

Gender Pay Gap Report

November 2025



Gender Pay Gap Reporting – Introduction



Legislative Requirements

Mandatory Gender Pay Gap Reporting was introduced in Ireland following the enactment of the Gender Pay Gap Information Act 2021 (“the Act”) in July 2021. On 3 June 2022 the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022 (“the Regulations”) were published. The Regulations initially required employers with no not less than 250 employees to report on their Gender Pay Gap.

The Regulations, which were subsequently updated on 31 May 2024 and again on 31 May 2025, now require employers of over 50 employees to report their Gender Pay Gap annually, and the measures that are being taken (if any) to eliminate or reduce the gap. Employers are required to take a snapshot date in June each year and report on figures for the previous 12 months.

St. Raphael’s Garda Credit Union (“St. Raphael’s” or “the Credit Union”) is now at the employee threshold for mandatory reporting. The snapshot date chosen is 30 June and all figures included in this Report are based on the previous 12 months.

Gender Pay Gap vs Equal Pay

The gender pay gap and equal pay are not the same, they are two different concepts.

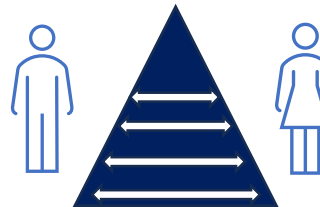
The gender pay gap

The gender pay gap refers to the difference in average hourly pay of men and women at all levels.



Equal Pay

Equal pay is about ensuring men and women in similar roles, with similar skills, qualifications and experience are being paid equally.



The Gender Pay Gap Calculation

The gender pay gap is the difference in the average hourly pay of men and women across an organization. It’s calculated in two ways, a mean and a median.

The mean hourly pay gap

The mean is what is commonly know as the average value. The mean hourly pay for each gender is calculated by adding the hourly pay for all employee in each gender and dividing it by the number of employees in each gender. The mean hourly pay gap is the difference between the mean hourly pay of men and women, expressed as a percentage of the mean hourly pay of men.

The median hourly pay gap

The median is what is commonly know as the mid-point. The median hourly pay for each gender is calculated. The median hourly pay gap is the difference between the median hourly pay of men and women, expressed as a percentage of the median hourly pay of men.

Gender Pay Gap Reporting Requirements



Gender Pay Gap Reporting Requirements – Snapshot date 30 June 2025

	Male	Female
Gender breakdown by proportion of employees	40%	60%
Gender breakdown by proportion of full-time employees	39%	61%
Gender breakdown by proportion of part-time employees	43%	57%

1. Mean hourly gender pay gap (all)	16%
2. Mean hourly gender pay gap (part-time)	7%
3. Median hourly gender pay gap (all)	1%
4. Median hourly gender pay gap (part-time)	5%
5. Mean bonus pay gender pay gap (all)	58%
6. Median bonus pay gender pay gap (all)	11%

	Male	Female
7. Percentage of employees who received a bonus	100%	97%
8. Percentage of employees who received a benefit in kind*	57%	59%

9. Percentage of employees within each remuneration quartile	Lower	Lower Middle	Upper Middle	Upper
Number of employees in quartile	13	13	13	14
Male	38%	38%	31%	50%
Female	62%	62%	69%	50%

In 2022, the CSO recorded Ireland’s national gender pay gap at 9.6%. In relation to the financial services sector, it reported a gender pay gap of 24.7%.

Mean Gender Pay Gap

As of 30 June 2025, St. Raphael’s has a mean gender pay gap of 16% in favour of men. This is primarily due to most senior management roles being held by men. While most senior management roles are held by men, we have a strong gender balance amongst our overall management team.

Median Gender Pay Gap

As of 30 June 2025, St. Raphael’s has a median gender pay gap of 1% in favour of men. This indicates that men and women are effectively equally represented and paid at various levels throughout the organisation.

* St. Raphael's has a group healthcare plan in place which is available to all permanent employees. Not all employees have chosen to avail of this benefit.

Closing our Gender Pay Gap



Our people, through their skills, knowledge, and engagement, are the most valuable asset in the organisation. Investing in people through development and a positive environment is crucial in achieving the organisations strategic objectives.

Our analysis shows that the gender pay gap within our organisation is relatively small, which reflects the strong foundations we already have in place around fair pay and inclusive practices. It is our intention to maintain our progress by continuing to work on all important aspects that contribute to a fair and inclusive approach, as detailed below.

Recruitment practices

- We ensure gender-balanced shortlists where possible.
- Job descriptions and adverts are reviewed for inclusive language.

Ensuring Fair Pay Structures

- We have a high degree of consistency and fairness across roles and grades.
- We conduct pay reviews and benchmarking to ensure roles are paid fairly regardless of gender.

Culture & Awareness

- We foster a culture where performance and contribution drive reward, not visibility or presenteeism.
- We encourage open conversations around inclusion and equality.

Providing the right supports

- We encourage professional development and provide support to staff undertaking related training.
- Our Group Healthcare Plan includes a unique female health programme.

Maintaining Inclusive Practices

- We continue to strengthen fair recruitment, promotion, and development processes.
- Flexible working and inclusive policies remain a core part of our approach.