



cmetb
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 2024

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 (CMETB) Gender Pay Gap Report for 2024.

This report has been published in line with the enactment of the Gender Pay Gap Information Act, 2021 (as amended), which directs organisations with over 150 employees to report on their gender pay gap. This is the third year of reporting on the gender pay gap and I welcome the opportunity to review the area of gender pay difference as well as to highlight the initiatives within CMETB that aim to close the Gender Pay Gap.

Cavan and Monaghan Education and Training Board aims to be a place where all employees have the same opportunities for progression and development, regardless of gender, and we actively encourage a culture of equality, diversity and inclusion.

Our staff members are at the core of CMETB as an organisation and 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 150 employees to report on their gender pay gap in 2024.

This is Cavan and Monaghan Education and Training Board's (CMETB) Gender Pay Gap Report 2024 and is based on a snapshot of employees on the 30 June 2024.

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:

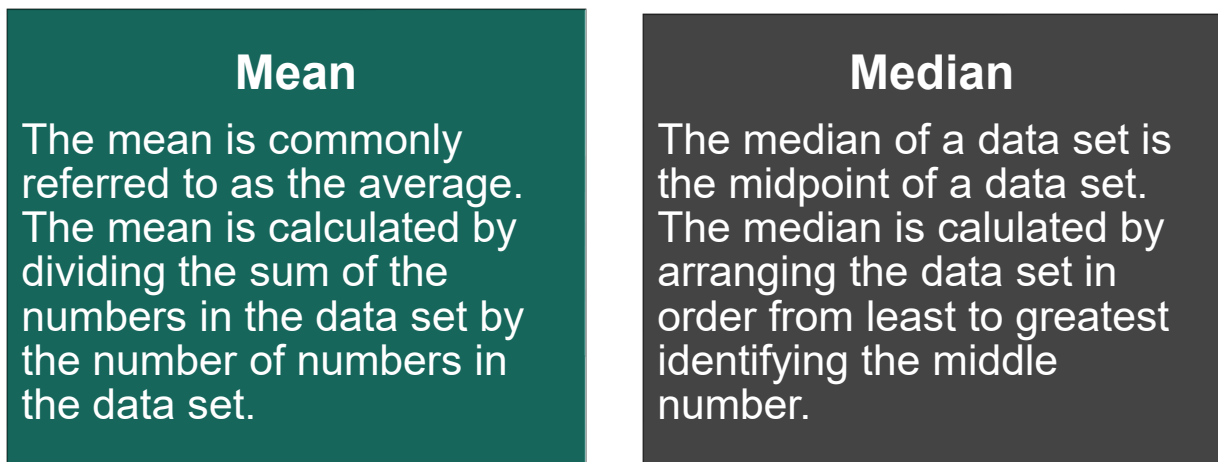


Figure 1: Definition of Mean and Median

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 2024

3.1 All Employees

On 30 June 2024, there were 1,335 employees in CMETB. 24% of employees were male and 76% were female.

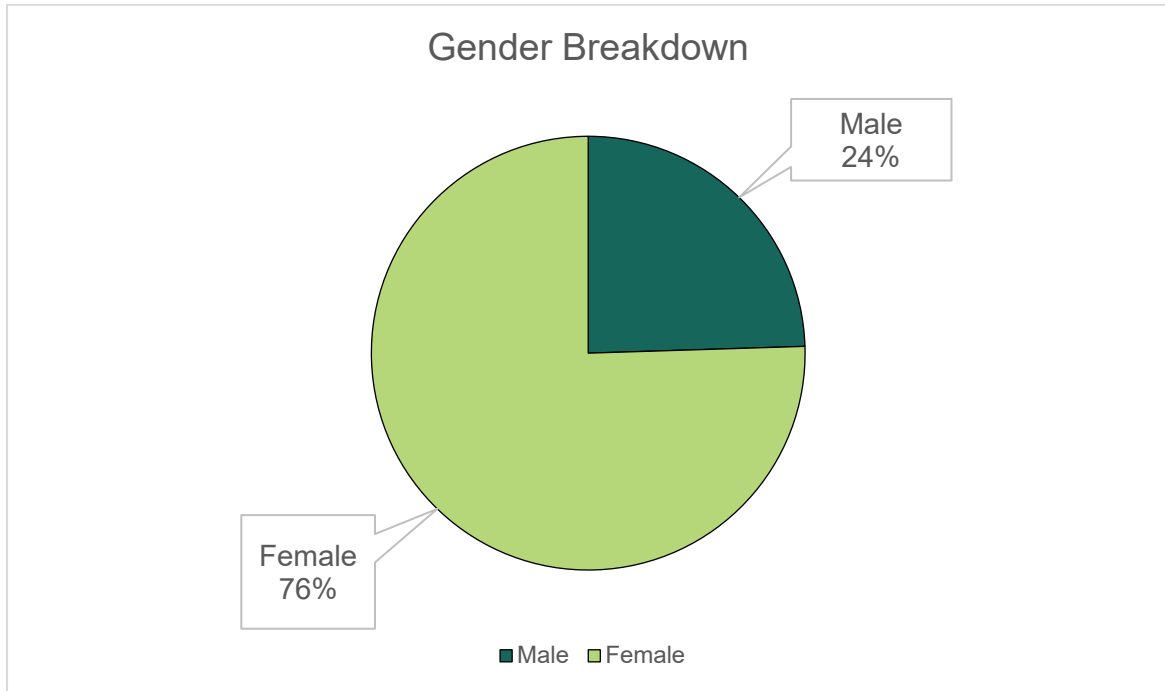


Figure 2: Overall Gender Breakdown in CMETB at 30 June 2024

Mean and Median Gender Pay Gap for all Employees

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

Mean	Median
7.71%	8.35%

This means that, for the reporting period, males earned 7.71% an hour more than females using the mean measure, and 8.35% more than females when using the median measure.

3.2 Part-time Employees

Of the part-time employees employed by CMETB, 16% were male and 84% were female.

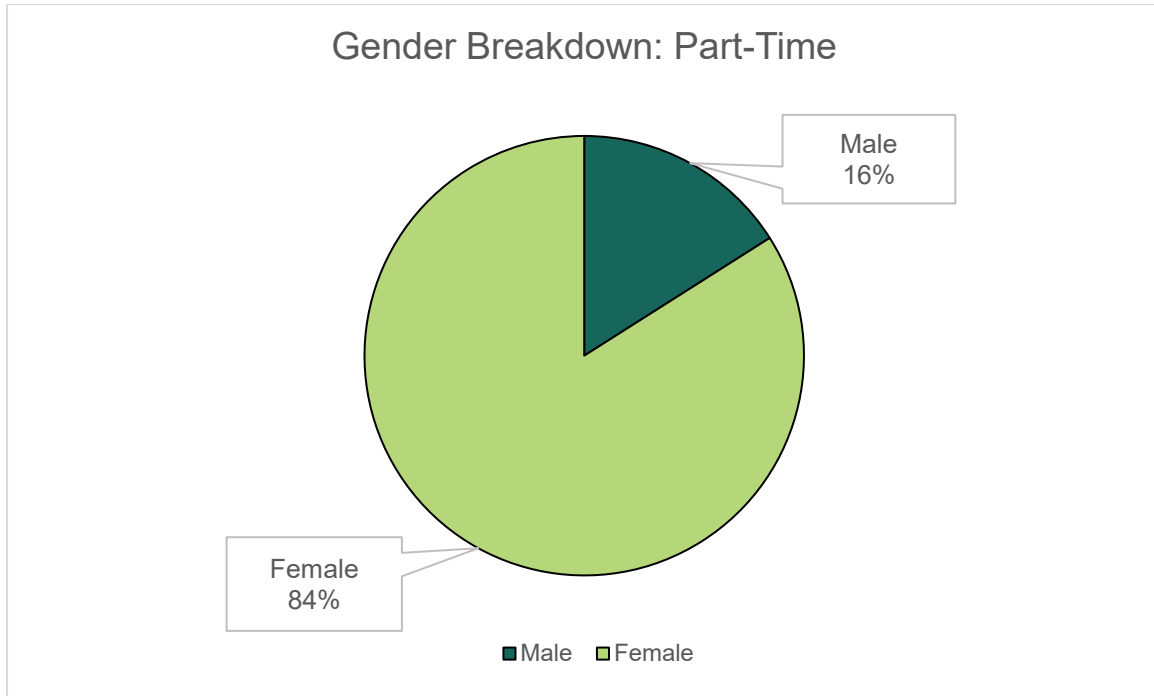


Figure 3: Total Gender Breakdown: Part-time employees

The Gender Pay Gap for CMETB part-time employees using the mean hourly rate for the reporting period was 7.64% for part-time employees. This means that part-time male employees earned 7.64% an hour more than part-time female employees, using the mean measure, and 1.95% 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
7.64%	1.95%

3.3 Full-time employees

Of the full-time employees, 70% were female, with 30% of CMETB full-time employees being male.

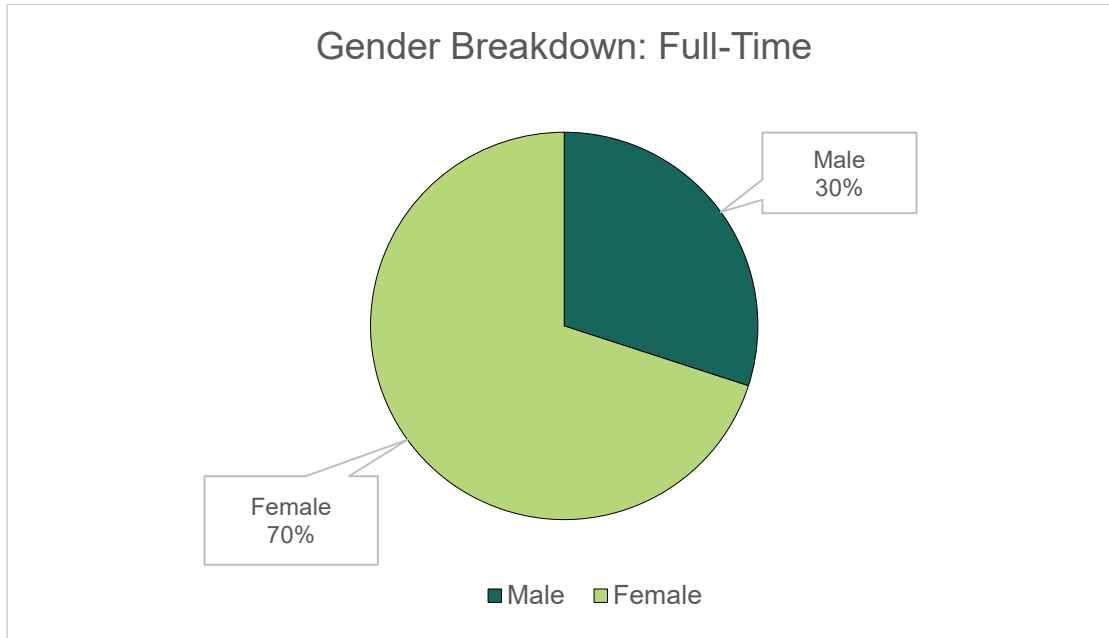


Figure 4: Total Gender Breakdown: Full-time employees

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

Mean	Median
3.62%	5.46%

The Gender Pay Gap for CMETB using the mean hourly rate for the reporting period was 3.62% for full-time employees. This means that full-time male employees earned 3.62% an hour more than full-time female employees, using the mean measure, and 5.46% an hour more than full-time female employees using the median measure.

3.4 Pay Quartiles

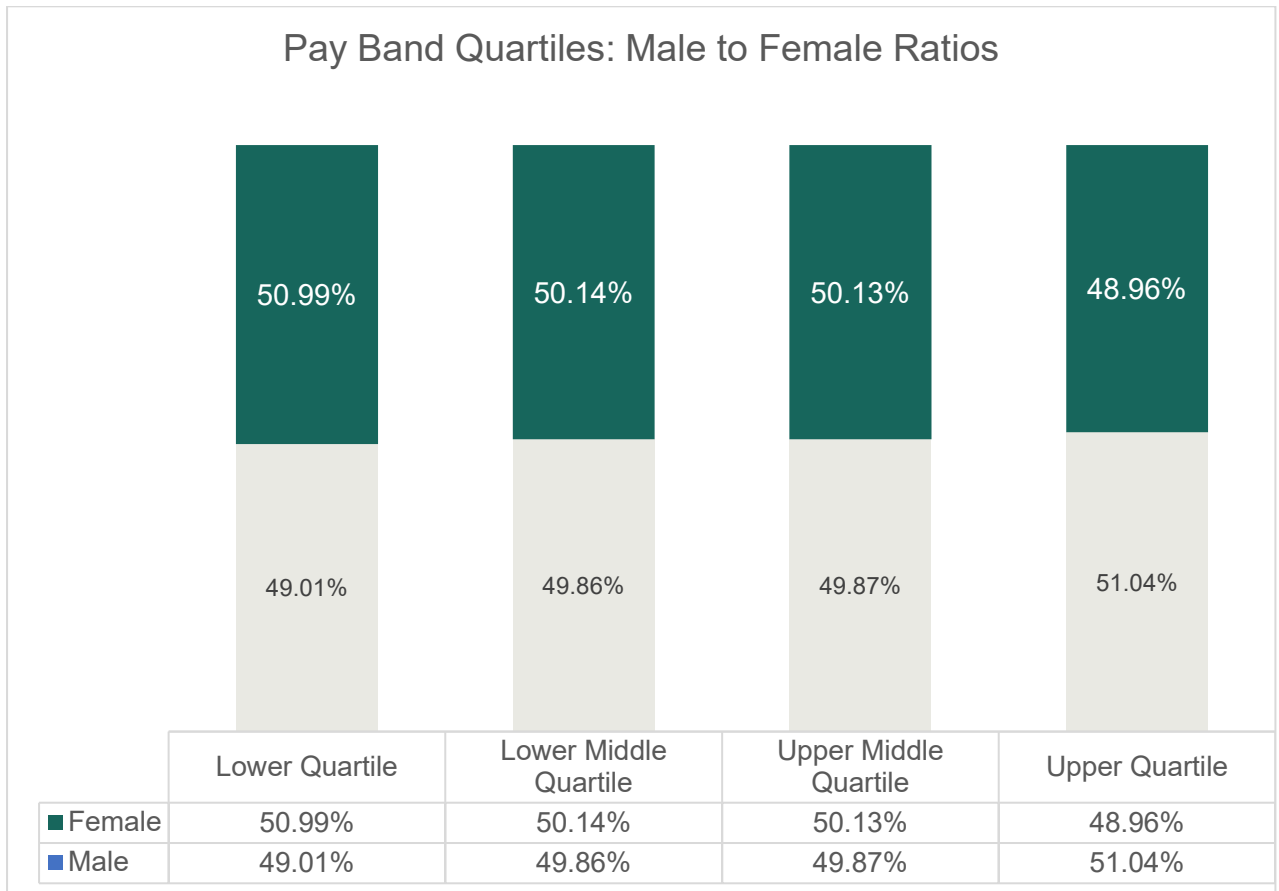


Figure 5: Male to Female ratio in quartiles based on hourly remuneration

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 2024

Snapshot Date	30 June 2024	Mean: 7.71% Median: 8.35%		
Reporting Period - From	30 June 2023			
Reporting Period - To	30 June 2024			
Headcount on Snapshot Date				
Headcount	Fulltime Employees	Part-time Employees	Total Employees	of Whom are Temporary
Male	247	80	327	N/A
Female	592	416	1008	N/A
Total	839	496	1335	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)	3.62	R.8(1)(a)	5.46
Part Time Employees	R.7(1)(b)	7.64	R.8(1)(b)	1.95
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)	49.01	R.10(1)(a)	50.99
Quartile 2	R.10(1)(b)	49.86	R.10(1)(b)	50.14
Quartile 3	R.10(1)(c)	49.87	R.10(1)(c)	50.13
Quartile 4	R.10(1)(d)	51.04	R.10(1)(d)	48.96

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 2024

CMETB's Gender Pay Gap for 2024 is 7.71% which is an increase of 1.9% from our 2023 figure. This could be partly explained by an increase in the number of men at the senior management level in the reporting period.

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. 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. We adhere to Department of Education 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. 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.

The reason for the gender difference is that CMETB has more women than men employed at almost all grades, so the question could be asked as to why there is a gender pay gap. While CMETB employs more females than males, there is a higher proportion of women at the lower end of salary scales. This then effects the Gender Pay Gap formula as the calculation is based on the gap between male and female salaries as the total hourly rate of staff which is divided by the number of people employed. With a significant proportion of female staff in CMETB at the lower end of the salary scale, a gender pay gap emerges.

Moreover, our analysis shows that it is mostly women in CMETB who are availing of family friendly working schemes, where employees choose to avail of job / work sharing, shorter working year, unpaid leave, and so forth, and as a result their annualised base pay is reduced.

5 Measures to address the Gender Pay Gap

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

Hybrid working for certain staff roles, where the nature of work allows, is now part of a suite of flexible working arrangements such as shorter working year, parental leave and work-sharing. CMETB encourages a healthy work-life balance for all of its staff members and offer a comprehensive programme of health and wellbeing initiatives, including an Employee Assistance Service.

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).

6 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. It is important to ensure equality, diversity and inclusion are progressed throughout the organisation and that CMETB is reflective of Irish society as a whole.

6.1 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 provides assistance and reasonable accommodations, if requested, throughout the recruitment and selection process, including online interviews, accessible interview suites, ensuring our workplaces are accessible to all and that all policies and procedures are inclusive and accessible. Members of interview selection boards are trained in unconscious bias and disability awareness.

6.2 Learning and Development

CMETB is committed to providing opportunities to staff for ongoing learning and professional development on an equal basis. 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.

6.3 CMETB Public Sector Duty

As a public sector organisation, CMETB has an obligation 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, including gender equality, 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 the 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 is reported on an annual basis through our Annual Report.

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.

As an organisation, CMETB will continue to analyse data related to the Gender Pay Gap to discern why a gender gap occurs. CMETB will use these findings, where appropriate, to develop and implement actions and initiatives to address the gender pay gap, understand why differences occur and use those findings to address any issues arising. We will endeavour to become an employer of choice in the Cavan and Monaghan region and attract, develop and maintain an inclusive and diverse employee population.

CMETB will continue to support and promote national equality, diversity and inclusion measures, including those measures aimed at reducing the Gender Pay Gap. As a public sector organisation, we continually aim to develop and encourage a diverse and inclusive work environment.



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