson



Paul Rogers
CEO

2025 numbers at a glance



8.33%

Mean Gender Pay Gap
Full time Staff



-2.69%

Median Gender Pay Gap
Full Time Staff



-9.00%

Mean Gender Pay Gap-
Part Time Staff



-10.07%

Median Gender Pay Gap
Part Time Staff

Understanding the Gender Pay Gap

It is important to note that the gender pay gap and equal pay are two separate measures.

The **gender pay gap** is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation.

For example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically greater.

Where a percentage difference is shown, a positive value means a percentage difference in favour of males and a negative value means a percentage difference in favour of females

Equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value

We have chosen a snapshot date of 30th June 2025.

Northside Partnership's Gender Pay Gap 2025

The Mean

The difference between women's mean hourly wage and men's mean hourly wage. It is the average hourly wage across the entire company.

The Median

The difference between women's median hourly wage and men's median hourly wage. It is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Mean and Median Pay Gap

Our Mean Gender pay gap in the company for Full Time staff is **8.33%** and **-9.00%** for Part time staff.

Our 2025 Gender Pay Gap Report shows a pay gap in favour of males for Full Time staff and in favour of females for Part Time Staff. Although many of our Senior Leadership roles are occupied by women, the CEO is male and the average hourly rate impacts the figure for Full Time Staff. The Part Time average is impacted as many of the female roles are long serving members of staff at the top of their payscale and two are at senior leadership level.

Our Median Gender pay gap stands at **-2.69%** for Full Time Staff and **-10.07%** for Part Time staff.

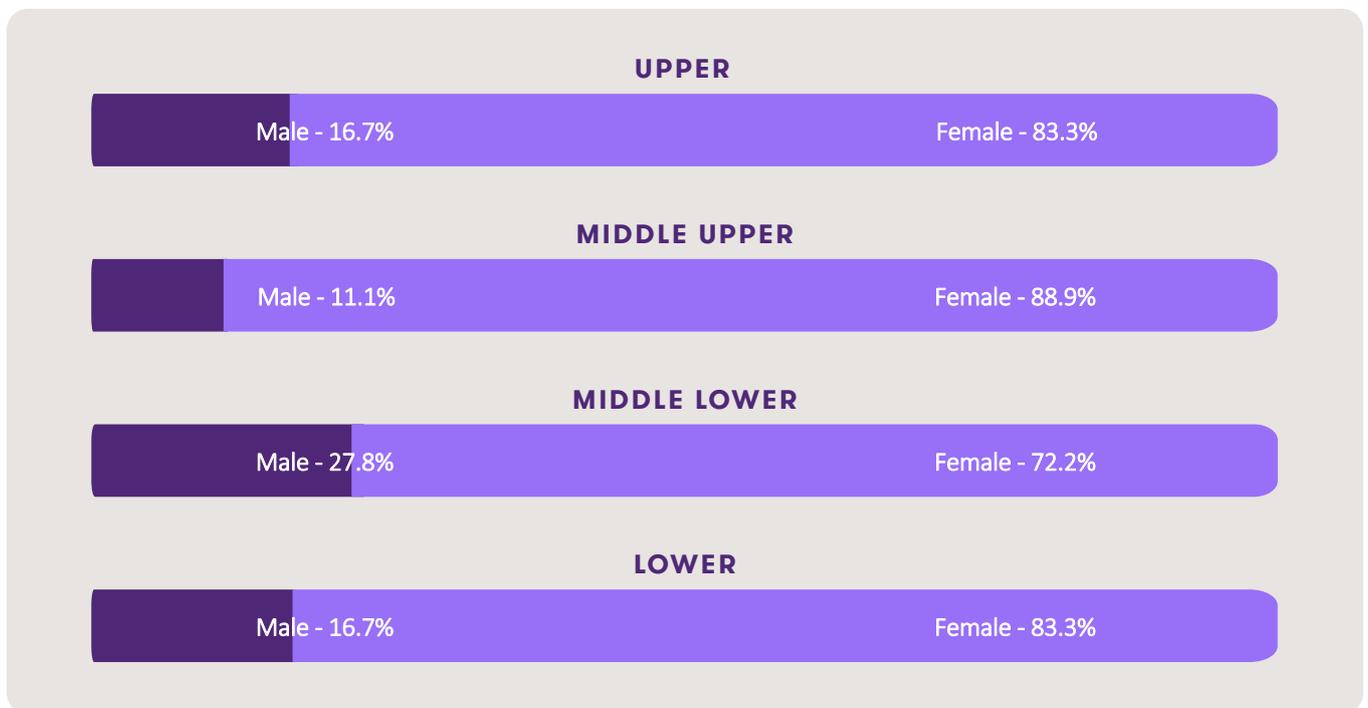
This outcome reflects the make-up of our workforce, which includes 72 employees—18% male and 82% female.

At Northside Partnership, we are proud of our strong history of female representation at every level of the organisation, including senior leadership and key decision-making positions. We continue to be dedicated to promoting greater inclusion and representation of all genders across our workforce.

Northside Partnership's Gender Pay Gap 2025

We have 72 employees whom we are reporting data for, of which 18% are Male and 82% are Female.

When we look at our pay quartiles, we can see at Upper, Middle Upper and Lower levels, women make up more than 80% of the quartile. At the Middle Lower quartile, this number is slightly lower with 72.2% women. These figures reflect the overall make up of Northside Partnership staff, 18% male and 82% female.



Bonus Pay and Benefit in Kind

Northside Partnership do not pay any Bonus payments or Benefit in Kind to staff.



Northside Partnership

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Rialtas Áitiúil Éireann
Local Government Ireland

Intreo | Partner



TÚSLA

An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency



Rialtas na hÉireann
Government of Ireland



Arna chomhchistiú ag
an Aontas Eorpach
Co-Funded by the
European Union



An Roinn Forbartha
Tuaithe agus Pobail
Department of Rural and
Community Development



The Social Inclusion and Community Activation Programme (SICAP) is co-funded by the Irish Government, through the Department of Rural and Community Development, and the European Social Fund Plus under the Employment, Inclusion, Skills and Training (EIST) Programme 2021 - 2027

