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Bord Oideachais agus Oiliúna
an Chabháin agus Mhuineacháin
*Cavan and Monaghan
Education and Training Board*

Bord Oideachais agus Oiliúna Chabháin agus Mhuineacháin

Cavan and Monaghan Education and Training Board

Gender Pay Gap Report

2022

CUMHACHTÚ TRÍ FHOGHLAIM AGUS
DUL CHUN CINN DO CHÁCH

EMPOWERMENT THROUGH LEARNING
AND PROGRESSION FOR ALL

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1 Chief Executive's Foreword

I am pleased to present the Cavan and Monaghan Education and Training Board Gender Pay Gap Report for 2022, the first such report to be issued by this Education and Training Board.

This report has been published in line with the enactment of the Gender Pay Gap Information Act, 2021, which directs organisations with over 250 employees to report on their gender pay gap. Cavan and Monaghan Education and Training Board is at the forefront of delivering education and training services within the region. Our organisation aims to be a place where all employees have the same opportunities for progression and development, regardless of gender, and we actively embed a culture of equality, diversity and inclusion.

The Gender Pay Gap is the pay gap between what women earn as a group and what men earn as a group. It is not the same as equal pay for equal work, which CMETB complies with under the Employment Equality Acts, but is about equal representation of genders across the organisation.

This Gender Pay Gap Report demonstrates the importance of the values of equality, diversity and inclusion in creating and promoting a culture within our organisation that enables progression, opportunity and the implementation of best practice in our policies, procedures and service provision.

It also has given us a chance to highlight the positive initiatives that are currently being rolled out across the organisation and how we are actively supporting the goal of having an equal and inclusive environment for all our employees.

I welcome the results of this report and confirm CMETB's commitment to promoting equality, diversity and inclusion at all levels of the organisation, and to promoting equal opportunity and representation, so CMETB can be seen as an organisation for all.



Dr Fiona McGrath, Chief Executive

2 Introduction

The Gender Pay Gap Information Act, 2021 has introduced the legislative basis for gender pay gap reporting. The regulations require organisations with over 250 employees to report on their gender pay gap in 2022.

This is Cavan and Monaghan Education and Training Board's (CMETB) first Gender Pay Gap Report and is based on a snapshot of employees on the 29 June 2022. The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority.

2.1 Mean and Median

Mean and Median can be defined as:



Figure 1: Definition of Mean and Median

The **mean** is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The **median** is the figure that falls in the midpoint of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

Employers must report six different measures, based on a snapshot of pay data on a date set out in the Employment Equality Act, 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

1. Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap -the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
5. Bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Employers are also required to publish a statement setting out, in the employer's opinion, the reasons for the gender pay gap in their organisation and what measures are being taken by the employer to eliminate or reduce that pay gap.

3 CMETB Gender Pay Gap Analysis 2022

3.1 All Employees

On 29 June 2022, there were 1,306 employees in CMETB. 26% of employees were male and 74% were female.

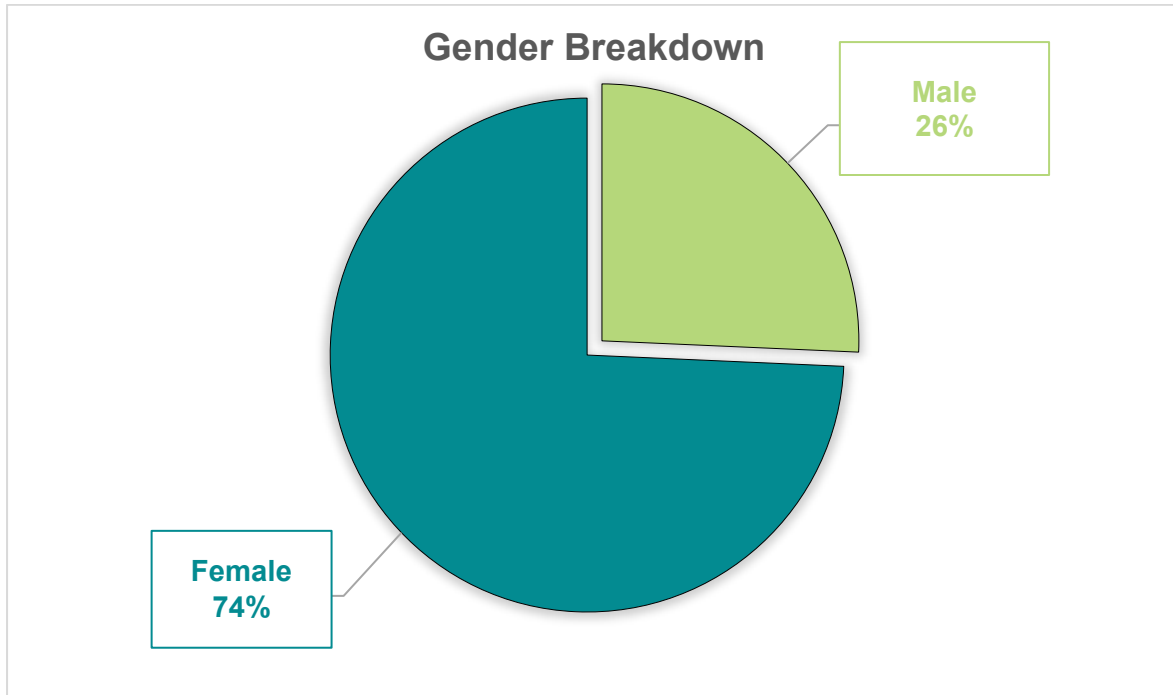


Figure 2: Overall Gender Breakdown in CMETB at 29 June 2022

Mean and Median Gender Pay Gap for all Employees

Table 1: Mean and Median Gender Pay Gap: All Employees

Mean	Median
6.54%	5.69%

This means that, for the reporting period, males earned 6.54% an hour more than females using the mean measures, and 5.69% more than females when using the median measures.

3.2 Part-time Employees

Of the part-time employees employed by CMETB, 21% were male and 79% were female.

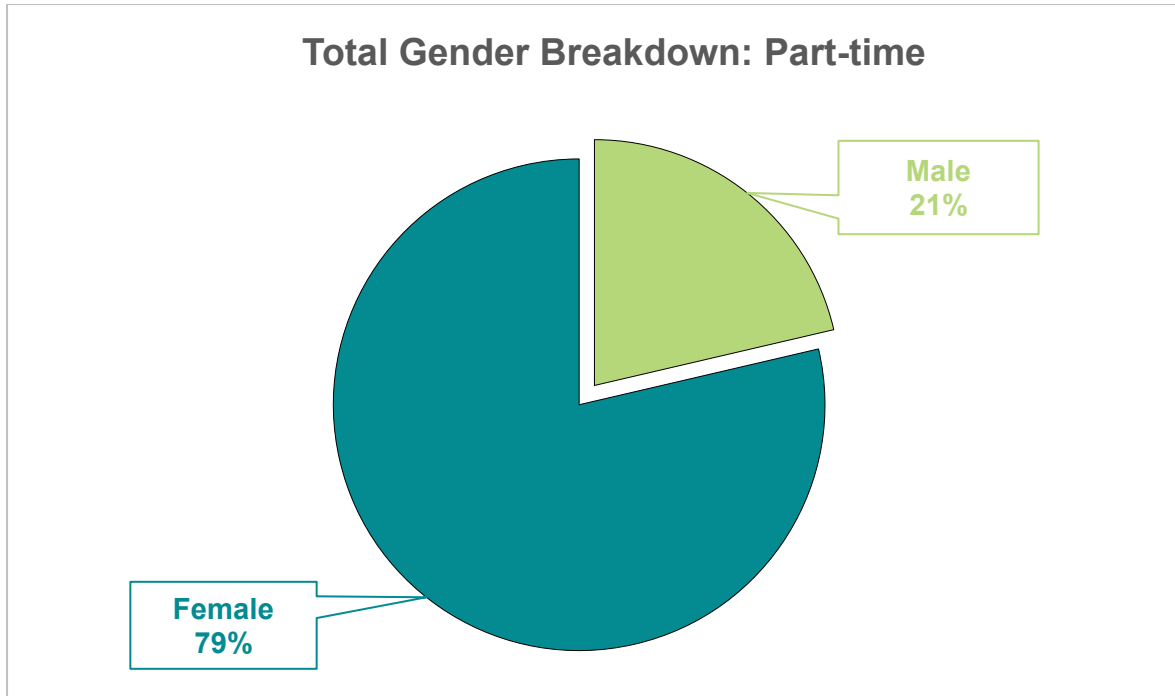


Figure 3: Total Gender Breakdown: Part-time employees

The Gender Pay Gap for CMETB part-time employees using the mean hourly rate for the reporting period was -13.88% for part-time employees. This means that part-time male employees earned 13.88% an hour less than part-time female employees, using the mean measures, but 6.5% an hour more than part-time female employees using the median measure.

Table 2: Mean and Median Hourly Gender Pay Gap for Part-Time Employees

Mean	Median
-13.88%	6.5%

3.3 Full-time employees

Of the full-time employees, 71% were female, with 29% of CMETB full-time employees being male.

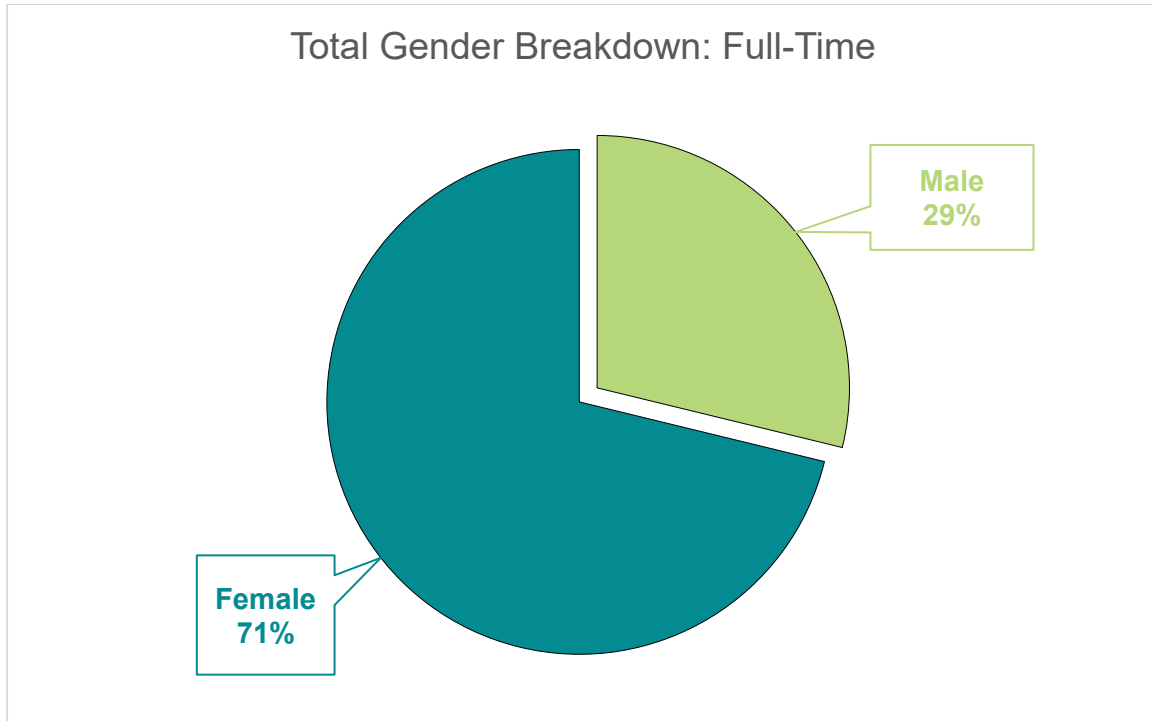


Figure 4: Total Gender Breakdown: Full-time employees

Table 3: Mean and Median Hourly Gender Pay Gap for Full-time Employees

Mean	Median
4.08%	-0.71%

The Gender Pay Gap for CMETB using the mean hourly rate for the reporting period was 4.08% for part-time employees. This means that full-time male employees earned 4.08% an hour more than full-time female employees, using the mean measures, but 0.71% an hour less than full-time female employees using the median measure.

3.4 Pay Quartiles

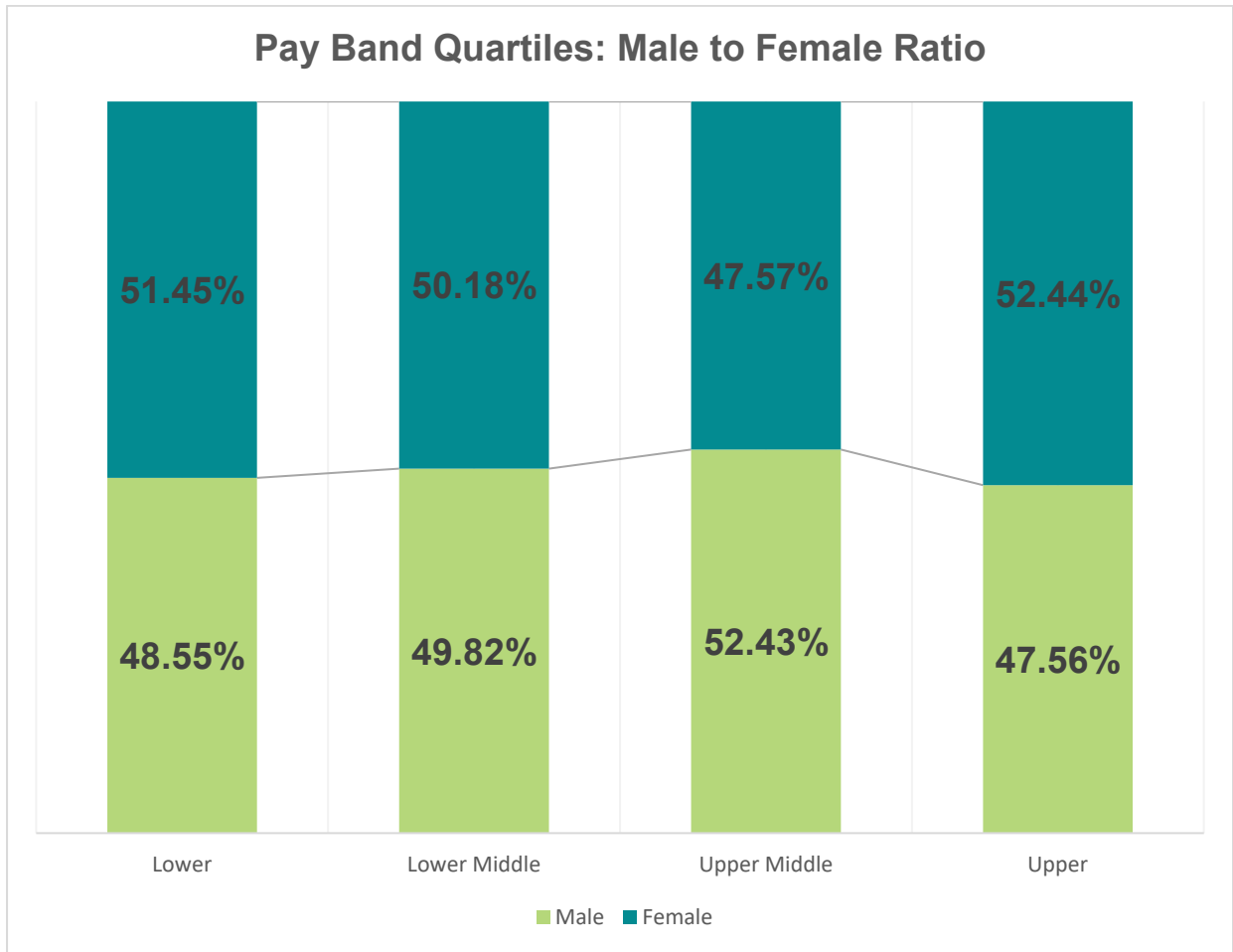


Figure 5: Male to Female ratio in quartiles based on hourly remuneration

In order to group employees into quartile pay bands, the calculation was based on ranking employees in CMETB from lowest to highest based on their hourly rate of pay. This is outlined above and divided into quartiles.

Table 4: CMETB Gender Pay Gap Analysis 2022

Snapshot Date	29 June 2022	Mean: 6.54% Median: 5.69%		
Reporting Period - From	30 June 2021			
Reporting Period - To	29 June 2022			
Headcount on Snapshot Date				
Headcount	Fulltime Employees	Part-time Employees	Total Employees	of Whom are Temporary
Male	237	99	336	N/A
Female	585	385	970	N/A
Total	822	484	1306	N/A
Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]				
	Gender Gap in Hourly Remuneration			
	Mean	%	Median	%
Full Time Employees	R.7(1)(a)	4.08	R.8(1)(a)	-0.71
Part Time Employees	R.7(1)(b)	-13.88	R.8(1)(b)	6.5
Temporary Workers	R.7(1)(c)	N/A	R.8(1)(c)	N/A
	Gender Gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A
	% of all Male		% of all Female	
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A
Pay Quartiles		% Male		% Female
Quartile 1	R.10(1)(a)	48.55	R.10(1)(a)	51.45
Quartile 2	R.10(1)(b)	49.82	R.10(1)(b)	50.18
Quartile 3	R.10(1)(c)	52.43	R.10(1)(c)	47.57
Quartile 4	R.10(1)(d)	47.56	R.10(1)(d)	52.44

Gender Pay Gap Information Report [Regulation 6]

Does the information specified in the metrics above show differences relating to remuneration that are referable by gender? [Y/N]	Y
Is a statement included in setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? [Y/N]	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Y

4 CMETB Gender Pay Gap Statement 2022

All Education and Training Boards' salary scales are approved by the Department of Education (DE) and the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS). We do not have any flexibility to apply off scale salaries to any specialist skillsets. On occasion, we may have a new employee who is moving from an existing public service post. If appointed to a post that is deemed an analogous grade / scale, the new employee may be appointed at their current scale point.

CMETB adheres to all public service pay scales and any pay agreements. This ensures that everyone is paid fairly for undertaking the same or similar role. We also adhere to Circular Letter 0047/2020 – Revised Arrangements applying to starting pay. This Circular Letter states that we must appoint at the minimum point of the scale.

The reason for the gender difference is that CMETB has more women than men employed at almost all grades, so the questions could be asked as to why there is a gender pay gap. Our analysis shows that is mostly women in CMETB who are availing of family friendly schemes, where employees choose to avail of job / work sharing, shorter working year, and so forth, their annualised base pay is reduced. As it is mostly women in CMETB who avail of family friendly schemes, a gender pay gap arises.

CMETB will continue to offer and promote a range of flexible working and leave options which are available to all employees, including carer's leave, paid maternity and adoptive leave, paternity leave, parent's leave, parental leave, and other such schemes.

The move to Hybrid Working for certain staff roles, where the nature of work allows, will be a key part of a suite of flexible working arrangements such as shorter working year, parental leave and work-sharing. It is expected that a take-up of hybrid working by male employees across the organisation will help to promote the idea of flexible work options and work-life balance opportunities more generally within CMETB. It will, however, be important to monitor hybrid working over the coming years to ensure that those availing of these arrangements have equal visibility and opportunity for advancement as those attending the physical workplace full-time.

CMETB will continue to analyse and address insights from our annual Gender Pay Gap reports and develop actions and initiatives as necessary over the coming years to address any issues arising in consultation, where appropriate, with the DE, DFHERIS and the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

5 CMETB Commitment to Equality, Diversity and Inclusion

CMETB strongly believes that equality, diversity and inclusion is paramount to the growth of an organisation and we commit ourselves to these values. A diverse and inclusive workplace that understands the needs of its employees can have a significant and meaningful impact on employee satisfaction and retention. It is also important to ensure equality, diversity and inclusion are progressed throughout the organisation and that CMETB is reflective of Irish society as a whole.

5.1 Fair and transparent recruitment policies

CMETB is an equal opportunities employer and, as an organisation, we consistently strive towards the promotion of equality of opportunity throughout our recruitment procedures and policies.

CMETB strives to follow best practice and ensure our workplaces are accessible to all and that all policies and procedures are inclusive and accessible. All members of interview selection boards are trained in unconscious bias and disability awareness.

5.2 Learning and Development

CMETB is committed to providing opportunities for ongoing learning and development of our staff, so that all staff can develop to their full potential. CMETB employees are actively encouraged to pursue education opportunities and enhance their skills to continue and further their career within CMETB. Study and examination leave are available to staff.

5.3 CMETB Public Sector Duty

As a public sector organisation, there is an obligation on CMETB under the Public Sector Equality and Human Rights Duty to eliminate discrimination, promote equality of opportunity and protect the human rights of CMETB employees and those we provide services to, when carrying out our functions as an organisation.

Public sector bodies are required to set out to the public in their strategic plans, their assessment of the human rights and equality issues they believe to be relevant to their functions and the existing or proposed policies, plans and actions to address those issues.

CMETB is actively embedding our Public Sector Duty in its organisational structure, policy development and the provision and delivery of services. The Public Sector Duty is an intrinsic part of the Strategy Statement 2022-2026 and will be reported on an annual basis through our Annual Report.

On an ongoing basis CMETB supports initiatives to promote awareness of human rights and equality, such as Mental Health Week, Irish Sign Language Awareness Training, Digital Accessibility under the EU Directive and Pride Month.

We will continue to develop our commitments to equality, diversity and inclusion throughout the organisation and provide responsive services and excellent customer care to our service users and the wider public.

We will endeavour to become an employer of choice in the Cavan Monaghan region and attract, develop and maintain an inclusive and diverse employee population.



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