

Gender Pay Gap Report 2025

This report relates to Seetec Employability and Skills Ireland

Our Gender Pay Report reflects data taken as of 31st of June 2025

Document owner: Group HR Director

Table of Contents

1.	Gender Pay Report 2024/25 - Introduction	3
2.	Gender Pay Gap Explained	4
3.	Seetec Employability and Skills Ireland Gender Pay Gap Summary	5
4.	Understanding our Pay Gap	6
5.	Addressing our Gender Pay Gap	9

1. Gender Pay Report 2024/25 - Introduction

This report details our gender pay gap for the reporting year 2024/25 and the data contained within it continues to inform our work, and progress, in supporting equality, diversity and inclusion across our organisation.

At Seetec, we are committed to providing equal opportunity for our colleagues, supporting them to achieve and succeed irrespective of gender or other characteristics. We believe in employing and supporting people from all backgrounds and demographics, and strive to represent the diversity of the communities we work in. With people at the heart of every one of our services, we are driven by our overarching aim of ‘creating opportunities and improving lives’ and this extends to our colleagues. We actively promote a culture that gives individuals the opportunity to succeed and grow based on their abilities, and we are proud to hold the Great Place to Work Accreditation in Ireland and Ireland, Disability Confident Leader status and to be a Real Living Wage Employer.

Our Gender Pay Report reflects data taken as of 31st of June 2025 and includes our accompanying narrative

Pay gap reporting is an important tool for monitoring our progress in reducing the differentials in pay between male and female colleagues and to inform our future actions. This reporting covers the Mean & Median Gender pay gap, bonus pay gap, staffing levels, gender split and number of colleagues who receive benefits in kind. The Median Pay Gap for 2025 is at 6.03% which is an improvement on 7.26% in 2024. Our Median remains marginally above the Ireland average of 5.5% (Central Statistics Office – Annual Earnings Survey 2022)

Ceri Bennett

Group HR Director

2. Gender Pay Gap Explained

The gender pay gap is the difference in average hourly earnings between all men and women in an organisation, regardless of their roles.

Companies are required to report on their Gender Pay Gaps under the Gender Pay Gap Information Act 2021 and is based on a series of calculations set out by the Irish government. The gender pay gap shows the difference in the full-time equivalent earnings between male and female colleagues, and for part time workers, expressed as a percentage of the average earnings for male colleagues. Pay gaps are reported using both the median and the mean averages.

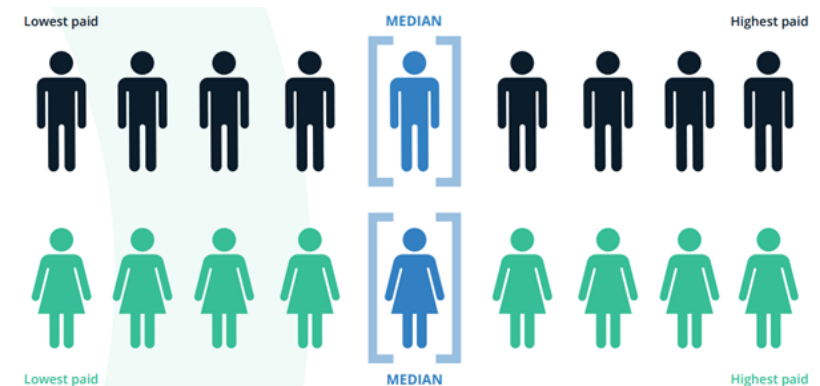
How is the gender pay calculated?

The **median** gender pay gap is the difference between the male and the female median. We rank our male and female employees separately, from the lowest to the highest paid, the middle-paid colleague is the median. The figure is expressed as a percentage; a positive figure indicates there is a pay gap with men earning more than women and a negative figure (-) indicates a pay gap with women earning more than men.

The **mean** gender pay gap shows the difference between the average hourly pay for all men compared with women across an organisation. Again, this is expressed as a percentage.

What is Equal Pay?

The gender pay gap is different from equal pay. Equal pay is the right for men and women to be paid the same for the same, or equivalent, work or work of equal value. This means that even when pay is equal there may still be a gender pay gap. Seetec has always been committed to ensuring that we treat people fairly and do not pay men and women differently for doing the same or equivalent work and our pay structures reflect this.





3. Seetec Employability and Skills Ireland Gender Pay Gap Summary

The **median** gender pay gap has decreased from 7.26% to 6.03% and our mean gap has increased to 20.05 % this year versus 16.41% last year. This is the first year Seetec Employability and Skills Ireland have met the staffing levels for mandatory reporting within Ireland, therefore caution is to be taken into account when comparing year on year figures, as this is the first year Irish legislation has been followed including a different snapshot date to previous UK reporting.

We believe the median to be a more accurate figure of our gender pay gap because it is less affected by outliers at the top or the bottom of the pay range.

Gender Pay Gap

Below is a summary of our overall median and mean gender pay gap based on hourly rates of pay as at 31st of June 2025.

Seetec Ireland		
Median	6.03%	 1.13
Mean	20.49%	 4.08

Bonus Pay Gap

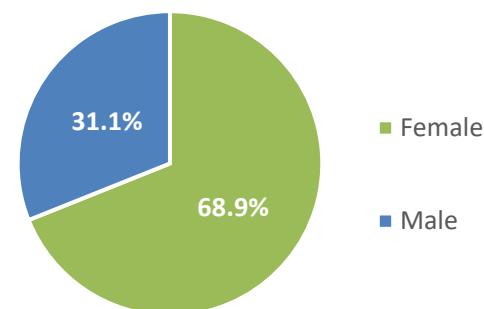
Below is a summary of our bonus pay gap, it is worth noting that only one male colleague received a bonus in this reporting period. This significantly distorts the figures due to the small sample size.

Seetec Ireland	
Median	100%
Mean	100%

4. Understanding our Pay Gap

Gender Representation

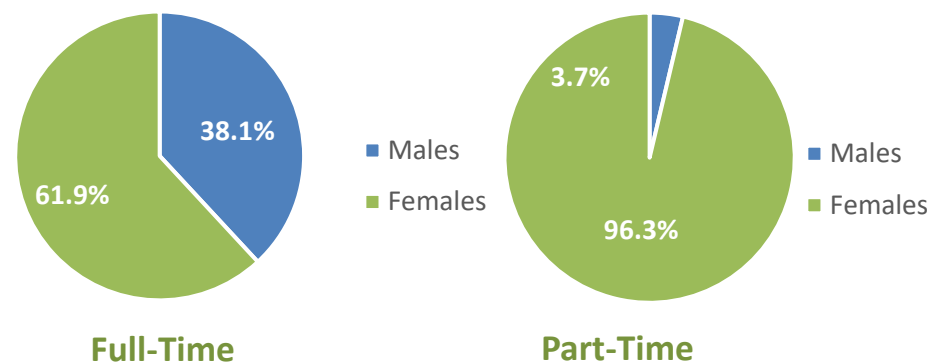
It's important to take into consideration our workforce profile and gender balance at Seetec Ireland when considering our results. This report is based on 132 colleagues, a decrease of 19 colleagues from April 2024. We employ over twice as many women (68.9%) as men (31.1%) this is a slight move with 73.5% being female last year. This is 91 Female colleagues and 41 Male colleagues.



Part-time and Full-time Working

Women represent most (96.3%) of our part-time working population, and nearly 2 thirds of our full-time colleagues. Part-time males represent 3.7.8% of our part time population 31.1% of our overall colleagues.

We support all colleagues who wish to work more flexibly where we are able to. We also encourage the uptake of shared parental leave enabling men to take on more caring responsibilities and this is reflected in our family friendly policies.



Gender representation by job level and pay quartile

There is an even split of male and female colleagues in Senior Manager/Directors positions. Female representation at this level has remained the same as 50% in April 2024.

There are more women in management roles (63.6%) than men and this is now at a proportionally level rate when compared to the overall ratio of men/women in the workforce.

Our data shows that women are less represented in the top quartile (50%), with the highest representation in the lower quartile (75%), causing our gender pay gap.

Understanding our Gender pay gap

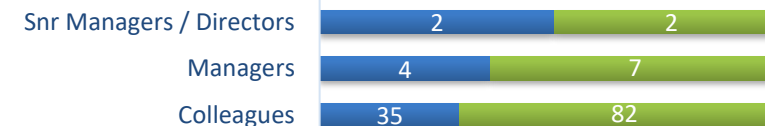
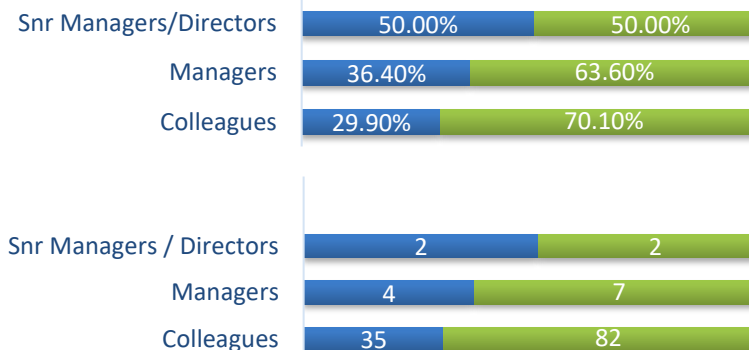
Our female colleagues are well represented across our job levels and pay quartiles, however our data shows that the proportion of male employees increases to the more senior roles and pay quartiles whilst the proportion of women decreases. this results in a gender pay gap.

Our workforce is comprised of more women than men, this in itself creates an imbalance due to the volume of women employed in colleague roles which are predominately the lower quartile pay range. Improving our gender diversity in senior positions will reduce both the mean and median gender pay gap.

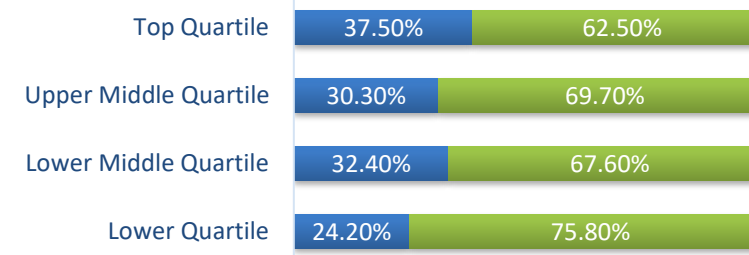
Our 2025 calculations show our mean and median hourly rates as:

- Mean, €21.62 per hour for men and €17.19 per hour for women
- Median, €17.39 per hour for men and €16.34 per hour for women

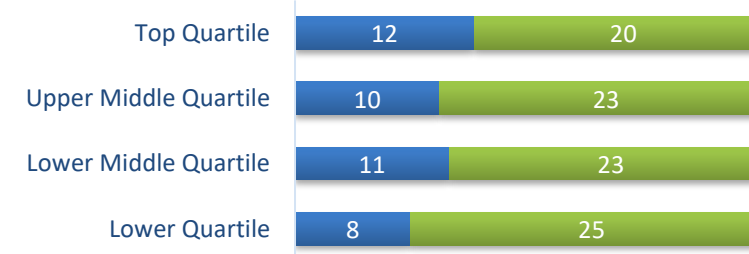
Colleagues by Gender by level



Proportion of females and males in each pay quartile



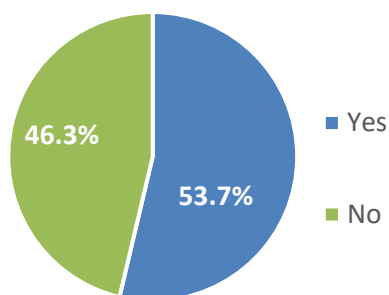
Proportion of females and males in each pay quartile (actual numbers)



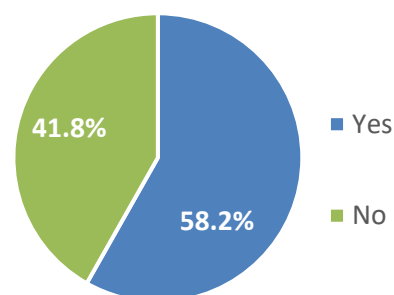
Benefits in Kind

75 Colleagues receive a benefit in kind. These are HSF and Laya, both healthcare benefits. Slightly more females are receiving a type of benefit in kind than males.

Male Population received Benefit in Kind



Female Population received Benefit in Kind



Results

Women represent over two thirds of the workforce and are well represented in all levels and quartiles of the business. However there is more representation in the lower quartile than there is across the business which leads to our gender pay gap.

5. Addressing our Gender Pay Gap

Below are some of the ways in which we will address our gender pay gap:

Our pay structure: We provide fair and equal pay opportunities for all our colleagues. In our pay and grading structure, each job or group of jobs has an associated salary range with defined performance benchmarks at a number of levels. Seetec determines roles are competitive by comparing jobs against rates of pay in the same occupational sectors. Having a clear grading structure helps to provide a logical basis for objective decisions about pay and progression.

Commitment: We commit to continuing to ensure we provide fair and equal pay opportunities. We will continue to pay at or above the Real Living Wage and take into considerations market pay rises.

Employee Voice: As an Employee-owned business our colleagues' help shape our strategic direction and inform our decision making. The Employee Council regularly meets with Senior Leaders and our Employee Representatives are embedded within our Governance meetings.

Commitment: We commit to share with our Employee Council and wider colleagues the results of our Gender Pay Gap Report and together explore ways in which to address our pay gap. We will use our newly formed Diversity Inclusion Groups to support delivery against our EDI action plan and reduce discrimination of any kind. We will analyse our employee engagement surveys to understand whether there are any specific differences and areas of concern.

EDI training: We provide a wide range of opportunities for colleagues at all levels to develop their skills, including learning around equality, diversity and inclusion (EDI).

Commitment: We commit to continuing to deliver training to all colleagues regarding unconscious bias, and other EDI topics. This will support managers to make objective decisions around recruitment and promotions, leading to greater diversity representation in the workforce and more senior roles. We will monitor and report on training completion rates.

.....

Recruitment: We are committed to ensuring all recruitment is fair and transparent in line with our organisational values, behaviours, safeguarding principles, our Equality, Diversity and Inclusion Policy and wider employment legislation. We will always recruit the person who is most suited to each particular job. We operate an anonymous application process, and we recruit solely on the basis of the applicant's abilities and individual merit as measured against the predetermined criteria for the job. Qualifications, experience and skills are assessed at the level that is relevant to the job.

Commitment: We commit to reviewing how and where we attract our people from and to identify methods to address the disproportionality experienced by underrepresented groups. We will further analyse the census information to understand whether our representation is reflective of the communities in which we operate in.

.....

Management Information: Workforce profile statistics are reported via our monthly People Management Information (MI). The MI also includes data on recruitment activities, training, and promotions.

.....

Accreditations and pledges: We are a Real Living Wage Employer, signatories to the Race at Work Charter and Armed Forces Covenant. We have achieved Investors in People, People and Health and Wellbeing Gold accreditations and the Inclusive Employer Standard accreditation. We are a Disability Confident Leader, Endometriosis Friendly Employer and a Mindful Employer

Commitment: We will deliver against our accreditation commitments and our Health and Wellbeing Strategy to ensure that we support both men and women to achieve and sustain employment.

.....